

# IHSA MEMBER SCHOOL & OFFICIALS HATE SPEECH AND HARASSMENT POLICY & PROCEDURE



# IHSA HATE SPEECH AND HARASSMENT POLICY & PROCEDURE

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This Policy and Procedure for addressing Hate Speech and Harassment will be in effect at all regular and post season contests.

This Policy was created to accomplish the following goals:

1. Make a clear statement that the IHSA and member schools do not tolerate hate speech.
2. Demonstrate that addressing hate speech or harassment is of critical importance.
3. Address the situation early so that it does not escalate into a worsening incident.
4. Demonstrate to the target and team that their concern is being heard and addressed.
5. Institute more severe consequences for the person who persists in using hate speech.
6. Allow time for emotions to cool down after these kinds of emotional situations.



## Hate Speech and Harassment Definition

- Hate Speech or Harassment is 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.
- Hate Speech or Harassment may be verbal, non-verbal, or physical acts during all competitions. This policy and procedure is designed to provide a consistent, rational framework for managing a contest in which hate speech or harassment is directed toward a player by an opponent, coach, teammate, or spectator. **"Target"** refers to the individual who heard the hate speech. **"Alleged Offender"** refers to the individual(s) who allegedly used the hate speech. **"Comment"** refers to the hate speech or harassment that was used.
- **The HS & H Policy does not differentiate between the ethnicity of **"Target"** or **"Alleged Offender"** in any situation. Administrators, Officials, and Coaches must recognize this detail.**

## Policy and Procedure Administration

- 1) When contest officials witness hate speech or an act of harassment by any individual associated with an IHSA contest, the **alleged offender** shall be penalized by an IMMEDIATE EJECTION.
- 2) When a **target** is subjected to hate speech or an act of harassment and contest officials DO NOT witness the act, the **target** shall IMMEDIATELY inform his/her head coach of the following at the next stoppage in action after the **comment** was heard:
  - a. The specific **comment** made
  - b. When and where the **comment** was made
  - c. Identification of the **alleged offender** (number, position, etc.)
    - i. NOTE: If the **target** is unable to identify who made the **comment**, the **target** should still communicate what he/she heard to their coach, and their coach should notify the official and opposing coach immediately.



## Policy and Procedure Administration

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- 3) The head coach will immediately inform the official of the information above. At the next stoppage of play, officials will meet with the head coaches of both teams and host school administration, (if present) and review the **comment**. During this stoppage, the teams will go to their respective benches. The coach of the **alleged offender**, the official and host manager will meet with the **alleged offender** to ask the **alleged offender** about the alleged **comment** made.
- 4) If the **alleged offender** admits to saying the **comment**, he/she will be ejected from the contest, suspended for the next contest, and will be subject to the individual's school discipline policies and procedures for the use of hate speech. An IHSA player ejection Special Report must be submitted by the official via the Hate Speech or Harassment Special Report option.

## Policy and Procedure Administration

- 5) If the **alleged offender** does not admit to saying the **comment**, the **alleged offender** will be informed by his/her coach that if the official hears any use of hate speech from the **alleged offender** later in the contest, the offender will be ejected, suspended for the next contest, and will be subject to his or her school discipline policies and procedures for the use of hate speech.
- The official will provide written documentation of what they heard to be included in the IHSA Hate Speech or Harassment Special Report.
- 6) The **target** will then be told by his/her head coach of the outcome. If the **alleged offender** does not admit to saying the **comment**, the coach will tell the **target** to continue informing him/her directly if the **comments** continue.
- Subsequent reports during the contest involving the **alleged offender** will be shared with the official, who will inform the other head coach during a natural break in play, and file a Special Report in the IHSA Officials Center. Play will not be stopped unless the official personally hears or observes the **comment**.

## Policy and Procedure Administration (cont.)

- 7) If the **target** does not inform his/her coach about the **comment** until after the team has left the contest site, the coach shall inform his/her Principal or Athletic Director and that Administrator shall inform the opposing Administrator. Both Administrators shall meet with their respective participants (**alleged offender** and **target**) and then communicate back to each other of their findings. If the **alleged offender** admits to saying the **comment**, he/she will be suspended for the next contest and will be subject to the individual's school discipline policies and procedures for the use of hate speech.
- 8) The head coaches of both teams will inform their Administrator of ALL situations in which hate speech or harassment was suspected within 24 hours of the contest. The Administrator will meet directly with any participant identified as possibly using hate speech, conveying the alleged use of hate speech or harassment.
- 9) An Administrator of each school will inform the IHSA Administrator through the Hate Speech or Harassment Special Report option and include all documentation, findings, and any necessary measures taken. Each school involved will have access to review all special reports.



## When a contest official **WITNESSES** Hate Speech or Harassment from any individual

If the **Alleged Offender** is a player, coach or a member of the team:

1. The offender shall immediately be disqualified from the contest.
2. The official will inform the head coach of the offender's team what he/she saw or heard.
3. The official will complete a Special Report in the Officials Center.

If the **Alleged Offender** is a fan:

1. The official is certain he/she can identify any individual associated with the game who used hate speech or harassment, the official must inform game management about the situation [at the next stoppage in action.](#)
2. Officials must allow game management time to communicate and remove the alleged offender from the contest.
3. The official will complete a Special Report in the Officials Center.



## When a contest official **DOES NOT WITNESS** Hate Speech or Harassment from any individual Participating In the Contest

If the **Target** is a player, coach or a member of the team:

1. The **target** of the hate speech or harassment shall immediately inform his/her head coach.
2. The head coach will inform the officials, who will immediately stop the contest at the next stoppage in action.
3. The **target** will attempt to identify the **alleged offender**.
4. The officials will meet with both head coaches and game administration to review the situation.
5. The officials, game administration, and head coach of the **alleged offender** will meet to ask the **alleged offender** about the situation.
6. If the **alleged offender** admits to committing hate speech or harassment, he/she shall immediately be removed from the contest.
7. If the **alleged offender** does not admit to committing hate speech or harassment, his/her head coach will inform the alleged offender that if officials see or hear any other use of hate speech or harassment later in the contest, the offender will immediately be disqualified from the contest.



## ***When a contest official Hears but cannot Identify a spectator or non-team member***

If the **Alleged Offender** is a spectator or non-team member:

1. When the official cannot identify any individual associated with the game who used hate speech or harassment, the official must inform game management about the situation at the next stoppage of play.
  - a. Officials must allow game management time to communicate to individuals in the proximity of where the **comments** were heard or observed.
2. If the official continues to hear **comments**, the official must inform game management about the situation at the next stoppage of play.
  - a. Officials must allow game management time to remove those spectators or non-team members from the area the **comments** have been heard or observed.
3. The official will complete a Special Report in the Officials Center.

# Special Report by Officials (Ejection)

## Soccer Officials

## All Sport Officials

Reason for report

- single yellow card only
- player ejection (two yellow cards)
- player ejection (straight red card)
- coach ejection (two yellow cards)
- coach ejection (straight red card)
- fan ejection
- possible concussion
- missing AED (defibrillator)
- Hate Speech & Harassment ejection (player, coach, or fan)
- Hate Speech & Harassment report (no ejection)
- other (as specified in box below)

Reason for Red Card (straight red card)

(does not apply)

Reason for Yellow Card #1

(does not apply)

Reason for Yellow Card #2

(does not apply)

Description of incident

Please use as much detail as necessary to describe the incident. The box will scroll to make more room if you reach the bottom.

If your report is lengthy, it is recommended that you type it and save it in a word processing file first and then copy and paste the text into this box.

Submit Report

Sport or activity

Level of contest

Varsity  Junior Varsity  Sophomore  Freshman

Name of person being reported

Person's school

Opposing school in contest

Reason for report

- player ejection
- coach ejection
- fan ejection
- possible concussion
- missing AED (defibrillator)
- Hate Speech & Harassment ejection (player, coach, or fan)
- Hate Speech & Harassment report (no ejection)
- other (as specified in box below)

Description of incident

Please use as much detail as necessary to describe the incident. The box will scroll to make more room if you reach the bottom.

If your report is lengthy, it is recommended that you type it and save it in a word processing file first and then copy and paste the text into this box.

Submit Report

# Special Report by Officials (No Ejection)

## Soccer Officials

## All Sport Officials

**Reason for report**

- single yellow card only
- player ejection (two yellow cards)
- player ejection (straight red card)
- coach ejection (two yellow cards)
- coach ejection (straight red card)
- fan ejection
- possible concussion
- missing AED (defibrillator)
- Hate Speech & Harassment ejection (player, coach, or fan)
- Hate Speech & Harassment report (no ejection)
- other (as specified in box below)

**Reason for Red Card (straight red card)** (does not apply)

**Reason for Yellow Card #1** (does not apply)

**Reason for Yellow Card #2** (does not apply)

**Description of incident**

Please use as much detail as necessary to describe the incident. The box will scroll to make more room if you reach the bottom.

If your report is lengthy, it is recommended that you type it and save it in a word processing file first and then copy and paste the text into this box.

**Sport or activity**

**Level of contest**  Varsity  Junior Varsity  Sophomore  Freshman

**Name of person being reported**

**Person's school**

**Opposing school in contest**

**Reason for report**

- player ejection
- coach ejection
- fan ejection
- possible concussion
- missing AED (defibrillator)
- Hate Speech & Harassment ejection (player, coach, or fan)
- Hate Speech & Harassment report (no ejection)
- other (as specified in box below)

**Description of incident**

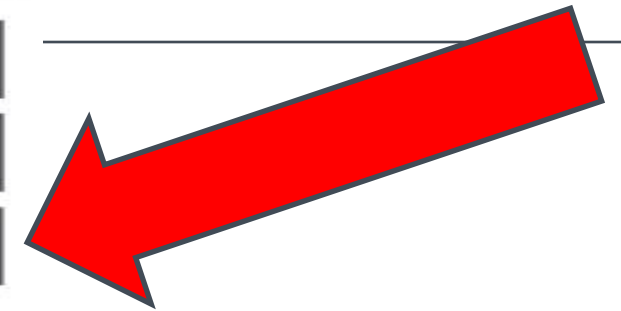
Please use as much detail as necessary to describe the incident. The box will scroll to make more room if you reach the bottom.

If your report is lengthy, it is recommended that you type it and save it in a word processing file first and then copy and paste the text into this box.



## Special Report by School Administrators

Departments	
<b>T</b> Sport & Activity Tracker	<b>L</b> Staff Responsibilities & Logins
<b>I</b> School Information & Facility Maps	<b>E</b> Eligibility Requests & Rulings
<b>V</b> Voting & Town Meetings	<b>R</b> Reports—Special/SAWA Concussion & Yellow Card
<b>H</b> IHSA State Series Hosting & ScoreZone	
<b>O</b> Officials & Body Fat Testers	<b>D</b> Open Dates
<b>PES</b> Performance-Enhancing Substance Program	<b>CON</b> Concussion Risk Program
<b>A</b> Accommodations for Students with Disabilities	<b>!</b> All-Time Records
<b>S</b> Student Recognition	<b>W</b> Webinars
<b>F</b> Forms & Other Resources	
<b>P</b> Personal Information	





## Special Report by School Administrators

### Special Reports

[Special Reports](#) | [Yellow cards](#) | [SAWA Reports](#) | [Concussion Reports](#)  
[submit Special Report on an Official](#) | [submit SAWA Report](#) | [submit Concussion Report](#) | [submit Hate Speech & Harassment Report](#)

This is a summary of Special Reports filed on personnel from your school in the last four years.



# Special Report by School Administrators

## Submit Hate Speech & Harassment Report

[Special Reports](#) | [Yellow cards](#) | [SAWA Reports](#) | [Concussion Reports](#)  
[submit Special Report on an Official](#) | [submit SAWA Report](#) | [submit Concussion Report](#) | [submit Hate Speech & Harassment Report](#)

You are inserting a new item.

A Special Report should be filed immediately to record an incident or allegation that violates the IHSA Hate Speech & Harassment Policy. Please include action taken following the incident or allegation.  
Please include action taken following the incident or allegation in Description Box below.  
When you are finished, click the button at the bottom of the page to submit the Special Report.

Description of the Incident  
Use as much detail as necessary to describe the incident and any actions taken by your school.

**Date of contest**

**Opposing school**

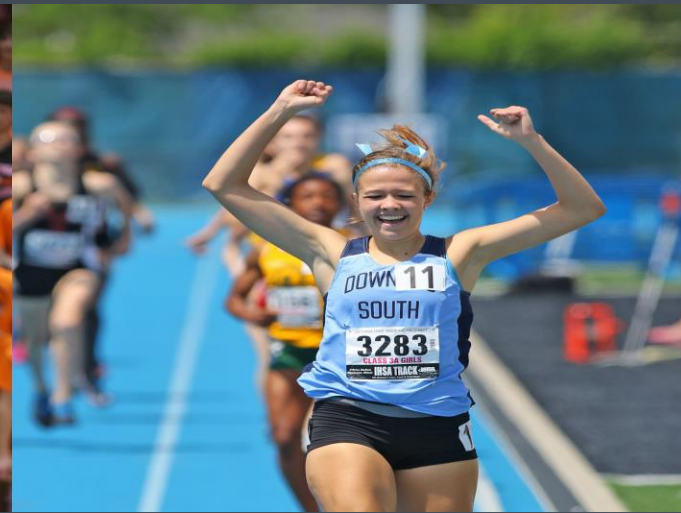
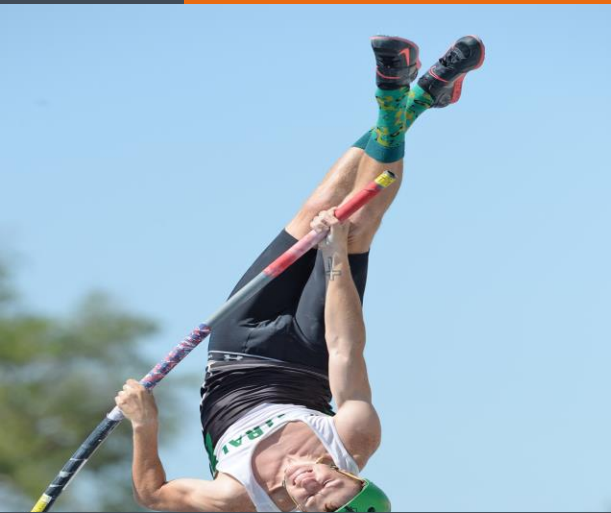
**Sport**

**Level of contest** Varsity Junior Varsity Sophomore Freshman

**Alleged offender**



**Description of the incident**  
Please use as much detail as necessary to describe the incident and any actions taken. The box will scroll to make more room if you reach the bottom.



# Questions?

Contact Beth Sauser at [bsauser@ihsa.org](mailto:bsauser@ihsa.org)