

ATHLETIC PROGRAM

The purpose of the sports program at DHS is to help our student- athletes become better citizens and physically fit while participating in a sport program. There are varsity sports for boys and girls in competition with schools of the Naugatuck Valley League and other area high schools. Besides the physical requirements which must be met before the person may participate in the sports program, there are also certain scholastic requirements. Students must be passing at least 4 full time academic subjects at the end of each quarter and pass 4 full time academic subjects for the year to be eligible for fall sports..

ACADEMIC ELIGIBILITY FOR THE NCAA

Students wishing to participate on the Division I and Division II college level in athletics must abide by the NCAA rules. They must first register with the NCAA clearinghouse through the guidance department or visit the <https://web3.ncaa.org/ecwr3/> for information.

Students should sit with their counselors to review their transcripts. Ultimately it becomes the responsibility of the student to meet all NCAA eligibility requirements, **PLEASE CHECK WITH OUR GUIDANCE DEPARTMENT, ATHLETIC DIRECTOR, FOR ADDITIONAL INFORMATION ABOUT THE NCAA ELIGIBILITY CENTER AND SAT REGISTRATION.**

DHS SPORTS PROGRAM

FALL SPORTS

FOOTBALL - VARSITY, JV
BOYS & GIRLS CROSS COUNTRY - VARSITY, JV
BOYS SOCCER - VARSITY, JV
GIRLS SOCCER - VARSITY, JV
CHEERLEADING - VARSITY

WINTER SPORTS

BASKETBALL BOYS - VARSITY, JV,
BASKETBALL GIRLS - VARSITY, JV
WRESTLING - VARSITY, JV
CHEERLEADING - VARSITY
INDOOR TRACK BOYS & GIRLS - VARSITY, JV

SPRING SPORTS

BASEBALL - VARSITY, JV
SOFTBALL - VARSITY, JV
OUTDOOR TRACK & FIELD BOYS/GIRLS - VARSITY, JV

DANCE DIVERSITY TEAM

Club Activity- This group is comprised of students in the freshman through senior classes to foster school spirit by performing in musical dance routines. They participate at some sporting

events, pep rallies and parades. Students try out in the spring for this organization. The group is led by a captain or co-captains. Grades will be checked after every marking period to be sure that academic standards are met.

CHEERLEADING

The varsity cheerleading squad is comprised of girls with special competition alternates. They lead the cheering at pep assemblies, football games and boys' basketball games. Tryouts are supervised by the coaches and a committee of judges in the spring. Grades will be checked after every marking period to be sure that academic standards are met.

MISSION STATEMENT - DERBY HIGH SCHOOL ATHLETIC PROGRAM

The Derby Athletic Department believes that interscholastic athletics is an integral and significant part of the student-athlete's academic, social, emotional, and physical development. Our athletic program is designed to be consistent with the basic philosophy of Derby High School and complete the total educational experience for our athletes. We will motivate our student-athletes to strive for excellence in academics and athletics, teach high moral and ethical values, and encourage them to reach their full potential in and out of the sports arena.

PHILOSOPHY

Successful athletic programs have specific goals. Some of those include: a positive experience for every athlete and a great sense of camaraderie and unity within their team; an environment that ensures high ethical standards and expectations for fairness, equity, and sportsmanship for all of our student-athletes and coaches. In addition, the athlete learns the value of good sportsmanship and citizenship and gains self-reliance and understanding of the necessity for self-discipline and hard work to attain success. Students should learn that participation in athletics is not only a privilege but is also an honor that requires responsibility for maintaining one's academic standing in the classroom and for maintaining a high standard of conduct inside and outside of school hours as outlined in the student handbook and the Code of Conduct for Derby Public Schools.

A true athlete is someone of high moral character with a genuine work ethic. They contribute to a team in many different roles and always strive for improvement and efficient execution of skills, in practice as well as in competition. Play hard, play fair, and dedicate yourself to be the best you can possibly be, but most importantly, have fun! The rewards will stay with you for the rest of your life.

OBJECTIVES OF THE DERBY HIGH SCHOOL ATHLETIC PROGRAM

Listed below are the stated objectives of the Derby High School Athletic Program. These objectives relate to all activities and entities of the overall athletic program.

1. Develop within participants an understanding of athletics as a privilege within the school structure. With that privilege comes a series of responsibilities that one must meet and respect.
2. Provide for lasting friendships with teammates and opponents.
3. Teach good sportsmanship and fair play.

4. Learn to accept decisions of officials, to win and lose graciously.
5. Encourage ACADEMIC and ATHLETIC success.
6. Develop good health and safety habits and overall physical fitness.
7. Encourage good dress and grooming.
8. Develop self-discipline.
9. Develop an attitude that working together within a group toward a common goal accomplishes successful results.
10. Provide a means for the understanding of competition and the components under which it thrives for the individual and our society.
11. Provide opportunities for team work, togetherness, friendship and group interaction with teammates, opponents and other members of the student body and faculty.
12. Develop an understanding of health, sanitation and safety.
13. Stress the importance of sportsmanship and its long range impact on occupation and family.
14. Provide an opportunity for participants of the positive experience brought about as a result of self-sacrifice. This satisfaction will transcend team records and develop a feeling of unity, belonging, and team pride.
15. Provide an opportunity for participants to place group/team needs above self. In addition, focus attention on self discipline and hard work in practice and hard work in practice for the overall benefit of the group/team.
16. Develop an appreciation within participants of the positive experience brought about as a result of self-sacrifice. This satisfaction will transcend team records and develop a feeling of unity, belonging and team pride.
17. Develop within each participant an understanding of the fact that he/she represents the school and that this responsibility must be realized in the classroom, community and on the playing field.

ELIGIBILITY

Athletes and coaches alike must remember that participation in athletics is a **privilege** and like any other **privilege**, it must be earned.

The rules of eligibility are designed to ensure that the proper perspective on education is maintained at all times. All coaches should be keenly aware of the specifics of eligibility and the enforcement of these rules. This section of the handbook covers far more than eligibility. It deals with the establishment of rules as we strive to maintain standards of achievement and athletic program development. Discipline in athletics begins with the adherence to these standards.

A Derby High School student is not automatically eligible for the athletic program. Each student desiring to participate in one or more varsity athletic teams at Derby must comply with the following rules:

Basic requirements for participation:

1. Each Derby High School student desiring to participate in a varsity athletic program must have a permission slip signed by a parent or guardian prior to the beginning of the tryout or practice period in preseason.
2. Each Derby High School student desiring to participate in a varsity athletic program must have a physical examination and screening prior to the beginning of the tryout or practice period in preseason. The physical is good for one year. The screening will take place once at the beginning of the athlete's career at DHS. If a student does not utilize the free examination, offered by the school, he/she will be required to secure an examination by the physician of his/her choice, at his/her own expense. A waiver form must be signed by a parent/guardian, indicating what insurance company the parents have and whether or not the school insurance has been taken for that school year.
3. Each Derby High School student desiring to participate in a varsity athletic program or any extracurricular activity must be academically and legally eligible as detailed in regulations by the Connecticut Interscholastic Athletic Conference (C.I.A.C.).
4. Athletes are allowed to switch sports programs during the same season under the following conditions. He or she notifies the current head coach of his/her decision and the new head coach. Then each head coach along with the AD agrees to the switch. The switch must be made prior to the entry of the official team roster on the CIAC roster site.

CONNECTICUT INTERSCHOLASTIC ATHLETIC CONFERENCE

ELIGIBILITY RULES

The C.I.A.C. is the coordinating body for all athletic competition in Connecticut High Schools. As a cooperating member of the C.I.A.C., Derby High School is obliged to comply with all the C.I.A.C. rules of eligibility. An athlete must pass 4 full time academic subjects for each marking period in order to qualify to participate in a sport program. (PE class does not count) The exception is the 4th marking period. For the fall season, the athlete must have passed 4 full time academic subjects for the previous year-not just the 4th marking period. A current (1 year) and valid physical must be approved by the school nurse. We will provide free physicals in June and in late November for our athletes.

ATTENDANCE RULES

1. An athlete will not be allowed to participate in a practice or game unless he/she was in attendance at school on that day. Individual exceptions may be made if prior approval is secured in advance from the athletic director - appropriate form must be completed.
2. In order for an athlete to be considered in attendance in school on the day of a practice or game, he/she must have been logged in by 10:00 a.m. Individual exceptions may be made if prior approval is secured in advance from the athletic director. **ATHLETES WHO COME TO SCHOOL AND ARE EXCUSED MUST GET THE APPROVAL OF THE ATHLETIC DIRECTOR BEFORE HE/SHE CAN PRACTICE OR PLAY IN A GAME THAT DAY.**

3. Excessive unexcused absences from practice are grounds for dismissal from the team. The Head Coach will determine the validity and excessiveness of absences. ** A written record of absences will be kept. **
4. Tardiness to practice is grounds for denial of practice time, suspension from game participation or dismissal from the team. The Head Coach will determine the validity and excessiveness of lateness to practice.
5. It is the responsibility of the athlete to arrive at the designated departure location at the time prescribed by the Head Coach. If the athlete is absent the day prior to a weekday game, it is his/her responsibility to contact the Head Coach for departure time and location.
6. Athletes are not allowed to travel to sporting events or from sporting events on their own or with anyone else. They must travel with the team on the team carrier.

BASIC DUTIES OF CAPTAINS

Captains will be nominated by the head coach and then approved by the Athletic Director. Although the Head Coach assumes the responsibility for his entire program and the activities involved, listed below are the basic duties and responsibilities of a team captain:

1. The captains will conduct themselves, on and off the field and throughout the year, in an exemplary manner demonstrating high standards of leadership, citizenship, academics and sportsmanship which is representative of Derby High School.
2. The captain(s) have the responsibility to help lead the team and be a connection between the athletes and coaches.
3. The captain(s) should help the head coach keep accurate and up-to-date records of all athletes who are participating in the particular sport.
4. Captain(s) should help the head coach keep accurate and up-to-date records of all athletes who are participating in the particular sport and be part of the phone chain for cancelled practices and games.

ELIGIBILITY, SELECTION, AND STANDARDS FOR CAPTAINS

1. Purpose. Captains will be used as a liaison between athletes and the coach. The role of the captain is also to model good sportsmanship and to help lead the team by example.
2. Selection. Teams may use athletes as part of the selection process. Coaches will have the final decision for nominating a captain and the athletic director will give final approval. It is not mandatory for a team to have a captain.
3. Eligibility. The position of captain is available to seniors with two years of play, exceptional juniors may be considered who have two years of play. In the event no Junior or Senior is eligible a captain may be selected at the discretion of the coach and approval of the Athletic Director
4. Standards. 1) Captains will adhere to rules and policies of the Derby School District, league, and CIAC. 2) Adhere to rules set forth by the athletic department, coaches, and staff. 3) Conduct yourself in an exemplary manner with high standards of conduct, citizenship, and sportsmanship. 4) Maintain a 70 average with no more than 1 failure.

5. Dismissal. Failure to adhere to the standards will result in a meeting to discuss possible dismissal as a captain.

TRAVEL TO AWAY CONTESTS

Players will understand that they represent the good name of Derby High School when they do travel and that their conduct is a direct reflection on our athletic program.

Players will not inflict damage to any part of the bus. Players will not bang on the outer hull, stand or pound on seats, write on any wall or seat or damage windows. Cleats are not to be worn on the bus at any time. They should be taken off before the student athlete enters the bus. Further, the bus driver will be treated with respect at all times. Profanity will not be tolerated. All team members will travel to away games and return from away games on the team bus. Riding home from away games with friends or relatives is not permissible. Team members are the responsibility of the high school until they arrive back at the school or field.

When team members travel to or from an away game they are under the jurisdiction of the coach and the high school. If a player should ride home with a friend or relative from a game and become involved in a car accident, the liability for the incurring injuries may fall on the coach and the high school. With this in mind, coaches should take care to insure the safe departure and return of their players.

When using the opponents' dressing room. Player's conduct is of the utmost importance. Note the general condition of the room both upon arrival and departure. If there is damage of any kind report it to your coach. At the end of the game, players should shower and dress as expeditiously as possible. Leave the opponents school or field as quickly as possible and do not return any cat calls that may be directed at you.

REPORTING ATHLETIC INJURIES

When an injury occurs, an accident report must be filled out by the trainer or coach and submitted to the school nurse. A copy should also be given to the Athletic Director. This process must be completed regardless of how severe the injury may have been.

The school insurance is a **secondary insurance** which is a supplement for some medical expenses after the parent's primary insurance has been exhausted. The injured athlete must return all other insurance forms and bills so they can be sent to the school insurance carrier.

Our insurance carrier will determine if there will be any reimbursement. Derby High School is not responsible for any athlete's medical bills.

Every athlete must maintain a primary insurance carrier or sign a waiver to private pay any medical expenses before he or she can participate in our athletic program.

RULES OF CONDUCT FOR DERBY HIGH SCHOOL ATHLETES

GENERAL STATEMENT

The rules of conduct that govern the participation of any member of a team are established on the premise that the best possible atmosphere for success can be created. Further, the code of conduct for athletes is set forth with the purpose of assisting all participants to perform to their maximum potential in the best interest of their respective teams and the overall athletic program at Derby High School. In order to execute the philosophy of the Derby Athletic Program with the resulting benefits to student, coach, student body, school and the community, the code of conduct must be followed. These rules will be enforced and fairly administered for all participants. Each program will have a set of rules for conduct which will be signed by the athlete and his/her parent or guardian.

SCHOOL ATTENDANCE

Participants in Derby athletic programs must be in attendance in school by 10:00 a.m. to be eligible for participation in the respective day's practice and/or game. Individual exceptions may be approved by the Derby High School administration when arranged in advance.

****Unexcused single period absences or cuts during a given day will result in an athlete being withheld from attending practice or a game on that respective day. ****

Extended absences for health or other reasons may result in the reexamining of the respective athlete's participation on an athletic team.

SCHOOL SUSPENSIONS DURING THE SEASON

If an athlete receives an in-school or out of school suspension they cannot participate in any sport activity or attend any home sport event during his/her suspension. Any violation will result in an immediate one week suspension (or additional week) from any team activity. If the same athlete receives **3 or more school suspensions** during their current season, he/she will forfeit an additional week of participation in their sport. The penalty will start immediately. Also, there will be a meeting between the athlete, his/her parent/guardian(s), the coach, the athletic director, and the principal to discuss their continuation with the team.

CONDUCT ON BUS TRIPS AND AT OPPONENTS' SCHOOLS

Participants in the Derby athletic programs will keep in mind that they are considered goodwill ambassadors or representatives of the school. Each athlete will act in a mature and positive manner. Further, athletes will be expected to act with the good grace and sportsmanship of "ladies" and "gentlemen" at all times.

Athletes will board buses on time for away games. Coaches will not be required to wait for team participants who are late in arriving for departure to away games. Any abuse to a bus will not be tolerated. Enthusiasm is understandable and expected, but it should not include pounding, stomping or any other form of physical injury to the bus.

In addition, athletes will refrain from any action that impedes the concentration and/or performance of the bus driver and his/her duties. Any damage to buses, caused by athletes, will be paid by the athletes of that team. Specific athletes entering into any of this negative behavior will be subject to dismissal from the team.

Athletes traveling to away contests will dress in a reasonable manner.

Athletes should refrain from bringing valuables along with them to away games, as the possibility of theft is a danger. Items that should be carefully checked, if brought in the first place, include wallets, handbags, electronic devices, jewelry and sums of cash, Keep in mind that the schools you are visiting, the bus company, and Derby are not responsible for lost property.

When visiting other schools for away games, the utmost respect should be shown to that respective school's property including locker rooms, rest rooms, meeting rooms, gym, fields, grandstands, and equipment. Theft by any member of a Derby athletic team or the defacing of any property will result in the possible suspension or dismissal of that individual from the team.

Proper respect will be demonstrated to all individuals that the Derby athletic team participant comes in contact with during away games. Athletes will show a constant respect for all officials and their judgments. This same respect will be shown to members of the opponents' team and their coaches. Should fans in attendance, opponent team members, or even coaches, aim various comments or gestures at a Derby athlete, these forms of communication will not be returned. In returning such language or gestures, the Derby athlete lowers himself/herself to the level of those that can not control themselves. True sportsmanship and class can only be shown with what is performed on the courts or playing fields, and not with gestures, or language. Athletes who choose to utilize foul language, gestures, or other means of improper communication will subject themselves to suspension or possible dismissal from the team. Regardless of the outcome of the game at an opponents' school, athletes will board the bus in a quiet orderly manner. Athletes will not instigate any discussion with opponent fans, players or students that could result in a possible confrontation. By the same token, comments, gestures or thrown objects by fans, opponent school students or others will not be provoked or returned. On the return trip to Derby High School, athletes will refrain from sticking hands or other items out the windows. Gestures of an obscene nature or foul language to persons outside of the bus or in will not be tolerated. Once again, such action on the part of the athlete will result in the suspension or possible dismissal of the athlete(s) involved.

TRANSPORTATION TO AND FROM PRACTICES

Athletes wishing to participate in a Derby High School athletic program must make arrangements with parents or relatives to secure transportation to and from practice. Athletes should inform the person who is to pick them up at the time that the practice session will end. Athletes who live within walking distance of the school may use this method of transportation to and from practice. Athletes must plan to arrive for practice on time.

TRANSPORTATION TO GAMES

Transportation to away games is provided by Derby High School. Athletes are required to travel by that mode of transportation to away games only. Athletes are not allowed to use their own transportation or that of a friend or relative. Once again, the athlete must travel by bus or other carrier prescribed by the Director of Athletics. Further, all athletes traveling by bus or other transportation as sanctioned by the Athletic Department to away games will return by the same carrier. A parent may request a bus waiver for his/her son/daughter if there is an extenuating family situation that will prevent the athlete from using the team bus. The waiver releases Derby High School from any transportation liability.

CARE OF PERSONAL EQUIPMENT AND PROPERTY

All athletes are responsible for the security of their personal property. Prior to practice or home games, clothing and any other items of a personal nature should be locked securely in the athlete's locker.

Athletes should refrain from using another athlete's locker or lock as this can cause problems should one of these athletes leave practice early or forget that he/she is sharing a locker or lock on that day. Items of particular value should be given to the Head Coach who may choose to lock these items in the coach's office.

At the onset of each season, the athlete is loaned the appropriate equipment, practice uniforms and game uniforms for his/her specific team. Once the athlete takes possession of this equipment and uniforms, it becomes the responsibility of that athlete to take reasonable care of these materials throughout the season.

Every item that is given to the athlete at the beginning of the season must be returned to the Head Coach at the end of the season. If the athlete fails to do so, he/she will be charged the replacement cost of those items that are not returned. **An athlete will not be allowed to participate in any other sport until payment has been received.** Also, that individual may be asked to give a deposit for his/her uniform each season. Keep in mind, that regardless of the condition of the equipment and/or uniform at the end of the season, all items must be returned. If the item is not returned or monetarily replaced, then that senior athlete will not be given a cap and gown for graduation.

Game uniforms will be worn for games in the manner detailed by the Head Coach. Uniforms will not be altered in a permanent way as to restrict the uniform's use in the coming seasons. Uniforms must be washed after every game. Athletes will pay for any uniforms that are discolored because they were not taken care of during the season. Sneakers, spikes or other forms of athlete team foot apparel are the responsibility of the individual athlete. The school will not supply these items.

SERIOUS OFFENSES AND RESULTING PENALTIES

As noted a number of times in this handbook, the athlete is a representative of Derby High School and is expected to portray a positive image. It is realized that athletes like all individuals are subject to error from time to time, however, the integrity of Derby High School and its athletic programs will be maintained at all times. In essence, this means that flagrant disregard for rules and the fundamental philosophy of Derby High School athletics will not be tolerated.

In the previous paragraphs of this section of the handbook, specific rules that deal with common sense, safety, respect for others and team decorum are detailed. What follows are offenses that when committed by an athlete, have a far reaching negative impact on the school, athletic program, and students. These offenses will be dealt with swiftly and in the best interest of the parties noted above.

When there is a question as to whether a serious offense has occurred, a meeting will be held with the director of athletics, coach, and principal. Penalties will be determined by the above mentioned people. It should be understood that participation in athletics is a privilege and additional punishment may be given when the principal, athletic director or coach think it is warranted.

Every team participant should be made aware of the consequences of undertaking in any way, one or more of the major offenses listed below:

1. Possession and/or the use of dangerous drugs or alcoholic beverages

The possession of and/or use of any illegal drug, other dangerous controlled drug, or alcohol is a serious offense at any time of the year since it breaks state and federal laws governing same. Participants in Derby High School athletic programs should not possess or consume the aforementioned substances. Any student-athlete determined to be in possession of drugs or alcohol, or demonstrating documented symptoms of being under the influence of drugs or alcohol on school property, at school sponsored events, on school buses, or en route to or from school sponsored events by any means of travel for the first time during his or her tenure in the school district is subject to the following disciplinary procedure:

Any athlete violating this rule will be subject to the Derby Public School chemical health policy. In addition the punishment for the first violation will be an automatic suspension for $\frac{1}{4}$ or 4 weeks of the season. The second violation will result in automatic dismissal from the team for that season. The third violation will result in dismissal from the athletic program for the **entire year**. Performance enhancing drugs (PED's) also fall under this category and are subject to school discipline policies. Further, CIAC policy states a 180 school day suspension from athletics for anyone caught using PED's in or out of season. Any game where the athlete participated or set a record under the influence of PED's will be forfeited.

2. Theft

An act of theft involving teammates, opponents, or other members of the school community will be considered a serious offense and dealt with accordingly. One of the fundamental

components of athletics is trust among all parties involved. If an athlete steals from his/her teammates or opponent, it is safe to assume that the person involved will demonstrate other dishonest acts which will ultimately damage the success of the team and overall athletic program at Derby High School. The punishment for the above violation will be an immediate indefinite suspension or possible dismissal from the team for the season.

3. Vandalism

An act of vandalism and/or any other act of criminal mischief involving teammates, opponents or other members of the school community will be considered a serious offense and dealt with accordingly. Any intentional or reckless act of damage to tangible property of another including our school or any opponent's school by an athlete will impair the success of the team and overall athletic program at Derby High School.

The punishment for an intentional act of vandalism or criminal mischief will be an immediate suspension from the team for the season. The punishment for the first violation will be a suspension for 2/10 of the season. A second violation will result in automatic indefinite suspension from the team for the season.

4. Tobacco smoking/vaping and/or chewing

Participants in Derby High School athletic programs shall not smoke/vape or chew any type of tobacco product. Athletes participating in such acts will be subject to the penalties of a major offense. From a health and training standpoint, there is nothing positive about smoking/vaping or chewing tobacco. The punishment for the first violation will be a mandatory penalty by the coach, which must be approved by the athletic director. A second violation will result in a mandatory suspension for 1/10 of the season. A third violation will result in immediate dismissal from the team for the season.

5. Hazing

Any act of hazing, or any act that recklessly or intentionally endangers the health and/or safety of a person for the purpose of initiation or admission into or as a condition of membership of, admission to or affiliation with, a sports activity or any athletic team is strictly prohibited. Refer to BOE policy 5131.91 and CT General Statute 10-233a, et seq. and 53-23a. Any one determined to be involved directly or indirectly with an act of hazing will be subject to an immediate indefinite suspension for their season or longer suspension as determined by the school administration.

****the following is related to numbers 1, 2, 3 & 5 above and also to number 4 when the third violation occurs:**

Further, regardless of what part of the season the act occurs in (beginning, middle, or end), the individual involved will lose all rights to varsity level status and awards of any kind involving Derby High School athletics and attendance at the end of the year banquet or picnic when the violation occurs a second time.

DISCIPLINARY ACTION DUE TO INFRACTIONS

Should any of the rules noted above not be observed, the student will be ruled ineligible. Failure to have a Permission Slip and/or Physical Examination will result in a student being restricted from practicing or attending team functions and games. If a student is not in compliance with the C.I.A.C. rules, he/she will remain ineligible until the violation of rule(s) has been corrected. This is to be done: a) bringing scholastic grades up to the required level, b) taking the required number of courses. c) Satisfying local registration requirements. Obviously, some regulations of the C.I.A.C. are restrictions and will call for a student to be classified ineligible because of age, residency, and/or other basic infractions. Please consult the section of the handbook that deals directly with all C.I.A.C. regulations appendix.

DISMISSAL MEETING

Should it become necessary to dismiss a member of a team for the reasons stated in this section, or for other reasons, a dismissal meeting will be held. To explain more fully, often-times the act of dismissing a participant from a team brings about a great deal of heated emotion on the part of the coach and student/athlete. Things that are said may often be misunderstood. The dismissal meeting is a communications avenue to eliminate as much of the needless activity connected with the unfortunate activities as possible. Finally, this meeting insures that the right decision is made based on the facts available in the best interests of the team, school and student.

The procedure is quite simple. When a coach is contemplating dismissing a participant for any reason, the coach is to arrange a meeting with the Athletic Director to discuss the problem and related instances prior to announcing such a decision. A participant may be suspended by a coach as a temporary measure as called for in the Coaches' Handbook, until such time as the aforementioned meeting is held. In the final analysis, it will be better to proceed as described above to insure fairness for all involved.