

Northeast Kansas Homeschool Activities, Inc
Parent Commitment and Code of Conduct Agreement
Effective as of 3/2024

Introduction and Purpose

A successful team requires all members to offer their best effort, physically and mentally. Parents are an integral part of any successful youth sports organization. For Northeast Kansas Homeschool Activities, Inc. (NEK) to be successful in our mission, coaches, parents and players must support one another. Parents are expected to adhere to the NEK Parent Commitment and Code of Conduct, as defined in this document.

NEK believes that God has entrusted to parents the great responsibility and authority to see that our children are educated and trained according to His unique design for each child. NEK exists to assist in that endeavor by providing opportunities for children of homeschool families to participate in athletic and extracurricular activities.

Conduct Regarding Players:

1. Players are expected to make every effort to attend all practices and games during the entire season. Reasonable excuses for missing a practice or game includes illness, family emergencies and occasional special events. Any player who cannot make it to a practice should notify the Coach in advance. Any player who cannot attend a game must notify the Coach as far in advance as possible and give the reason why they cannot attend. A follow-up conversation in person is recommended as well.
2. Players are expected to show up on time for practices and games. Players should be fully dressed and ready to start activities at the prescribed start time. Players will be required to arrive early for games to allow for warm-up and pre-game discussion. The Coach will advise players of the required arrival time prior to each practice or game.
3. Players agree to wear proper uniforms for all games. Players understand that Coaches or Sport Coordinators may impose additional restrictions on appearance including length and style of hair.
4. Players are expected to give their best effort at practices and games. Players shall not engage in disruptive behavior such as talking when the coaches are talking. Players are expected to take direction and accept coaching.
5. Players must acknowledge that playing time and position are solely at the discretion of the Coaches.

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Conduct Regarding Parents, Family & Friends:

Sports bring out passion and emotion in most people. Parents are extremely invested in the well-being of their children. However, passion and emotion are not excuses for poor conduct. Poor conduct is detrimental to the team and will not be tolerated. Continuous poor conduct or one extreme situation of misconduct by a player, player's parent or player's family and friends can be cause for suspending or for releasing the player from the team.

1. Parents, family, and friends shall allow the Coaches to conduct practices and games without interfering. Parents, family and friends shall refrain from coaching or criticizing their child or other players during games and practices. Players need to be focused on Coaches during practices and games. Positive cheering is always welcome, but shall not interfere with the player's attention to the practice or game.
2. Parents, family, and friends shall not make derogatory or critical comments about the Coaches, other parents or players. Nothing destroys unity like a parent making a critical comment about another parent's child. Parents shall refrain from undercutting the Coaches with critical comments and/or attempts to impugn the Coaches' knowledge, experience or motives.

Conduct Regarding Discussions with Coaches:

Parents might feel the necessity to talk to coaches about their player at times throughout the season. The Coaches will be open to discussion with parents throughout the season; however, parents should observe the following:

Parents should not approach Coaches to discuss issues, especially contentious issues, on the day of a game or tournament. Parents should take 24-48 hours to collect their thoughts and allow strong emotions to subside after a game or tournament before requesting time to speak to a Coach. Parents will not use emails or text messages to communicate any concerns, but these methods of communication should be utilized to set up a time to speak in person or over the phone with a Coach. Parents should remember that position and playing time are at the sole discretion of the Coaches. Also keep in mind that NEK follows Matthew 18:15 scripture on how to handle conflict. Whenever possible, the first step in resolving a concern should be a conversation between the player and the Coach.

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Conduct Regarding Coach Behavior:

Players and parents should expect that Coaches will treat players with respect. Coaches will impart lessons in both athletics and life through participation with NEK. While players will differ in abilities, attitude, effort and other characteristics, Coaches should not show undue favoritism towards any one player. Coaches are expected to follow the other conduct attributes listed in this document.

Resolution of Conflict (following Matthew 18:15-18):

1. Player discusses the issue/concern with Coach.

2. If the player does not think the situation was resolved then they will ask for support from their parents. At this step the parent should request time with the Coach(es) to discuss the situation, but the Player should be in attendance and still should be the main person doing the talking about the concern/issue during the meeting. The parent can interject comments for clarification and to help guide their child during the discussion. If this is a disagreement regarding playing time or position, it is left to the discretion of the Coaches. If the Parent and Player are still not happy with the Coaches' decision related to playing time or position, it should not go any further after explanation in the second meeting.

3. If, on the rare occasion, after steps 1 and 2 have been followed, the need arises to involve a third party, the Sport Coordinator will be brought in. Once again, at this point the Coach must have done something blatantly against policy to take it to this level. In fact, if the behavior of the Coach has gone blatantly against NEK policy, then it should be taken immediately to the Coordinator. The Coordinator is responsible for reporting everything to the Athletic Committee. Next steps: The behavior of the Coach would need to be evaluated at this point by the Athletic Committee for misconduct.

KEEP in MIND: The Coach MIGHT be willing to discuss position and playing time with a parent, but only after a conversation with the player has occurred first. Further disagreement with a parent regarding a player's position or playing time does not constitute error or ill motive on the part of the Coach.

Conduct Regarding ALL: Coaches, Players, Parents, Family & Friends:

1. Consideration of others and a positive attitude are expected at all times. Criticizing any player, coaches or game official during a game or practice is not appropriate and will be dealt with accordingly. Players, parents, family, and friends will respect the coaches, officials, teammates and opponents regardless of the behavior of others. At no time will a player,

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parent, family or friend engage in any kind of unsportsmanlike conduct with any official, coach, player, parent, family or friend. Unsportsmanlike conduct includes but is not limited to booing and taunting; refusing to shake hands; profane language or gestures; physical or verbal intimidation; abusive language or action toward any player, official, or supporter.

2. Foul and abusive language and conduct are strictly prohibited – by anyone: player, parents, other family members, guests of a parent of any age, or coach. Cheering should be for your team, not against the opposing team. Trash talk, taunting, and negative shouting are not acceptable, regardless of the unsportsmanlike conduct of opposing teams.

3. Only the Coach shall question calls made by the officials – and only calls relating to the proper interpretation of a rule, not judgment calls. Parents shall refrain from outbursts against the official and shall let the Coaches handle all official issues. The Coach is ultimately responsible for the behavior of his/her team's players.

4. While the internet and social media is helpful to disseminate information quickly, it can also be an avenue for poor conduct. At no time shall a coach, player, parent, family or friend post any negative messages or comments pertaining to the team. This behavior is unacceptable by any coach, player, parent, family or friend and may reflect negatively against the reputation and integrity of you, your family and NEK. All negative comments should be reported to the Coach or the Coordinator. Appropriate action will be taken. Coaches, players, parents, family and friends may post appropriate videos or pictures (see Note) of team activities or positive comments about the team if desired. Extreme care should be taken when choosing what and where to post. Note: if a player or parent does not want their picture or video shared, they should inform the Sport Coordinator.

5. The Coach reserves the right to suspend or release any player from the team due to lack of adherence to the NEK Parent Commitment and Code of Conduct. Lack of adherence includes that of the player, their parents and their friends and family. In the unfortunate event a player has to be released from the team or for any reason has to quit the team, no refund of any fees paid or funds raised will be returned.

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Regarding NEK Statement of Belief:

As a Christian organization, the following statement of faith expresses the basics of our beliefs:

1. We believe the Bible to be the only fully inspired, infallible, inerrant and authoritative written Word of God. (II Timothy 3:16; II Peter 1:21)
2. We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit. (Genesis 1:1; John 10:30, 37, 38)
3. We believe in the full deity and full humanity of the Lord Jesus Christ, in His virgin birth, in His Sinless life, in His miracles, in His vicarious, substitutionary atonement through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory. (Isaiah 7:14; Matthew 1:23; Luke 1:35; Hebrews 4:15, 7:25, 9:12; John 2:11, 11:25; Colossians 1:14, Acts 1:11; Revelations 19:11, 16)
4. We believe that the human race is fallen in Adam and that the salvation of lost and sinful man depends upon the substitutionary death of Jesus Christ and is made effectual by grace through faith. (Romans 3:23; John 3:16, 19, 4:24; Ephesians 2:8, 9; Titus 3:5, 6)
5. We believe in the present ministry of the Holy Spirit, by whose indwelling and filling the Christian is enabled to live a godly life. (Ephesians 5:18, 4:30; I Corinthians 3:16, 6:19, 20)
6. We believe in the resurrection of both the saved and the lost; they who are saved unto the resurrection of life and they who are lost unto the resurrection of damnation. (John 5:28, 29)
7. We believe in the spiritual unity of believers in our Lord Jesus Christ. We believe that all disciples are called to attend, worship and serve Him in a local congregation or fellowship that is part of His Body, the Church. (Romans 8:9; I Corinthians 12:12, 13; Galatians 3:26, 28)
8. We hold as belief and conviction that children are given by God as a stewardship to the parent and not the state and that parents have the wherewithal and authority to teach and educate their own children. (Proverbs 22:6, Deuteronomy 6:6-7, Ephesians 6:4, Psalms 127:3-5)
9. We believe that man was created in the image of God and that, from the moment of conception, each bears His image. (Genesis 1:26, 28; 5:1, 2)
10. We believe marriage constitutes the union between one biological man and one biological woman. (Genesis 2:22-24, Matthew 19:4-6, Hebrews 13:4-7, Mark 10:6-9, 1 Corinthians 7:10-16)
11. We believe that sexual immorality, those sexual acts committed outside of marriage, are prohibited and sinful. Such acts include, but are not limited to: adultery, fornication, incest,

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prostitution, pedophilia, polygamy, same-sex acts/relationships. (Exodus, 20:14, Leviticus 18:7-23, Leviticus 20:10-21, Deuteronomy 5:18, Matthew 15:19, Matthew 5:27-28, Romans 1:26-27, Colossians 3:5, Ephesians 4:17-19, Galatians 5:19, Hebrews 13:4, 1 Thessalonians 4:3, 1 Corinthians 6:9-13)

12. We believe that God created mankind in His image: male (man) and female (woman), sexually different, but with equal personal and human dignity. Attempts to physically alter or disagree with one's predetermined biological sex, including but not limited to: elective sex reassignment, transvestite, transgender, or non-binary "gender-queer" acts or conduct is prohibited and sinful. (Genesis 1:26-28, Romans 1:26-32, 1 Corinthians 6:9-11)

13. We believe that God created and ordered human sexuality to the permanent, exclusive, comprehensive, and conjugal "one-flesh" union of biologically ordered man and biologically ordered woman, intrinsically ordered to procreation and biological family, and in furtherance of the moral, spiritual, and public good of binding father, mother, and child. Consequently, we affirm the sexual complementarity of man and woman and resist any and all same-sex sexual attractions and refrain from any and all same-sex sexual acts or conduct, which are intrinsically disordered. (Genesis 1:27, Genesis 2:24, Matthew 19:46, Mark 10:5-9, Romans 1:26-27, 1 Corinthians 6:9-11, Ephesians 5:25-27, Revelation 19:7-9, Revelation 21:2)

By signing the NEK Parent Commitment and Code of Conduct Agreement, parents agree to support the mission of NEK as guided by our Statement of Belief. Parents agree to support coaches and leaders within the NEK Organization as they instruct and encourage players according to the Statement of Belief included in this agreement.

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Regarding Academics, Eligibility and Minimum Academic Performance of Students:

To be eligible to participate with Northeast Kansas, students must meet the following criteria:

1. Must be homeschooled per definition below, completing coursework towards the high graduation criteria as established by their home school. An athlete may not have participated in a high school graduation ceremony as established by their home school.
2. Must be at least eleven (11) years old and less than nineteen (19) years old by September 1 of the current school year.
3. Must not be married or divorced.
4. Must not be a parent or expected to be a parent during the current academic year.
5. Students are required to maintain a minimum 2.0 GPA. Parents of students shall contact the Sport Coordinator or Coach immediately if their student's GPA falls below 2.0. It is important to contact and inform the Coach or Coordinator because a team member GPA below 2.0 could impact NEK's eligibility to participate in some events.

Additionally, families shall carefully consider the grade listed for their child prior to participating in NEK. Grade classification for NEK can be different from the grade classification for academic testing, academic coursework or other grade classifications. Grade classification may impact the activities in which a student may participate. No student will be given scholarships or grants in financial aid of any kind from NEK, purely for athletic purposes.

Northeast Kansas definition of "Homeschool":

Students must be at least 50% home schooled, defined as parent-directed home education, and passing all courses. Parent-directed home education includes the following:

1. Dual-credit college courses where the college institution admits the student as a high school student.
2. Courses that are taught in the home/studio of the player's parent(s), grandparent(s), sibling (age 18 or older), legal guardian, or another home school parent or tutor, provided the instruction by a non-parent is done under the direction and supervision of the child's parent(s).
3. Courses that are taught at a central location (e.g. homeschool support group "co-op" classes, such as chemistry, speech, or calculus) by a parent or tutor. A newer form of homeschooling called University Model Schools would fall under this definition provided:
 - The student doesn't attend the classes more than 2-1/2 days a week (because then not more than 50% of their time is actually at the school, while the other 50% is wherever their parents decide they should be)
 - The particular school in question does not itself provide athletics.

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4. Correspondence/virtual/distance learning courses provided by a public or private kindergarten through grade 12 program or school.
5. Courses taught or otherwise provided by a public or private school, where the player is counted in that school's enrollment, are not considered as part of the 50% of classes which are home school classes.

Students who are eligible to participate with another private school due to enrollment and class attendance are not eligible to compete with NEK. Exceptions may be made for sports not offered by those schools.

While NEK will allow participation for students homeschooled per the definition above, some games, events or competitions may not be available to all athletes.

Some events or teams NEK competes against have more stringent homeschool definitions. If students are enrolled in programs such as #4 above, the parents shall clearly and completely disclose their planned coursework to allow NEK coaches and leadership to appropriately communicate the level of participation that is available and mitigate any negative impact on the NEK program participation in competitions.

By signing the NEK Parent Commitment and Code of Conduct Agreement, parents agree to the definition of homeschool education as specified and agree to the minimum academic performance requirement as stated.

Regarding Registration Deadlines and Fees:

Students registered by specific dates will be eligible to participate in activities as follows:

Fall activities – June 15

Winter activities – October 1

Spring activities – February 1

Students who register after those dates may still be able to participate in activities upon approval of the head coach for that sport and the NEK Athletic Committee.

Most activities will require a “Commitment Fee” between \$30 and \$100. This fee will be due at least 30 days and no more than 120 days prior to the beginning of a season. This Fee allows NEK leadership to determine the number of students that desire to participate in an activity and allow the leadership to plan accordingly related to uniforms, equipment, practice facilities and competition. This fee is non-refundable and non-transferable. Failure to pay the fee timely may result in a student being ineligible to participate in specific NEK activities.

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As a parent of a player within the NEK organization for the 2023-2024 season, we agree to abide by the Parent Commitment and Code of Conduct Agreement. As a parent of a player on this team, I agree to take responsibility for the actions of family and friends who may be associated with my player.

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Signature of Parent or Guardian

Date

Signature of Parent or Guardian

Date