

2025 Area Meeting Break Out Notes

Questions that were asked

- What protocols exist for student-athletes, coaches, officials, spectators when they currently experience unsporting behavior/hate speech?
- How is protocol communicated with all stakeholders?
- What immediate action should be taken when unsporting behavior/hate speech is alleged? Discuss the roles of all stakeholders.
- What steps are currently taken at your school, post-incident, to report and document?
- What expectation do you have of the other member school(s) involved in an unsporting behavior/hate speech incident?
- What expectations do you have for the WIAA staff following the receipt of a Game Day Misconduct report?

District 1 Notes

Group #1

- Communicate with supervisor and they decide to warn, correct, remove
- Depends on if AD is the game manager - correction is made more quickly if AD is present. If AD is not present, communication needs to happen ASAP
- Road games present a bigger concern. ADs need to communicate with
- Maybe students should have to take the sportsmanship class if they get removed too
- Make a point during pregame meetings to chat with officials and coaches to inform them what the process and procedure is.
- Halftime check in with officials and coaches regarding behavior, redirection etc.
- Communication between ADs is critical

Group #2

- Game managers introduce themselves to both coaches and officials so people know who to report incidents to.
- Event staff are identified by badges or attire to make people aware of support.
- Video board message during the game with instructions for how to report issues.
- Reserve the right to stop the contest. Warn perpetrator if this consequence early during the interaction.
- If an accusation is made but not observed, investigation should not impact the game. Investigation should follow. Relaying the information to both coaches is important.

Group #3

- Schools can not be hands off, can not allow inappropriate behavior
- Issue with adults & coaches
- Expectations & follow through
- Size of school
- Support officials if they want game stopped
- Communicating between schools in critical
- League sportsmanship summits

Group #4

Game managers that take care of it, do you have a number or QR code to report, student leaders helping with behavior, meeting ahead of time before the game, reminders to students and fans before the game. Communication would be expected for all. Yes, feel free to stop the game. Talk with the officials and tell them to stop the game- we as AD's support you. Conversations after incidents, phone calls, return plan and expectations moving forward. Proactive communication as much as possible for fans, athletes, and coaches.

District 2 Notes

Group #1

- Officials stop the contest until the individual is removed.
- Be proactive. Talk to individuals before it escalates.
- Hate speech by a student athlete would be handled according to school conduct policies.
- Supervision - be present.
- Student issues handled the next day at school. Offending school and student issues an apology to appropriate individuals at the other school.
- Trust that the other school will handle the situation appropriately.

Group #2

Protocols: Don't ignore it, don't escalate it, report it to the game manager; fans—immediate removal, potentially stop the game, police involvement if needed; players—rely on the officials ejection process; contact with opposing AD; After the contest situation—gather the facts, contact the opposing AD, address the player appropriately, follow up with the targeted player; Expectation from other schools—communication/follow up on both sides (confidentiality); WIAA Oversight—provide guidance on handling of situations, ongoing issues; Athletes—hoping that when this stuff is reported something is done

Group #3

Protocols:

- Share document with Game Manager contact information for opposing school, game manager greets and introduces themselves to opposing school, report directly to game manager to handle, follow up.
- Social media leading up to events more of the issue, ADs communicate between each other prior to trying to eliminate.
- Protocols not fully communicated well with all stakeholders. This creates an issue of lack of communication.
- Each school has a different code of conduct response.

- Response after the incident:
- Fact gathering, interviewing, gathering information, making an educated decision on information provided.
- Education of student athletes that coaches are the individuals to be communicating with officials. Students should report to Coach and then if Coach reports and no changes, then the game manager should be involved.
- Reach out to opposing AD to report, trust them that they will do their role. Do not necessarily need a report out, but are appreciated.
- During a game if directly at a student, hate speech specifically should be reported right away in the moment.
- WIAA should directly report to local ADs as their code of conduct should be applied.
- Should have conversations between all the parties.
- The WIAA ejection piece is pivotal.

District 3 Notes

Group #1

Conference-wide use the same announcement. If it's a spectator event management removes the spectator. In game if it's brought to the coach or officials attention the game should be paused and the head coaches should have a meeting to discuss the next steps. Officials/event management at WIAA pregame EAP Meeting review steps around game misconduct/racial discrimination.

Needs to be taken care of before it escalates. Consistency of enforcement and dealing with it between schools and if the cooperation isn't there the WIAA should step in.

District 4 Notes

Group #1

The Game Manager talks to both student sections. Ask for student leaders out of both student sections. Have a game manager on both student sections. Take candy to the student section, especially visiting student sections. Helps develop relationships and communication. Use the AEP to work with officials on game day expectations and questions they may have. Pre-event communication with officials helps.

Group #2

Protocols: Go to supervisor on duty. AD tells Coaches prior to season, coaches tell athletes. Letting officials know where a point person is, to report any bad behavior. Supervisors are walking around. Because smaller schools, not necessarily communicated out but students know to go to AD.

Communicated: having someone reach out via email or call the following day to follow up. If it's heard right on site, AD has dealt with it immediately; students tend to stop right away. Bad sportsmanship is very different from hate speech - you can tell kids to stop cheering, but if you hear hate speech, that person is gone right away.

Definitely easier if an official hears the comment vs he said she reported to the AD.

Repeat reports from one school should be addressed. It's at the discrepancy of whomever is responding with fans.

Must identify alcohol violation vs racial slur violation listed as an unbecoming athlete. Should it be a WIAA rule for racism?

Group #3

Game Day Misconduct Report = during the contest, hope would be coach/official hears it, addresses it immediately. If an incident happens, making sure the entire chain of command is aware of the situation. AD provides courtesy communication to the opposite school. Expectations of the WIAA staff = WIAA staff will handle any official related conflict/contact. WIAA shouldn't have to get involved if it gets addressed locally

Group #4

GAME DAY MISCONDUCT

1) What's in place? - for poor behavior with spectators or on the field

Identify the stakeholders- point people.....

Make sure that is known at the eap meeting

Let officials know who to contact if something happens

Meet with both student sections before the game.

FVA- sportsmanship summit. conference wide non-negotiable behaviors.

What about on field?

Let Coach know and talk to the officials during the break.

2) local control of decisions in the game. Our group felt the WIAA shouldn't have to get involved.

But if the WIAA- had some lending ways of handling an after the fact situation but ultimately it should be handled by administration and between the two schools.

Group #5

What Protocols do we have in place?

Usually an email to the AD detailing the incident. Sometimes that also includes others in the email (Principal, Super, Board President..)

It would be a good idea to have procedures. Most commonly happens amongst the home fans. Usually the student passes what was heard to the coach after the game.

No one has a procedure currently in place

Expectations for the coach?

They should get a hold of the game manager. The game manager can then take care of the issue.

Expectation for official?

Officials should be relaying to the coach if they hear something.

No procedures in place. In some conferences it is built into the officials' contract that they will report anything if they hear it.

What immediate response?

If heard, the person will be removed from the game. One game suspension and have to complete the sportsmanship course.

Steps:

Keep good records and fill out the WIAA report.

Some schools have spectator handbooks.

Expectations from the other school: Challenge is for non conference because they may not follow the same procedures. Some conferences sit down and put expectations together.

Expectations for WIAA:

They should be tracking repeat offenders. Should be tracking behavior and the school response to the behavior. Set some consequences for playoff time.

District 5 Notes

Group #1

1. Protocols Ahead of Time

- Equity statement in officials room, contract, and read before contests at events
- Instruct coaches to let officials know if hate speech is going on during an event, the game will be stopped until the matter is addressed
- Need to investigate when someone is accused of hate speech and set clear expectations

2. When hate speech does occur (Response Procedures)

- During game and are aware, stop the game and address the situation
- After Game you find out: investigate the situation and go on information
- Inform other school's AD about the situation
- After Contest: Used cameras to see what students were involved, brought them in with admin, and discussed expectations
- Student Section Leaders: send out interest forms, have meetings, sit in front of student section, police student section, get in trouble for the whole group
- SALT: take on responsibility for student section
- Another school has a teacher that lives working with students and works with students in fan conduct

3. Expectations Between Schools

- Needs to be a conference lead item for consistency; bring up to conference commissioner

4. Expectations for WIAA Staff

- Keep track of data
- If a school has multiple issues, WIAA can come in with mandates or education for repeated behavior
- Resources: if a school is struggling, WIAA could have resources to educate our districts and students

Group #2

Immediate action:

- Report to coach
- Behavior unbecoming of athlete - miss next game or other activity
- In the moment - report to ad, supervisor
- Game manager discuss with official
- Address the instigator

Response:

- Remove the person
- Get all people on same page
- Hold assembly on appropriate behavior
- Can stop game if necessary
- Warn about removal from game
- Give heads up to typical bad actors
- WIAA EXPECTATIONS:
- In writing- timely manner
- Local control ?

District 6 Notes

Group #1

- reinforce expectations at athlete/parent meetings at the beginning of seasons
- read conference statement prior to games
- support mechanisms/processes: identify who is accused, who was around and can confirm it, utilize video to try to investigate
- difficult to track down from social media and also difficult to release information
- get student leaders together in the conference to build common language. Take preventative action with kid language. Led by one80 (sp)?
- document, ban from events,
- expectation from other schools are difficult across conferences
- difficult during tournament time when more kids and adults show up who have not previously been "trained"
- Supports needed: common language

Group #2

- Communication with other AD is key.
- Make an announcement pregame for spectators on where they should report inappropriate conduct during a game.
- Create a way for spectators to notify game managers during the moment. Maybe a QR code in the program.
- Could WIAA provide a step by step process once something is reported.

Group #3

GAMEDAY MISCONDUCT REPORT- discuss situation with all parties to narrow down what was said and who said it (find truth in the matter), ensuring students/fans know who to talk to, potentially add gameday announcement language (outside of standard WIAA sportsmanship statement) to ensure fans know who to direct issues to, ensure gameday staff is visibly identifiable (vest, walkies, badges, etc.), consider proper routes for teams/refs to travel to minimize opportunities for fans to "interact" with them, proactive work with student section leaders

District 7 Notes

Group #1

Topic 1 - contact the game manager or administrator if there is an issue
In the course of competition- go to the coach. Try to keep emotions in check.
Hopefully students are comfortable talking to the adults in charge.
Video can often be helpful in the reporting process.
Game day staff should be informed about who to report issues to.
Announcements can be helpful for letting people know about what is appropriate.
District leadership has to buy in to financially handle extra staff etc.
Visibility of staff is key (neon etc)
PD at events is helpful too.

Topic 2 - response procedures

Immediate action to be taken?
Other states don't resume action until it's settled (that's on the officials)
Admin needs to be involved.
What do you do if it's on campus or off campus.
Different expectations of in person report and midnight email
WIAA response - individual students or entire team impacted. Hopefully a local decision on the individuals. If it is a team - WIAA has to step in.
Does a situation warrant a game to be stopped?
Local control is preferred and not to have it handled by the WIAA. Let the investigation take its course
Expectations for each other is communication and ownership.
Tough part - if your school is the victim, you want to see it taken seriously. If the "offending" school doesn't, that's tough. It's hard to always find a sufficient answer when the ball is not in your court entirely. This is where the WIAA can step in potentially.
Hard to know what expectations there are for the WIAA. Parents want a resolution, but it's hard because much of that can be confidential. Privacy is a concern.

Group #2

- Pre EAP. Game manager , event
- If they hear things, report it to officials. Game manger
- Talk to officials about cracking down on court. Find AD right away
- Identify who, number , name. Be specific

- New conference initiative to curve what's acceptable, what's not acceptable . Add specific things and unify as a conference.
- Pewaukee, two student athletes one from each school read messages to fans and spectators
- Signage at facility
- Identifiable event workers
- Coaches ,players know who to talk to right away.
- Met with AD, Principal and superintendent
- Expectation, handle it immediately

Group #3

1. report verbally or in person and address
2. At event with spectators- report to someone at the event
3. some kids are used to it and don't report
4. having discussions with athletes before traveling
5. try to "unnormalize" poor language.
6. establish reporting as a norm. There's undertones and not explicit language that is still unsportsmanlike
7. is as ADs need to be educated on these topics and stay up to date with best practices.

Response Procedures:

1. supporting our coaches when removing fans from games and following with attendance rules
2. Having 1st offense/ 2nd offense guidelines with respective practices
3. utilize visiting team coaching staff to address situations
4. We need to build trust with our community through our non-negotiables. If there's a confirmed situation of hate speech/ racial slur- there should be expectations shared at each season meeting. It is a learning lesson but also a reflection of your community.
5. share these expectations before the season and create a visual on the process/expectations.

Group #4

- Administration on site at games to help with the situation. Prior to the game communication with teams on expectations. Parent meetings in the pre season to discuss upcoming expectations. Constant communication between the athletic directors prior to the games. If an incident arises, the game or contest will be stopped and will not continue until there is a resolution.
- Incident reports document any incident that happens should be documented and recorded.
- First communication should be between player, coach, and official. Then the athletic director and school administration will be involved.
- Reporting form is a good start to keep the incident being resolved in a timely manner.
- Continue to be proactive. We know that these incidents happen at a small percentage of time, but when it does happen it becomes the top priority until it is resolved.
- Increased posted signs, spectators agreements, and handbook language to increase communication and education.