

## Minutes of the 2020-21 IHSA Do What's Right Advisory Committee Meeting

December 10, 2020

The IHSA Do What's Right! Advisory Committee held a virtual meeting on Thursday, December 10, 2020 beginning at 10:00 a.m. Committee members present: Thomas Johnson, Chicago (Orr); Shannae Jackson, Chicago (Brooks); Leslie Showers, Stillman Valley; Rebecca Moran, Round Lake; Blake Lucas, New Berlin; Matt Koepfel, Clinton; Nicole Ebsen, Berwyn-Cicero (Morton); Clinton Alexander, Country Club Hills (Hillcrest); Ted Alston, Polo; Steve Horrell, Macomb; Melinda Bond, Orangeville; Mark Schaetzlein, Buffalo Grove and Beth Sauser, IHSA. Not in attendance: Andrea Markert, Normal (University) and John Moad, Granite City.

1. **Recommendation:** Add the following IHSA Hate Speech and Harassment Policy information to the Athletic Eligibility Rules document for schools to distribute to Coaches, Players and Parents during the preseason meeting.

### **IHSA Hate Speech and Harassment Policy Overview**

**To help insure the safest and most comfortable atmosphere, all contests will be conducted under the policies and procedures of the IHSA. Because of this, it is important that all participants; athletes, coaches, officials, and fans be reminded that Hate Speech and Harassment have no place in high school athletics. If you are requested to cooperate with event personnel in any manner, please do so promptly. Your assistance will enable event staff to fulfill its responsibilities efficiently.**

**Hate Speech or Harassment is defined as behavior aimed at a person's sex, gender identification, race, religion, creed, age, national origin, ancestry, pregnancy, marital or parental status, sexual orientation, or disability that substantially interferes with a student's school performance or creates an intimidating, hostile, or offensive school environment.**

**Please be advised that if this behavior takes place during a contest, our officials and coaches have been instructed to demonstrate that addressing hate speech or harassment is of critical importance and is more important than the contest itself.**

**- They will address the situation early so that it does not escalate into a worsening incident.**

**- They will demonstrate to the target and team that their concern is being heard and addressed.**

**- They will institute more severe consequences for an athlete who persists in using hate speech.**

**Rationale:** Including this information in preseason meetings allows all stakeholders to learn about the IHSA Hate Speech and Harassment Policy prior to the season. Adding this information serves as a reminder that Hate Speech and Harassment have no place in high school athletics and there are consequences if such behavior is exhibited. The full presentation is also available through the IHSA website.

Approved by Consent

2. **Recommendation:** Make the following IHSA Hate Speech and Harassment Policy PSA available for all schools to use at all contests.

### **IHSA Hate Speech and Harassment Policy Public Service Announcement**

To help insure the safest and most comfortable atmosphere, this contest is being conducted under the policies and procedures of the IHSA. Because of this, it is important that ALL participants; athletes, coaches, officials, and fans be reminded that Hate Speech and Harassment have NO PLACE in high school athletics.

Please be advised that should this behavior take place during this contest; our officials and coaches have been instructed to demonstrate that addressing hate speech or harassment is of critical importance and is MORE important than the contest itself.

Athletes' welfare will always have priority over convenience; therefore, if YOU are requested to cooperate with event personnel in any manner, please do so promptly. Please be aware that time MAY be allowed for emotions to cool down for the benefit of our athletes. Your assistance will enable event staff to fulfill its responsibilities efficiently.

**Rationale:** Announcing this message prior to each game also serves as a reminder that Hate Speech and Harassment have no place in high school athletics and there are consequences if such behavior is exhibited.

Approved by Consent

### **Discussion Items:**

1. The committee discussed the by-law proposal that went through the Legislative process and did not receive enough votes to make it to the ballot. The feedback received was encouraging from the town meeting and legislative commission meetings. Proposal 11 was stated as follows:

2020-21 Proposal 11 – By-law 6.012 – Coaches Ejected for Unsportsmanlike Conduct

Modify By-law 6.012

Submitted By: Rebecca Moran, Official Representative – Round Lake on behalf of the DWR Advisory Committee

### **Summary of Proposed Changes:**

- Creates a progressive penalty for a coach ejected from a contest for unsportsmanlike conduct.

### **Rationale of Submitter:**

Adult personnel that represent the school must be held to a higher standard than the student athletes and be accountable for their repeated negative behavior. The current 6.012 by-law does not address or provide specific guidance regarding multiple ejections. This is especially apparent when negative behaviors are continuous during a single season, or over the course of several seasons. The Athletic Administrators Advisory Committee and IHSA staff passed this recommendation. The IHSA Board of Directors discussed the recommendation and agreed that a formal by-law proposal should be submitted.

Infractions would stay with a coach at all IHSA member schools.

### **Text of By-law Proposal**

#### **Modify By-law 6.012 – Coaches Ejected for Unsportsmanlike Conduct**

Any coach ejected from a contest for unsportsmanlike conduct shall be ineligible for future contests in that sport at that level of competition, and all other interscholastic contests at any level in the interim according to the following progressive penalty, in addition to other penalties the IHSA or the school may assess:

- a. First Offense: One game suspension.
  - b. Second Offense: Two game suspension and completion of sportsmanship education.
  - c. Third Offense: 25% of the season suspension and additional sportsmanship education.
  - d. Fourth Offense: Season long suspension.
  - e. Infractions will accumulate by sport and will be served immediately.
  - f. Infractions will have a “sunset” of 4 years.
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2. The committee reviewed the Hate Speech and Harassment presentation for administrators, coaches, players, and fans to make modifications.
  3. The committee will review the coach’s ejection data from multiple years at the next meeting.
  4. The committee reviewed the Hate Speech and Harassment presentation for officials and made modifications.
  5. The committee discussed ideas for the 2021 IHSA-SAC Leadership Conference, which will be held virtually. They shared concerns about a virtual conference being too impersonal and how to create opportunities to collaborate with peers in small groups.
  6. Reviewed the new IHSA Tournament Hate Speech and Harassment Policy & Procedure special report format for the School and Officials Centers
  7. Future Meeting Dates:

Thursday, February 4, 2021	10:00 a.m.
Thursday, April 29, 2021	10:00 a.m.