## **IHSA Hate Speech & Harassment Procedure for Reports During a Contest**

Per IHSA Board Policy 39, the policy and procedure for addressing hate speech and harassment is in effect at all regular season and postseason contests. Use the flow chart below as a guide to the procedures of the policy when an incident of hate speech or harassment occurs.

The alleged offender is immediately ejected from the contest. The official will inform the head coach of the offender's team what they saw or heard. The Official will complete a Special Report in the Officials Center.



Did the contest official witness the hate speech or act of harassment by an individual associated with an IHSA contest?



Can the target identify the alleged offender?





The target should still communicate

what they heard to their coach, and

the coach should notify the official

and opposing coach immediately.

Coaches and officials will remind

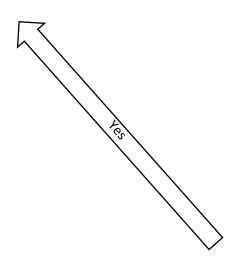
speech and harassment is

to report any hate speech or

harassment if heard again.

teams of the consequences if hate

witnessed. The target will continue



The target shall inform their coach of the comment, when and where it was made, and identify the alleged offender. The coach will immediately inform the official. The official will stop play and meet with the head coaches of both teams and host administration if present to review the comment. The coach of the alleged offender, official, and host manager will meet with the alleged offender to ask about the alleged comment made. Did the alleged offender admit to making the comment?



The alleged offender will be reminded of the consequences of harassment or the use of hate speech. The official will file a Special Report of the alleged incident. Subsequent reports during the contest must be communicated to the official and both coaches. The official will file a Special Report.