



Faith Christian Academy Knights **Athletic Handbook**

Introduction

The Faith Christian Academy Athletic Handbook is a reference guide for coaches, student-athletes, and parents concerning the policies that govern athletics at Faith Christian Academy.

The coach of an athletic team reports to the Athletic Director and is primarily responsible for the compliance of his/her team members to the rules, regulations, and policies governing athletics at Faith Christian Academy. The Athletic Director will administer these rules and regulations as they relate to inter-team and inter-coach relationships.

Sound reasoning, good judgment, and adherence to the school's core values will be the standard by which situations outside these stated rules and regulations are determined and evaluated.

Athletics is a voluntary program. Students are not obligated to participate and participation is not required for graduation. Therefore, competition in school athletics is a privilege and not a right. Accompanying this privilege is the responsibility to conform to standards established for the school athletic program. This privilege may be revoked if the athlete fails or refuses to comply with the rules.

Thank you for your participation in our athletic program. May God bless you as you use your God-given talents and abilities to serve Him in an integral part of school life.

Our Coaches

The coach is the "living curriculum" for the student-athlete. Coaches at Faith Christian Academy are the most significant components of the athletic program. They are both teachers and active participants at the same time. They have the responsibility to model Christ-like behaviors and attitudes at all times.

To be an effective coach and role model, FCA coaches must also be thoroughly knowledgeable in their sport, capable of detailed preparation, able to motivate athletes, able to make adjustments during competition and work effectively under the authority of the Athletic Director and the School Administration. Our coaches take seriously the opportunity they have to mold young athletes for Christ.

The AD will meet with each coach to review FCA policy/guidelines, statement of faith, volunteer agreement, conference policy/rules, safety, any special student information, and any other pertinent information. Coaches may be volunteers or employees of the school. FCA does not employ full-time coaches for the athletic program. Coaches serve as volunteers. The coaches will at all times carry out all school policies and standards of behavior for faculty and students set forth by the administration.

Our Parents

Parents of student-athletes have a responsibility to both their child and to the team. Without strong parental support, the student-athlete will not be able to achieve his/her greatest potential, and/or the team may suffer. Parents must provide positive reinforcement and understand their role as being a part of the team. Parents, as well as players, should be supportive and encourage coaches and teammates at all times.

Parents are not coaches and learning to trust coaches is a key step to learning the value or the life lesson experiences athletics provides. It is also important that parents honor the Lord when attending athletic events. For FCA's athletic program to be successful, coaches, student-athletes, and parents must make a firm commitment to glorify God at all times.

Our Athletes

Faith Christian athletes should be diligent in preparation, give 100% at all times, demonstrate personal discipline, be respectful in all situations, maintain self-control, show humility, and will pursue excellence regardless of the score, opponent, time, referee, or situation. The ultimate and final responsibility rests upon the shoulders of the student-athlete, for it is the student-athlete who is accountable to his/her parents, coach, and the Lord.

Philosophy

Faith Christian Academy Athletics is founded on the teaching and principles of God's Word. Biblical principles and the corresponding philosophies may differ substantially from schools with other philosophies. Such differences, however, do not necessitate unworkable relationships. Instead, our philosophy of athletics should provide an opportunity for others outside the FCA community to visualize actions and principles that are unique in today's society. Faith Christian Academy's athletic program is a wonderful opportunity to minister to the non-Christian community through exemplary actions, Christ-like attitudes, and a high level of individual and team athletic skill. The challenge for our athletes, parents, and coaches is to adhere to the Colossians 3:17 mandate. "And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him".

The priorities of athletic participants, established by the Faith Christian Academy Board of Directors, Administration, and Athletic Director are based on the mission of the school. The priorities are:

1. All participants must honor the name of our Lord and Savior, Jesus Christ, and seek to glorify God in word and deed.

2. The Lord's Holy Name and the reputation of His collective agent, Faith Christian Academy, must be preserved and protected at all costs.
3. The spiritual, psychological, and physical well-being of the individual athlete must take precedence over any individual or team athletic accomplishment. Athletics at Faith Christian Academy is one means of accomplishing the school's mission. Spiritually, this mission seeks to glorify God through the discipleship of students, the pursuit of excellence, and outreach to opposing athletes and fans.
4. Athletic excellence and accompanying awards should be taught and established as appropriate goals for any athlete or team.

The hierarchical order of the preceding priorities is extremely significant

Athletic Department Expectations, Practices, & Policies

Eligibility for Athletic Participation

All student-athletes at Faith Christian Academy must be exemplary members of the student body. Therefore, standards of academic achievement have been adopted for student-athletes to establish and maintain eligibility.

1. Academics - Faith Christian Academy's academic standards are high. These standards acknowledge that academic achievement takes precedence over athletic participation. These standards, as well as specific eligibility/ineligibility information, are as follows:
 - a. All student-athletes must be enrolled in and received grades at the quarter and semester in the required number of classes indicated by the administration. Please note this may vary based on the student's enrollment in Liberty University classes.
 - b. Each student-athlete will be assigned a letter grade (see FCA Student Handbook) as an evaluation for each class taken.
 - c. Each student-athlete is assumed to be eligible for athletic participation until a declaration of ineligibility is made by the School Administrator or her agent, the Athletic Director.
 - d. For ineligibility declaration, a student's quarterly grades and semester grades will be the sole basis of consideration. Midterm grades can help a student regain eligibility but may not be used to declare ineligibility.
 - e. **Any below-average grade ("D") (at quarter or semester), a quarterly composite grade point average at or below a 2.0, or a student with more than 5 or more missing assignments in any class will render the student-athlete ineligible.**
 - f. Once a student-athlete is declared ineligible, the period of ineligibility will last until the next formal, written student academic evaluation (i.e. midterm grades) occurs. At that time, the entire academic record of the ineligible athlete will be re-evaluated. The academic criteria applicable for the quarterly grading periods (no "D's" and a minimum grade point average of 2.0) will also be the standard of re-evaluation at the time of the midterm update. After the grades have been

re-computed for the midterm update, any ineligible student regaining eligibility status will be immediately allowed to compete as a team member. If, however, an ineligible student-athlete does not re-establish eligibility at the time of the midterm report update, that student-athlete may be dropped from the team. If ineligibility continues to occur within the same school year, this can result in that student-athlete being removed from the team.

2. Conduct - Each student-athlete is expected to conduct his/her life per the standards and principles outlined in God's Word. This includes adhering to all appropriate FCA standards of student conduct. Violations of the Student Code of Conduct could affect participation in athletic activities. It is also expected that student-athletes will conduct themselves at, during, or after practices and contest in ways that glorify the Lord in all that they do or say.
3. Trying Out for a Team if Ineligible - A student-athlete who is ineligible for athletic participation at the time team tryouts are held will be allowed to try out for the team. It should be clearly understood, however, that the possibility of that student-athlete not regaining eligibility status at the time of the progress report update and the probability that the student-athlete will miss some interscholastic competition and, therefore, perhaps adversely affect team performance and team accomplishments, will be a major consideration on behalf of the coaching staff when selecting team members.
4. Remaining on a Team After Being Declared Ineligible - A student-athlete may become eligible when trying out for a team, make the team, and then become ineligible after making the team, either before or after the season has started. If this occurs, the student-athlete will, of course, be ineligible for the prescribed period. If this student-athlete fails to re-establish eligibility after the first period of ineligibility (progress report update), the student-athlete may be dropped from the team.
5. Practicing with the Team if Ineligible - Generally speaking, ineligible student-athletes should spend time correcting situations that rendered them ineligible. Therefore, it would be advised for student-athletes not to practice with the team regularly, nor can accompany the teams to games. There are times, however, when coaches need these students at practice for the sake of team continuity. The discretion of the coach, with the concurrence of the Athletic Director, will dictate the necessity and ineligible student-athlete at practice. At no time will an ineligible student-athlete be permitted to miss school to practice or accompany his/her team on an athletic trip.
6. Participating in summer workouts, practices, and camps while ineligible will be at the coach's discretion with the approval of the Athletic Director.
7. Suspension from School - A disciplinary action severe enough to warrant student suspension will eliminate the student-athlete from all participation in all athletic activities for the duration of the suspension. Therefore, any suspension, whether in-school or out-of-school will render a student athlete ineligible to attend practice or any athletic competition. After serving the suspension, further disciplinary action will be assessed.

Participation Fees

Participation fees are essential to help fund the cost of interscholastic athletics; transportation to athletic events, game officials, tournament entry fees, and supplementary equipment and supplies. An updated fee chart will be provided to you by the athletic director at the start of the season.

Physical Forms & Parental Consent Forms

1. For a student to be allowed to try for a team or practice with a team, he/she must have a current approved physical form on file in the Athletic Department. Dates for turning in forms will be determined by the season and will be sent out by the Athletic Department via email.
2. For the student to be allowed to participate on any team, he/she and their parent/guardian must have signed and returned to the Athletic Department the following forms: **Parent Code of Conduct and Consent & Release Form, Student-Athlete Code of Conduct Form, Concussion Acknowledgement Form**, and the **Anti-Hazing/Anti-Bullying Policy**, thus agreeing to abide by the Faith Christian Academy athletic code.
3. There may be other forms that will be provided by the coach, parent boosters, or the athletic department.

INJURIES/CONDITIONS/CONCUSSIONS

All incidents and injuries must be reported to the Athletic Director and the Coach(es). Coaches must fill out either the FCA Incident Report form or the FCA Athletic Injury Report form.

If your student is evaluated or seen by a family physician, orthopedic surgeon, and/or any other healthcare professional for an athletic injury, the athlete must turn in a doctor's note to the athletic department to resume participation. Any athlete that has sustained an injury for which they have missed practice/game or has been seen by a healthcare professional will not return to play unless cleared by the doctor whose care they are under. If your student has asthma or a severe allergy, he/she must have their inhaler or Epi-pen with them during practices and games. The athlete must also inform the coach as to their condition.

Transportation

1. All team members are expected to ride with the team to and from contests when transportation is provided. The mode of transportation will be by either an FCA school bus, an FCA activity bus, or a chartered bus.

2. Students may be released to their parents after an away contest with verbal or written consent to the coach. Students may be released to another adult only with verbal or written consent from their parent(s).
3. Student-athletes are not allowed to drive their vehicles to an away game without verbal or written consent from a parent(s). At no time should students ride with a student driver without the written or verbal consent of their parent(s).
4. Coaches are responsible to stay with student-athletes returning from off-campus events at night until all students have been picked up. Likewise, a coach must remain at an away event until all students have been picked up.

ATHLETE CODE OF CONDUCT

All high school student-athletes will adhere to the following code of conduct. A violation can result in suspension or expulsion from an athletic team.

Athletic Conduct and Discipline

All student-athletes shall adhere to the Athletic Code of Conduct. Any violation or misconduct shall be subject to the disciplinary measures contained herein, above and beyond those rendered by the appropriate High School authority. It should be noted that the athletic code of conduct both includes and is in addition to the High School Code of Conduct.

The conduct of participants in athletics at FCA, in or out of school, year-round, shall be as follows:

1. Not to reflect discredit upon our school, teammates, coaches, or Jesus Christ.
2. Not to create a disruptive influence on the discipline, morale, or educational environment in our school.

Any such misconduct violating these principles shall be subject to disciplinary measures above and beyond the high school code of conduct.

The Athletic Director shall enforce all rules and regulations as described in the Code of Conduct for athletes.

Student-Athletes are expected to demonstrate the following behaviors and characteristics:

- Integrity in the keeping of one's word, speaking the truth, carrying out responsibility, and respecting authority
- Respect for self, Faith Christian Academy, coaches, officials, fans, and the property of others
- The courtesy extended in all relationships – athlete to athlete or athlete to coach, stewardship of the property, supplies, and equipment of Faith Christian Academy, as well as wise stewardship of personal items
- Reconciliation through Biblical and appropriate repentance and forgiveness when offenses have been committed or received

Student-Athletes are expected to refrain from the following behaviors and characteristics:

- Tardiness to practices or competitions
- Careless and/or reckless behavior
- The inappropriate use of cellular phones, cameras, and other electronic devices, especially while in the locker room areas
- Inappropriate public displays of romantic affection (if you don't want your mamma to see it, we don't want to see it)
- Profanity and vulgar or offensive speech and/or gestures
- Inappropriate use of social networks or media outlets (ie: Facebook, Twitter (X), blogs, Instagram, Snapchat, etc...)
- Dishonesty in any form, including lying, theft, or cheating
- Gambling
- Rebellious or disrespectful attitude
- Flagrant disrespect and disobedience
- The possession and/or distribution of pornographic materials and information, including the distribution of sexually suggestive material via cell phones, cameras, computers, or "sexting" of any kind. The FCA definition of sexting is the act of sending, receiving, or forwarding sexually explicit or suggestive messages, photos, or images via cell phone, computer, or other digital or electronic devices.
- Harassment or bullying in any form, both physical and/or sexual in nature. Sexual harassment includes all acts of a sexual nature, whether verbal or physical, which are unsolicited, unwelcome, inappropriate, and/or demeaning, which interfere with an individual's performance, or create an intimidating, hostile, or offensive atmosphere. Physical harassment includes threats or intimidation of any nature or inappropriate verbal or physical conduct which creates a hostile, offensive, or fearful environment. Examples of threats or intimidation include but are not limited to, provoking a fight, fighting, bullying, acts that inflict injury or damage, and/or acts intended to control by fear and/or intimidation. (see bullying policy)
- Hazing in any form
- The use and/or possession of tobacco, alcoholic beverages, illegal drugs, and the abuse of prescription medication. Violations of this policy may also result in random drug testing, per FCA procedures, at the expense of the student. (please see specific reference to consequences below)
- Use or possession of weapons and/or dangerous items on school premises or at any athletic event (i.e., guns, knives, explosive devices, etc.)

It is a privilege to represent our school and our Lord by participating in interscholastic athletics. We are different at FCA, in that our number one priority is to glorify God in everything we do. This is a tremendous responsibility, one that our student-athletes should recognize at all times.

All student-athletes shall adhere to the Athletic Code of Conduct as fully detailed in the Athletic Handbook. Any violation or misconduct shall be subject to the disciplinary measures contained herein, above and beyond those rendered by the appropriate High School authority. It should be

noted that the Athletic Code of Conduct both includes and is in addition to the High School Code of Conduct.

Anti-Hazing Policy

Hazing in any form is neither tolerated nor consistent with any spiritual, educational, or athletic goal at Faith Christian Academy.

“Hazing” refers to any activity expected of someone joining a student organization that humiliates, degrades, or risks emotional and/or physical harm, regardless of the person’s willingness to participate.

Hazing activities are generally considered: physically abusive, hazardous, and/or sexually violating. The specific behaviors or activities within these categories vary widely among participants, groups, and settings. Typical hazing practices would include:

- Personal servitude
- Sleep deprivation
- Restrictions on personal hygiene
- Yelling
- Swearing
- Insulting new members/rookies
- Being forced to wear embarrassing or humiliating attire in public
- Consumption of vile substances or smearing of such substances on one’s skin
- Brandings
- Physical beatings
- Binge drinking and drinking games
- Sexual simulation and sexual assault

Any activity that intimidates or threatens the student with ostracism that subjects a student to extreme mental stress, embarrassment, shame, or humiliation that adversely affects the mental health or dignity of the student or discourages the student from remaining in school is considered hazing.

Any activity that causes or requires the student to perform a task involving the violation of state or federal law or Faith Christian Academy policies or regulations is considered hazing.

Hazing in any form will not be tolerated at Faith Christian Academy and will result in disciplinary actions. There may be other disciplinary consequences as well administered by the Coach, Athletic Department, Principal/Assistant Principal, or the Board of Directors.

Anti-Bullying Policy

Bullying in any form is neither tolerated nor consistent with any spiritual, educational, or athletic goal at Faith Christian Academy. Bullying in any form will not be tolerated and will result in disciplinary actions. See Addendum I for the complete policy.

Locker Room Policy

Just as participating in interscholastic athletics at FCA is a privilege, so too is the use of all athletic facilities and equipment. Great care should be taken to be respectful of all facilities, equipment, and resources that the Lord has provided.

Any misconduct or disrespect involving athletic facilities or equipment will be considered an "Other Code of Conduct Violation". As such, a 1st offense will result in the student-athlete not being allowed to participate in 10% of the contests for that season, carried over to the next sports season, if necessary.

To promote a safe, respectful environment as it relates specifically to the use of locker rooms, it is our policy that a coach must be present in the locker room immediately before, during (if appropriate), and after all athletic practices and contests. The Athletic Department reserves the right to charge any offending student-athlete reimbursement for any abuse of athletic facilities and equipment that may result in financial loss.

Attendance at Practices and Games

Each member of a Faith Christian Academy Athletic team must assume the responsibilities associated with such a position. The athlete has an ethical obligation to the team and the school. This obligation includes regular attendance at practices and athletic contests. Commitment to FCA teams should come before any club or outside team. If a practice or competition is missed due to outside commitments, there will be consequences for missing the FCA practice or competition.

It is possible, of course, that emergencies may arise (e.g., illness, death in a family, etc.) that render it impossible for an athlete to attend a practice session or an athletic contest. Absences should be few and far between and arranged with the coach as early as possible.

When athletic team practices occur on school vacation days all varsity athletes are expected to be in attendance. If a conflict arises and the athlete may have to miss a practice it is of utmost importance that the athlete communicates this with the coach immediately knowing that consequences may follow. Summer and off-season activities are strongly encouraged but cannot be required by coaches.

Each team member must practice a minimum of ten (10) separate days before the first contest. If they are moving from one season to the next within the same school year a team member must practice a minimum of five (5) times.

If a student-athlete misses five (5) to ten (10) consecutive days of practice/contests, he/she is required to participate in four (4) practices before returning to contest play. If a student-athlete misses more than ten (10) consecutive days of practices/contests, he/she is required to participate in six (6) practices before returning to contest play.

Absences from practice sessions or athletic contests will be handled in the following manner:

ABSENCE FROM PRACTICE	
Excused absence	No action
Unexcused absence - 1st Offense	Conference with coach and discipline of athlete
Unexcused absence - 2nd Offense	Suspension from the next interscholastic contest
Unexcused absence - 3rd Offense	Dismissal from the team (Athlete forfeits all awards)

ABSENCE FROM ATHLETIC CONTEST	
Excused absence	No action
Unexcused absence - 1st Offense	Suspension from the next two interscholastic contests
Unexcused absence - 2nd Offense	Dismissal from the team (Athlete forfeits all awards)

Attendance at School

A student-athlete must attend school on the days of an athletic practice and contest to participate in that practice or contest. Some specific circumstances are as follows:

1. Students who are absent from part of the school day and are granted a non-illness-related excused absence (e.g., a dental appointment) will be allowed to participate in the practice or contest that day.
2. Student-athletes must attend at least $\frac{1}{2}$ of the academic school day unless it is due to an excused absence. A student-athlete may not participate in practices or games if they did not attend at least $\frac{1}{2}$ of the academic school day.
3. Any unexcused absence from school, regardless if it is only for a partial day, will render an athlete unable to participate in the day's events. This would include in-school suspension or skipping class.

Handling Problems/Solving Disputes

All disputes at Faith Christian Academy, including those related to athletic matters, should be handled in a Biblical manner. In particular, Faith Christian Academy encourages the application of the “Matthew 18 Principle” when handling a problem/settling a dispute. This principle, in summary, encourages the offended party to go directly to the one with whom he/she has a problem. (e.g. Student athlete(s) should talk to the coach at an appropriate time before parental involvement and before going directly to the Athletic Director.)

NOTE: Lack of playing time at the varsity level is not considered a dispute and should not be addressed with the coach by the parent.

If the situation is not resolved, the offended is encouraged to seek a solution by speaking to the next person in authority. In simple terms, an athlete should approach the coach first, and if unresolved, the athlete, parent, and coach should meet next, then the Athletic Director. If the athlete and parent do not feel that the proper process was followed, they may take the matter to the Faith Christian Academy administration by providing their concerns in writing.

This chain of command must be followed specifically. If not, the upper-level authorities will direct the offended party to solve the problem at the appropriate level.

No Quit Policy

If a high school or middle school student is selected for a position on one of the FCA athletic teams, he/she must make a firm commitment to that team. Therefore, quitting a team after being selected is strongly discouraged. If any student-athlete quits a team after the first contest, that student-athlete is prohibited from trying out for another Faith Christian Academy team or extracurricular activity during the same season.

The student will be obligated to pay for any items that were ordered, and at least 50% of the participation fee. Furthermore, quitting a team in one season will impact a student’s ability to participate in a sport the following season. A student-athlete also will not be allowed to work out or practice with the next season’s sport, until the team that they quit has finished their season. This includes the postseason playoffs.

Playing Time Policy

While it is true that our coaches and administrative personnel believe it to be important to broaden the experience of Faith Christian Academy athletes, and that broadening is enhanced by playing time, it is also an important goal of the FCA athletic program to strive toward excellence. Therefore, no minimum per-game playing time provisions or minimum numbers of athletic meets in which athletes must compete are established at the Middle School, Junior Varsity, or Varsity level. Playing time decisions are left up to the individual coaches.

Starting a Season Late

A student may start a season late if the reasons are acceptable to the coach and the Athletic Director. If a cut has been made the student must go through a three-day tryout period. If the student is determined to be good enough they may be added to the team. No one may be cut to make room for this student. The student must have a minimum of ten (10) practices including the tryouts before he/she can participate in a contest.

If they are moving from one season to the next within the same school year a team member must practice a minimum of five (5) times. The ten practices are also required when joining a team late that did not have a cut. If a student transfers into FCA once a season has already begun, they will be considered as a new student with new opportunities and will be permitted to try out for a team.

Extracurricular Conflicts

If a conflict arises involving an athletic contest and an event related to another school activity, the coach and teacher/sponsor will discuss whether accommodations can be made to allow the student to participate in both events. If an agreement cannot be reached in this manner, the student and parent(s) will decide how best to proceed keeping the best interest of the student in mind.

Teachers and coaches may assign alternative work/tasks in place of the missed event. No additional or punitive penalties may be assessed beyond the loss of benefits (e.g., grades, participation) inherent in the event itself. It is understood that postseason contests/performance will take priority over regular in-season contests/performance.

ADDENDUM I

Anti-Bullying Policy: The administration, faculty, and staff of Faith Christian Academy believe that all people are created in the image of God, and so have intrinsic worth, value, and dignity. We believe we have a responsibility to provide a respectful, safe, and healthy school environment and an obligation to promote mutual respect and acceptance for our students.

We recognize that love and respect are the foundation for our relationship with God and others and that Scripture establishes the standard of how we demonstrate love and respect toward all students. Therefore, we will not tolerate behavior that infringes on the safety and dignity of any student. Bullying is never acceptable and is strictly prohibited. Such conduct is contrary to the behavior, values, and principles taught by our Savior and is disruptive to the educational process.

Faith Christian Academy will not tolerate any behavior that is considered bullying, intimidation, or harassment of another student(s). Such behavior includes, but is not limited to;

Physical - Direct physical contact including pushing, hitting, shoving, biting, hair pulling, scratching, spitting, tripping, damaging or stealing victims' property, locking a person in a room, mean faces, rude gestures, initiating or forcing inappropriate touching

Verbal assaults - Name calling, put-downs, racist remarks, teasing, threats, spreading rumors, sending inappropriate (violent, sexual, malicious, etc.) notes or pictures in any medium, (cell phone, internet, etc.)

Social - ostracism, exclusion, ignoring, being unfriendly, alienating, social isolation, rumor spreading, damaging someone's reputation

Psychological - Acts that instill a sense of fear or anxiety, aggressive or menacing gestures

Students who choose to initiate and/or participate in bullying activities of any kind will be subject to intervention and/or disciplinary action. Consequences can include loss of designated school privileges and opportunities, suspension, expulsion, or legal action by the police and/or courts.

Procedures to be followed for Suspected or Reported Bullying Behavior:

- Staff, student, or parent reports the incident and suspected behavior immediately to a school staff member who will ensure that the incident is reported to the appropriate school administrator.
- Appropriate school personnel will immediately investigate the incident and follow the established guidelines for investigation, intervention, and notification of parents of all parties.
- Bring resolution to the incident promptly and inform all parties involved as to findings and action to be taken.

ADDENDUM II

Random Drug and Alcohol Testing Policy:

Drug and Alcohol Use:

All Faith Christian Academy students are required to comply fully with federal, state, and local laws regarding the use of prescription drugs, illegal drugs, tobacco, alcoholic beverages, and other dangerous substances.

No student may use, be under the influence of, or possess alcoholic beverages or drugs/paraphernalia on school grounds or before, during, and after a school-sponsored or sanctioned activity. Faith Christian High School students shall be subject to randomized drug testing procedures outlined in this policy.

It should be understood that drugs in this policy also refer to the abuse or misuse of prescription medication.

Any student found using, possessing, or aiding in the distribution of drugs, tobacco, alcoholic beverages, and/or related items on campus or at school-sponsored activities is subject to disciplinary action up to and including dismissal.

The Faith Christian Academy board approved random drug testing to create both a deterrent and an avenue to intervene in the lives of students at risk.

Faith Christian Academy must be a safe zone where every student feels valued as the person God created him or her to be. The primary function of this policy is to promote health and safety and to assist our students in making good choices. With this in mind, there are five goals for this policy:

1. A deterrent to keep students safe and free from using drugs and alcohol.
2. To arm our students with a reason to say “no” when they are faced with a situation where they are pressured to use drugs and/or alcohol.
3. To affirm our students who are choosing to be drug and alcohol-free and provide them with a reason to continue to do so.
4. To educate our students who are choosing to experiment with drugs and alcohol that there are consequences for their choices, and their choices are unacceptable.
5. To provide our students who may have a drug and/or alcohol problem with an avenue to get needed help and support.

Attendance at Faith Christian Academy comes with certain responsibilities. We hold students, parents/guardians, faculty, staff, and administration to a high standard of behavior in areas that affect the health and safety of all students.

Testing for Drug and Alcohol

Usage Students will be tested for drug usage in the following manner:

1. We retain the option to test any given team, as a whole, at any given time.
2. For Cause Screening: Any student who displays behavior that may be related to the use of prohibited substances, or is otherwise demonstrating conduct that may violate this policy can be required to submit to screening. A student may be directed to submit to screening based upon their behavior before, during, or after the school day or at a school-sponsored activity. This also includes any student found to violate this policy due to previous screenings. Any student who tests positive in a screening may be subject to consistent follow-up screenings as established by the administration, at the parent’s/guardian’s expense, for the remainder of the time they are students at Faith Christian Academy.

Administration may utilize an entrance screening based on parent input, admissions recommendation letters, or a student’s disciplinary history. The initial screening is not intended to result in a standard punitive measures, but to serve as a tool to identify drug and/or substance abuse among FCA students and initiate programming to increase accountability, involve key discipleship elements (parents/guardians and local church), and educate students.

Parents/guardians of students testing positive will be notified as we seek to partner with families to build a consistent environment that supports needed change. This program is a part of Faith Christian Academy's physical and mental wellness educational efforts and will be part of larger efforts to incorporate Biblically based health and wellness school-wide programming. It is not intended to create an environment seeking to judge or deprive students of school attendance or to impose academic penalties.

If students persist with illegal and/or destructive behavior, resisting parent/guardian and community efforts to bring healthy change, punitive measures are a natural consequence. FCA students should strive to be positive role models for our community and students need to be free of alcohol, drugs, and other dangerous substances to participate fully in their education.

Applicability

The policy applies to every FCA student, from the time of enrollment in high school till they transfer or graduate. The policy applies at all times and in all places, throughout the student's enrollment at FCA per the Code of Conduct.

A student's behavior away from school and in the school can affect the safety of the student or others. It can also be a sign of a significant issue in the student's life and can affect the overall well-being of the school community. For this reason, all students and parents/guardians are required to consent to participation in all aspects of this policy as a condition of the student's continued enrollment at Faith Christian Academy. As well, parents/guardians agree that FCA has complete discretion to impose discipline or take other action, as the administration deems appropriate, for behavior occurring at and/or away from school.

For Cause Testing

If the administration has reason to believe that a student is currently or recently under the effect of drugs, they may administer any or all of the testing methods needed.

Notification of Test Results

Notification of test results will be kept confidential and will only be given to the Principals by the drug testing company. The Principal will notify the parents/guardians, and the student of a positive or negative test result as soon as possible. Test results from For Cause Screenings will be shared with the appropriate personnel.

Consequence of a Positive Test

If a student has tested positive for a banned substance, a Principal will inform him/her in person. As soon as possible, the Principal will notify the student's parents/guardians. An email will be used if the parents/guardians cannot be reached by telephone. The parents/guardians will be asked to come to the school. The following will take place for a positive test:

First Offense

- Discuss the report

- Explain the test results
- Discuss intervention
- Required Assessment*/follow up programming as needed
- Required church contact and mentorship establishment
- Develop a timeline for the plan
- Develop progress reporting structure and sequence
- Explain the re-testing procedure and expense
- Explain the consequences of a second positive test

Students who test positive the first time will be permitted to remain in school but must be retested consistently as established by the Principal(s) with fees assessed to the family. FCA will cooperate with families to choose assessment options and necessary treatment programs if appropriate. Additional tests will be given throughout the remainder of the student's enrollment at FCA.

*Note: An assessment is a medical appointment- typically covered by insurance. It is designed to reveal the extent of usage and the need for follow-up treatment or programming.

Programming beyond assessment is open to any family and usually is just a service that is paid for out of pocket. Programming may be highly recommended by the assessment, or it may be a requirement regardless of assessment results by parents/guardians or administration.

Seniors who test positive for the first time must successfully pass a second test prior to the school issuing his or her diploma. This means a test may need to take place after graduation ceremonies if necessary.

Second Offense

- Discuss the report
- Explain the test results
- Suspension from school
- Possible social (school activities) probation and loss of driving privileges
- Formal Counseling/Assessment and Treatment
- Explain the re-testing procedure and expense
- Explain the consequences of a third positive test

Third Offense

- Discuss the report
- Explain the test results
- Schedule a meeting with the administration to discuss:
 1. Possible expulsion from school
 2. The student is on a strict behavior plan or homebound program to finish the year with no re-enrollment.

Note 1: Students who violate this policy more than one time will use the same counselor and assessment agency.

Note 2: Extracurricular programs administer similar tiered discipline structures that result in additional consequences.

Prescription Drugs

If a student tests positive for a prescription drug, his/her parents/guardians will be asked to provide the Principal with the original container for the medicine with the label intact and containing the prescribed dosage.

If the parent/guardian no longer has the original container, a signed statement from the prescribing doctor verifying the prescription and dosage must be provided. A student who abuses or misuses prescription drugs will be in violation of this policy.

Questioning Results

If a student or parent/guardian questions the results of a drug test, the student/parent/guardian may work directly with the testing center initially to understand the processes and procedures used to ensure test integrity.

School Grounds and Activities

If a student is found to be under the influence or in possession of drugs or alcohol on school grounds, including in his/her locker, automobile, or at any school-sponsored function home or away, he/she can be immediately suspended for a minimum of three days and subject to the following interventions:

- a. Must complete parent/guardian meeting
- b. Must complete assessment and start the prescribed treatment plan
- c. Must submit to non-random drug testing as mentioned above
- d. Suspended under the current code of conduct for extracurriculars

A student found to be dealing or selling drugs or alcohol on school grounds or at any school-sponsored function will be subject to local law enforcement and probable expulsion from Faith Christian Academy immediately.

Law Enforcement

It is the policy of FCA to cooperate fully with law enforcement agencies. Where appropriate, the school will seek information from law enforcement agencies regarding student conduct.

Exceptional Circumstances

Notwithstanding any other provisions of this policy, FCA retains complete discretion concerning all its policies. It is understood that exceptional circumstances beyond the scope of understanding of the administration at the time of the writing of this policy may arise deeming steps not outlined in this policy.

Responsible Reporting

Students and adults have an obligation to join in our effort to help keep all students safe and free from drugs and alcohol. With this obligation comes the responsibility to report any unsafe,

illegal, and/or dangerous activities involving students. Every adult is a mandatory reporter, but teachers and schools are held to a higher standard.

Student-Centered Activities

It is the position of Faith Christian Academy that all student-centered activities, on or off FCA property, will be drug, tobacco, and alcohol-free. Drinking and/or smoking by adults at FCA athletic events or school events on campus are prohibited.



*****PLEASE COMPLETE THIS FORM AND RETURN TO THE
ATHLETIC DIRECTOR*****

Student/Parent Handbook for Athletics Signature Page

I have read the entire Faith Christian Academy Student Athlete Handbook, and I understand what is expected of me as a student athlete. I agree to follow all of the policies in this handbook, and I promise to always represent my school in a positive manner. I understand that any violation of this handbook will result in consequences.

Additionally, I have read and understand the Faith Christian Academy Code of Student Conduct. I understand any violation of the Code of Conduct can and will result in suspension from Athletics. I also understand that this Code of Conduct is in effect 24 hours a day, 7 days a week, 12 months a year, both inside and outside of school and/or school related activities.

Student Athlete Name (Print): _____ Grade: _____

Student Athlete Signature: _____ Date: _____

Parent/Guardian Name (Print): _____

Parent/Guardian Signature: _____ Date: _____