



WE ARE AN
ACCREDITED
SCHOOL



Sreenidhi Sports Academy Code of Conduct

The Sreenidhi Code of Conduct is based on Academy's Learner Profile attributes and attitudes, with reasonable expectations of courtesy, self-discipline, and respect for others' differences, opinions, ideas, cultures and property. The intent is to ensure that every member of our academy community participates in a safe, supportive, non-threatening and fulfilling learning environment, respectful of differing cultures, values and viewpoints, where no member is allowed to detract from another's right to learn. As a positive learning community, Sreenidhi members are expected to:

- develop and role model the Academy's Learner Profile attributes and attitudes
- set a good example, treating others as you would like to be treated
- be honest; act in a manner aligned with Academy's policies to make ethical and responsible decisions
- arrive punctually to class, House and Co-curricular Activities, Sports and busses.
- respect others' property; share resources, class time/training time and contributions fairly
- listen to and acknowledge others' viewpoints, respectfully communicating alternate ideas or views
- celebrate and respect individual differences, valuing the school community's diversity
- take ownership of one's own learning journey, personal development and balanced lifestyle
- exchange greetings in a courteous manner, using "Please" and "Thank you" as appropriate
- take an active role in the Academy's community; be a positive participating team member
- take pride in one's appearance and deportment; maintain a clean and tidy Academy's environment
- always strive to achieve your personal best results through persistence in all initiatives that you undertake, understanding that practice leads to mastery

Inappropriate behaviour that is non-compliant with the Code of Conduct may be defined as:

- **Unethical Behaviour:** The academy reserves the right to take steps to challenge and discipline members for unethical behaviour if it contradicts the values and standards expressed by the academy.
- **Substance abuse:** Behaviour that involves the use, storage, supply, or abuse of alcohol, drugs, vaping, smoking, ingestion or inhalation of illegal substances is not allowed at the academy or academy-sponsored field trips, events or athletics meet.
- **Use of Mobile phones:** Use of mobile phones on campus is not allowed by students, except with permission of a class teacher for educational purposes. Faculty and coaches may not use their mobile phones while in classes and training.
- **Disruption:** Deliberate disruption of lessons/training, refusal to participate in group learning//training tasks, or rowdy behaviour at inappropriate times or places is not permitted, as it disrupts the learning/training of others.
- **Blatant Disrespect:** Refusal to co-operate, follow directions, failing to comply with emergency or health regulations, use of abusive language, and talking back is not acceptable anytime at the academy.
- **Deliberate Injury:** Knowingly Hurting or bullying someone i.e. fighting, punching, throwing objects except playing, etc. is considered a serious offense that may result in immediate suspension.
- **Vandalism:** Interfering with property i.e. intentional breakage, destruction of materials, or removal of another student's Chromebook without consent, are considered serious and intentional acts that require the offending student to be liable for all replacement costs, arising from said damage to another student's, teachers and/or academy's property, and may result in immediate suspension.
- **Language:** Inappropriate or demeaning language, conveyed verbally, digitally, or by body language, as through word, gesture, text, or sign, is unacceptable and does not meet decorum requirements:
- **Digital:** inappropriate use of information and communication technology, via laptop, mobile, or other devices
- **Harassment:** Harassment or bullying (i.e. verbal or physical abuse) or any inference to physical or sexual interference, between students or members of faculty/coach and/or staff, is not tolerated.
- **Fraud:** Cheating and plagiarism (i.e. copying another member's work, presentation of work authored by another as one's own. (This will result in the course or examination failure.)

- **Theft:** Taking personal or academy property without permission with the intention of keeping it for one's own use is tantamount to stealing and will result in immediate suspension.
- **Equipment Abuse:** Interference in any manner with the academy's computers, CCTV cameras, technology equipment, network, cameras, speakers, lights, or other equipment is considered equivalent to vandalism and/or theft and will result in similar consequences.
- **Betting, Match-Fixing, and Corruption**
 - At SNSA we do not participate in betting and gambling and do not tolerate any form of manipulation or unlawful influencing of match results. Thus, an SNSA Coach/Staff must not engage, directly or indirectly, in any bet, gamble, or any other form of financial speculation where the coach looks to win or gain from the win, draw, or loss of any Club competing in a Match.
 - Any conduct intended to unfairly affect the result of a Match or the throwing or fixing of a Match.
 - Accept bribes through the offer, promise, or acceptance of any benefit in return for violating his or her duties.

Disciplinary consequences for inappropriate behaviour that is non-compliant with the Code of Conduct:

- non-compliant members must be given the opportunity to explain mitigating circumstances for the infraction to the teacher, Disciplinary Committee (for students only), and Principal, prior to disciplinary consequences being assigned.
- disciplinary consequences imposed are intended to inform members' understanding of the purpose of the Code of Conduct and why non-compliance is unacceptable while allowing members to make amends, apologize to or rectify the situation (i.e. reflective restorative justice).

Disciplinary consequences resulting from inappropriate behaviour (for students only):

1. Discussion with the student shall be taken by the teacher/coach to address an infraction of academy rules or non-respectful behaviour, emphasizing how this affects other students, the class/team, and the academy.

2. Repeated infractions of academy rules or non-respectful behaviour shall be handled by the teacher/coach concerned, requiring the student to write a reflective essay on how the behaviour affects others and what the student has learned.
3. Continued repeated infractions of academy rules or non-respectful behaviour shall result in the teacher/coach being concerned, after recording all instances with notification sent to parents, referring the student to the Class Teacher/Head Coach for follow-up.
4. Continuing infractions of academy rules or non-respectful behaviour shall result in appropriate measures (investigation/collecting evidence) taken by the Class teacher/Head coach, with the student placed on "Green Behavioural Report" for one week to track behaviour in all classes, and the student will be required to report to Class Teacher daily at 4:15 pm to submit report. NB: If the report reflects good/improved behaviour for an entire week then the student will be removed from the report.
5. Continuing infractions of academy rules or non-respectful behaviour shall result in the student being referred to the Disciplinary Committee for hearing, adjudication, and awarding of consequences, with the decision recorded and notification to parents.
6. Continuing infractions of academy rules or non-respectful behaviour shall result in referral to the respective sports director/Principal, with the subsequent withdrawal of privileges (event participation, field trips, etc.), with instances recorded and notification to parents, with "Yellow Behavioural Report" issued to the student for one or more weeks until the report is good for one week.
7. Repeat infractions of school rules or non-respectful behaviour shall result in parents being called to meet with the student, teacher(s), and Head coach to discuss the disrupting or disrespectful behaviour, and the student being placed on a 3-month Probationary Contract.
8. If issues and complaints from class teachers/Coaches persist, reporting student infractions of academy rules or disrespectful behaviour, instances will be recorded, parents will be notified, and the student will be placed on the „Red Behavioural Report“ indefinitely, required to report to the Principal each day until the student has received good reports for one month.
9. If a student's behaviour does not improve while on the "Red Behavioural Report", the Disciplinary Committee will meet to decide the next steps in the disciplinary process, which could include one or more of the following: removal from classes/training for in-

academy suspension, suspension from academy for 3 to 5 days, or recommendation to the Board that the student should be expelled.

10. Before the student can return to classes/training after an out-of-academy suspension, parents/guardians must accompany the student to school to meet with the Principal to discuss the terms under which the student will be accepted back into classes/training on a probationary basis. Students and parents/guardians must sign a 6-month Behavioural Contract, which sets out clear behavioural expectations and outlines conditions that will lead to a further lengthy suspension from the academy.

11. Probationary period can be lifted when the student demonstrates six (6) months of positive respectful behaviour and compliance with the Code of Conduct. Should the student continue to demonstrate non-respectful behaviour and breaking of school rules, the Disciplinary Committee shall again meet to determine the length of a suspension and recommend that the parents find another school for the student, rather than have the student return to face possible expulsion.

12. When the lengthy suspension ends, before the student can return to classes, parents/guardians must accompany the student to the academy to meet with the Disciplinary Committee, at which time they will again be warned about the possible consequences of the student's return to the academy. Before the student can return to classes/training, the student and parents/guardians will be required to sign a 12-month behavioural Contract, setting out clear behavioural expectations and outlining behaviour that will lead to a recommendation to the board for the student's immediate expulsion from the academy.