

# I. Proactive Measures (Before the Game)

These points focus on establishing expectations and processes **before** an incident occurs to prevent escalation and ensure a smoother response.

- **Establish and Reinforce Expectations (Education):**
  - Reinforce expectations at athlete/parent meetings at the beginning of seasons.
  - Get student leaders together in the conference to build **common language** and take preventative action on "kid language."
  - Conduct **League Sportsmanship Summits** or a conference-wide initiative to unify on acceptable and unacceptable behaviors.
  - Require students removed from an event to take a **sportsmanship class**.
  - Use pre-season communication and visual aids to share expectations.
  - Hold assemblies on appropriate behavior.
- **Game Day Communication and Protocol Review:**
  - Implement a **conference-wide announcement** read prior to all games (an "equity statement").
  - Review steps around game misconduct/racial discrimination during the WIAA pregame EAP (Emergency Action Plan) meeting with officials/event management.
  - Make a point during the **pregame meeting** to inform officials and coaches of the process and procedure.
  - Share a document with the **Game Manager's contact information** for the opposing school.
  - Post **signage** at facilities and have video board messages with reporting instructions.
  - Communicate with officials that the **game will be stopped** until the matter is addressed, and that ADs support this action.
- **Staff Visibility and Roles:**
  - **Game Manager** introduces themselves to both coaches and officials so people know who to report incidents to.
  - Event staff are clearly identified by **badges or attire** (e.g., vests) to make support visible.
  - Ensure proper routes for teams/officials to minimize fan interaction.
  - Have game managers proactively work with and build relationships with student section leaders (e.g., offering candy).

---

# II. In-Game Reporting and Immediate Response

These points address how to report misconduct as it happens and the actions to be taken immediately.

- **Reporting Mechanisms:**
  - Create a way for **spectators to notify game managers in the moment**, such as a **QR code** in the program or on the video board.
  - Pre-game announcement for spectators on **where they should report** inappropriate conduct.

- **Protocols for participants:** Players should report to their Coach; Coach reports to officials; if no change, the Game Manager should be involved.
- Supervisors must be **present and visible** to receive reports.
- **Immediate Response Procedure (Stopping the Game):**
  - The **official** has the right to **stop the contest** until the individual is removed.
  - If hate speech is heard directly, the person should be **removed right away**.
  - If brought to a coach/official's attention, the game should be **paused** for a head coaches' meeting to discuss next steps.
  - **Warn the perpetrator** early during the interaction before escalating to removal.
  - If an accusation is made but not observed, the **investigation should not impact the game**, but follow afterward.

---

### III. Post-Incident Response and Follow-Up

These points cover the investigation, consequences, and necessary communication after an incident has occurred.

- **Investigation and Documentation:**
    - Complete a **Game Day Misconduct Report** (WIAA form).
    - **Fact-gathering** is critical: discuss the situation with all parties to narrow down what was said and who said it (the "truth").
    - Utilize **video** and interview those around the incident to confirm.
    - Keep **good records** and document the incident immediately.
    - Difficult to track down issues from social media; difficult to release information (confidentiality).
  - **Consequences and Sanctions:**
    - **Spectators:** Immediate removal from the event, documentation, and a potential ban from future events. Police involvement if necessary.
    - **Student-Athletes/Students:** Handled according to school conduct policies; potential consequence is missing the next game or activity.
    - Implement **1st offense/2nd offense guidelines**.
    - Offending school and student issues an **apology** to appropriate individuals at the other school.
  - **Inter-School Communication (Critical):**
    - **Communication between ADs is key** (critical/pivotal).
    - The **AD provides courtesy communication** to the opposing school's AD to report the situation.
    - ADs must trust that the other school will handle the situation appropriately, with a **follow-up appreciated** (even if confidential).
    - ADs need to communicate expectations for follow-up and return plans moving forward.
-

## IV. WIAA Role and Oversight

These points define where the WIAA (Wisconsin Interscholastic Athletic Association) should or should not be involved.

- **Support Local Control:**
  - The general sentiment is that the WIAA should **not have to get involved** if the situation is addressed locally and promptly.
  - **Local control is preferred** for decisions in the game and post-game discipline (e.g., individual student consequences).
- **Oversight and Resources:**
  - WIAA should step in if **cooperation isn't there** between schools.
  - WIAA should **track repeat offenders** and school responses to the behavior (data collection).
  - If a school has multiple issues, WIAA can come in with **mandates or education**.
  - WIAA should provide **guidance and resources** for handling situations.
  - WIAA should apply its code of conduct for **ejection** and official-related conflicts.