

above.

1. If a student athlete is caught or admits to using or possessing the following in season, on or off school grounds, 24 hours a day:
 - a. Alcoholic beverages
 - b. Unauthorized drugs
 - c. Tobacco products

The Coach and/or Athletic Director will investigate a violation of the substance abuse policy. When verification reasonably confirms the infraction, the Coach and/or the A.D. will temporarily suspend the player until the coach and the Athletic Director discuss the infraction. The Coach or Athletic Director will contact the student/athlete and offer him/her Due Process Rights. The parent/guardian will be notified of any decision. There will be an appeals process, which is to be in writing and follow the chain of command listed below. (Methods of acquisition of information by the school about substance use/abuse include, but are not limited to, verbal communication by a school employee, information provided by the Police Department, breathalyzer tests, lie detector test, eye witness accounts of consumption/possession/in the presence of the aforementioned products may also be used, etc.)

A violation of the *substance abuse policy* and verification of said violation will result in the athlete's removal from the team for that sports season. The athlete must meet with a certified drug and alcohol counselor (it is recommended that the athlete's parent(s) meet also). If the student/athlete cannot show evidence of participation in an evaluation process he/she will not be eligible to participate in the next sport season or until the student/athlete has been evaluated. The evaluation can be at the family's own expense or may be provided by the Drug and Alcohol Counselor at D.H.S. (depending on availability and school resources). There must be written notification to the Athletic Director of the recommendation made by the drug and alcohol counselor. If further treatment is required, this must also be included in the report to the school. Successful completion or participation in the treatment process is mandatory in order for the athlete to participate in athletics at D.H.S.

2. If a student/athlete is caught at a gathering where:
 - a. Underage consumption of alcohol occurs
 - b. The use of illegal drugs occur

The following will occur when verification of #2 is confirmed:

First Violation: Will result in the suspension from the equivalent of 25% of the NHIAA regular season sanctioned events for that team. A student may immediately (*within 1 full school day*), in writing, submit a request for reinstatement to the team which will be reviewed by the athlete's coach, the A.D., and the school Principal. The request must include a rehabilitation plan devised by the athlete and must have at least two of the following three components:

1. Counseling designed to address the offensive behavior.
2. Community service project (e.g., work at the soup kitchen)
3. Educational activity (e.g., 5 page typed paper on the effects of drugs/alcohol)

Second Violation During Season: Will result in the immediate removal from the team for that sports season.

Note: During the suspension the student/athlete must attend and participate in all practices. The plan must be completed before the student is eligible to participate in a game. 25% of all games will be rounded to the next highest number if the total is .5 or above and will be rounded down if the number is .49 or less (e.g. 25% of 10 games to start season = 2.5 games which will be rounded to a 3 game suspension, 25% of 17 games to start season = 4.25 games will be rounded to a 4 game suspension).

HAZING / BULLYING:

The Dover School Board is committed to providing all pupils a safe school environment in which all members of the school community are treated with respect. The Dover School District maintains a firm policy prohibiting a