

Covenant Classical School Athletic Handbook

Covenant Classical School is a faith-based educational institution that teaches and operates according to its sincerely held religious beliefs.

Athletic Philosophy and Policy

Covenant's Athletic Department exists to help fulfill the mission of the school by providing a Christ-centered approach to competition and teamwork through providing interscholastic athletic experiences.

Athletics can play a vital role in a student's education by teaching the value of self-discipline, commitment, teamwork, self-control, setting and achieving goals, perseverance, fellowship, loyalty, cooperation, and physical fitness. For many, athletic competition in primary school is pursued mainly as a means to the values mentioned above. One exception is for those who derive or wish to derive their livelihood from athletic performance. While we welcome student-athletes of such high ability, our program is not intended to develop them to that level. Instead, we wish to use our athletics program to further the mission of the school: to train students to impact their culture for Christ.

Athletics serve as a forum for the test and exercise of virtue in the world. As an intense competition limited in duration, an athletic contest serves as a test of character, mind and body, exposing both weaknesses and strengths. A classically-trained student lives in a competitive world that does not normally pursue virtue or sacrifice on behalf of others; therefore, the student must learn how to exercise virtue within a world hostile to the aims of his education. Within a classical Christian school, athletics provide an opportunity for students to exercise their morality in a competitive environment, where the competitor is to do his best to achieve victory by exercising rightly-ordered virtue.

With rightly-ordered virtue, the competitors give their best with the intent of winning, work within given authority (rules, coaches, referees, etc.), and exercise noble character at all times. These goals are not just sought within the contest; but reflecting the need for disciplined living throughout life's many mundane activities, student athletes should conduct themselves at a high

level of character in not only athletic activities, but also in academics, extracurricular activities, and relationships.

The athletic program should provide the student athlete:

- An appreciation for and development of one's body.
- An ability to handle pressure with confidence and poise.
- A healthy perspective on victory and defeat.
- Knowledge in how to interact with others through team sports.
- Experience in being a leader as well as a follower.
- The will to do one's best, no matter the circumstance.
- Satisfaction that comes from the exercise of creativity within recreation.
- A sense of belonging to something greater than oneself, be it a team or a community.
- A test of one's ability as well as the encouragement to reach beyond perceived limits.
- The discipline that requires one to set a goal, work toward it and see it to completion.

No sport or athletic program will be undertaken unless:

- There are a sufficient number of qualifying athletes desiring to participate.
- There are available qualified coaches.
- There are appropriate facilities.
- There is detailed advanced planning including practice and game schedules.
- It aligns with Covenant's mission and vision of athletics.

The following guiding principles flow from Scriptural principles and support Covenant's vision for athletics:

- Athletics are extracurricular and a student's participation in athletics will not exempt them from any requirements of the academic curriculum.
- The athletic program will support CCS academic standards by encouraging a balanced lifestyle. The program supports the Christian's priority of faith and family first as well as the school's priority of academics over athletics by scheduling practices and games (when under the school's control and as facilities and coach's schedules permit) in such a way as to have the least possible disruption on the student's ability to attend church, be with family, and study, while also competing with excellence. Travel to away games, tournaments, etc. should not regularly exceed two hours round-trip.
- The athletic program should include individual and team sports.
- Student athletes will participate based on their biological sex; single-sex teams shall not accept a player of the opposite biological sex. Co-ed teams may be offered when appropriate.
- The program seeks to represent the school community and the cause of Christ well in all its activities. All athletes, coaches, parents, volunteers, and spectators are expected to act with modesty and graciousness in victory and defeat. All are expected to abide by the letter as well as the spirit of league rules.
- Athletes on CCS teams will adhere to all standards in Covenant's Parent-Student Handbook including the Code of Christian Conduct, the Dress Code, and all Academic policies.
- Sub-Varsity teams are considered developmental, focusing on learning the skills of various sports, developing a team mindset, and building endurance and resilience.

Juniors and Middle School teams will make every effort to prioritize equal playing time for each athlete. The expectation is that athletes will show up to practices on time, work hard, and have a good attitude on and off the playing field. In rare instances of mismatched skill/height, a coach may use discretion on playing time for safety reasons which could have an effect on playing time. JV teams will use practice as a place where each player receives an opportunity to grow and develop skills. Play time during games, matches, etc. will be based primarily on merit, while still striving to allow all players to experience time in the game.

- Varsity teams compete to win and make victory in each contest a goal while also keeping in mind higher goals. Practices will be rigorous and the place for each player to further grow, refine skills, and demonstrate qualities that earn play time.
- The athletic program should help develop a culture of discipline through athletic training. The program seeks to develop student-athletes' skills, endurance, and physical strength through qualified and competent coaching and training programs designed to minimize injuries. Discipline in the form of positive correction, assistance, improvement, and prevention is emphasized. Each student-athlete is expected to commit her or himself to practice and conditioning in season and out in order to compete to the best of her or his ability. As a team player, each student-athlete should consider self-discipline as a way to support the team.
- Where possible, Covenant will field teams consisting of only CCS students. When necessary to field a team, homeschooled students may be allowed to try-out for spots. At no time will a team consist of more homeschooled students than Covenant students. Final decisions on try-outs, team sizes, cuts, and team rosters are subject to approval by the Athletic Director and school Administration.
- The athletic program should encourage school spirit and promote fellowship among the athletes and Covenant students, faculty, and parents through activities like pep rallies, tailgates, service days, half-time competitions, and awards ceremonies.

Scheduling

The athletic department does its best job to schedule games and practices well in advance of the season. Because we cannot control facilities, league changes, or changes made by an opponent when we travel to their court/field, changes to the schedule will inevitably occur. Also, due to most of our coaches having full-time jobs aside from coaching, there will likely be occasional changes throughout the season.

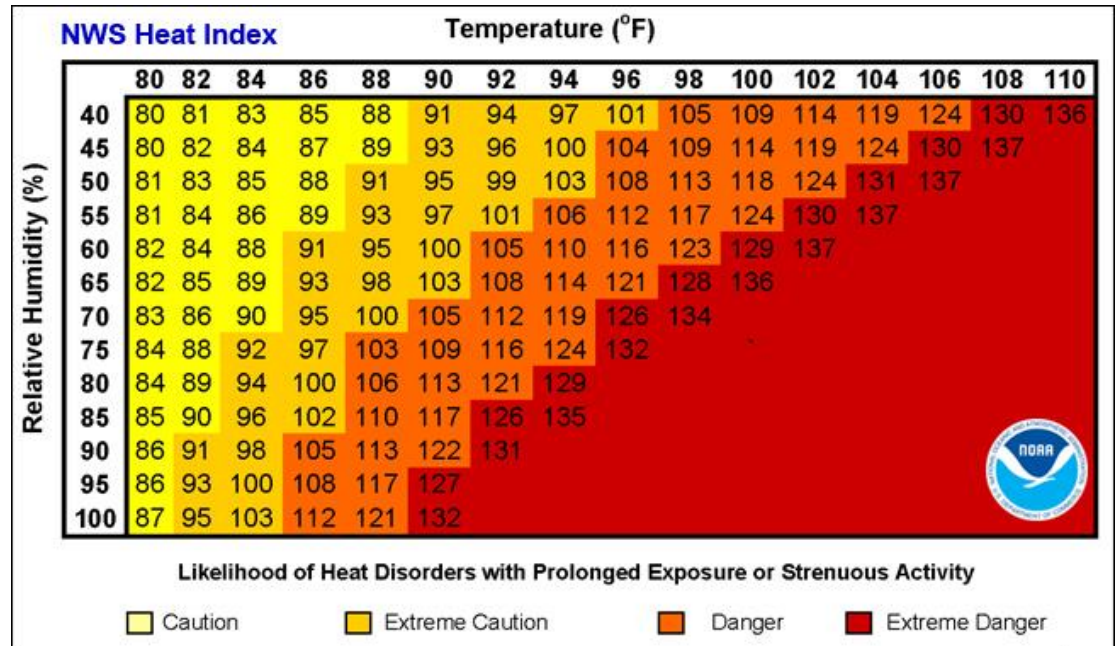
Safety Procedures

The safety of our athletes is of utmost importance here at CCS. While all parents/guardians are required to sign a release of liability and waive certain rights in agreement with the fact that sports can be dangerous and involve many risks of injury, the Athletic Department at CCS is extremely interested in doing its best to provide a safe environment for its student-athletes. To do this, the Athletic Director will partner with coaches to establish and execute Athletic Department Safety Procedures, maintain the safety of our facilities, and ensure teams remain equipped with basic first aid equipment. As always, in case of emergency, 911 should be called and student-athletes be taken to the emergency room immediately. Parents/guardians should understand that our coaches are not Athletic Trainers, and trained medical staff on site at practices and games will be a rarity.

- First Aid / Medical Equipment

- There is no athletic trainer on site for sporting events. Due to this, all extra athletic training supplies will be housed in the athletic director's office. Some opposing schools may have athletic trainers on site at their schools, but this is not guaranteed.
- Every coach will be equipped with a first aid kit each season. This kit will travel with the team to away games, home games, and all practices under the care of the head coach. It will contain the following:
 - Pre-wrap, power flex, athletic tape, band-aids, gauze, tissues, antiseptic wipes, scissors, nail cutters, hand sanitizer, tweezers, a towel, and travel ice packs
 - The kit will also include travel size copies of the school's safety procedures including weather protocols, concussion return to play policy, and emergency contacts.
 - *Coaches are responsible for communicating with the AD during the season when supplies need to be restocked. The AD will restock each kit at the end of each season in preparation for the next season.*
- Weather Procedures
 - *Guidance on the procedures below was gained from the National Federation of State High School Associations (NFHS), NCHSAA, and NCISAA.*
 - Decisions about cancelations or delays of practices or games lie in the host school/organization's hands. Weather factors that contribute to a potential cancelation or delay include but are not limited to:
 - Lightning/thunder, inclement weather, temperature (heat/wind chill), and facility conditions
 - Continual monitoring of local weather conditions throughout the year is the responsibility of the Athletic Director. He/she will collaborate with coaches to make any cancelation/delay decisions according to the Athletic Department Weather Procedures. Any monitoring of local weather conditions immediately before and during practices and contests is the responsibility of the Head Coach, as the Athletic Director will not always be on site. All coaches will be notified and trained in these policies and procedures.
 - With the safety of athletes and coaches in mind, the Athletic Department will always look to hold practices and games as scheduled if possible. Cancelations and delays will be communicated with families as soon as possible. Any absence or tardy due to weather conditions will be excused.
 - There may be times outdoor practices or games need to be canceled or moved inside due to poor facility conditions ex: over saturation on the soccer field or cross-country course.
 - Lightning or Thunder Disturbances – *From NFHS Guidelines*
 - When thunder is heard or lightning is seen, the leading edge of the thunderstorm is close enough to strike your location with lightning. Suspend play for at least 30 minutes and vacate the outdoor activity to a safer location (inside a building or car) immediately.
 - Once play has suspended, wait at least 30 minutes after the last thunder is heard or lightning is witnessed prior to resuming play.
 - Any subsequent thunder or lightning after the beginning of the 30-minute count will reset the clock and another 30-minute count should begin.

- When lightning-detection devices or mobile phone apps are available, this technology will be used to help suspend play if a lightning strike is noted to be within 10 miles of the event location.
- Heat Guidelines – *From NCHSAA Guidelines*



- Heat Index less than 80
 - Unlimited activity with primary cautions for new or unconditioned athletes or extreme exertion
 - Schedule mandatory rest / water breaks (5 min water / rest break every 30 minutes)
- Heat Index 80-90
 - Normal practice for athletes; closely monitor new or unconditioned athletes and all athletes during extreme exertion.
 - Schedule mandatory rest / water breaks (5 min water / rest break every 25 minutes)
- Heat Index 91-103
 - New or unconditioned athletes should not practice. Well-conditioned athletes should have more frequent rest breaks and hydration and cautious monitoring for heat illness symptoms.
 - Schedule frequent mandatory rest / water breaks (5 min water / rest break every 20 minutes.)
- Heat Index 104-124
 - All athletes must be under constant observation and supervision
 - Schedule frequent mandatory rest / water breaks (5 min water / rest break every 15 min)
 - Consider suspending practice
- Heat Index 125 and up
 - Suspend practice
- Cold Weather/Wind Chill Guidelines – *From NCISAA Guidelines*
 - Precipitation Conditions

- Wind Chill Factor of 32 or lower
 - All practices inside, no outside exposure
- Wind Chill Factor of 33-35
 - 45 minutes of outside exposure then 20 minutes inside a gym or locker room
 - Maximum of 90 minutes outside exposure
 - Keep clothing dry; athletes must be dressed in layers with extremities covered
- Wind Chill Factor 36-50
 - Be aware of the possibility of cold-related injuries
 - Outside participation allowed with appropriate attire
- Dry Conditions
 - Wind Chill Factor 15 or lower
 - All practices inside, no outside exposure
 - Wind Chill Factor 15-25
 - 30 minutes of exposure/20 minute warm-up period inside gym or locker room/30 minutes of exposure
 - Maximum outside exposure time of 90 minutes
 - Athletes must be dressed in warm-ups with extremities covered
 - Wind Chill Factor 26-32
 - 45 minutes of outside exposure then 20 minutes inside a gym or locker room
 - Maximum of 90 minutes outside exposure
 - Athletes must be dressed in layers with extremities covered
 - Wind chill Factor 32-50
 - Be aware of the possibility of cold-related injuries

Athletic Fees

The Athletic Department charges athletic fees for all sports to cover the costs to run our programs. These fees cover things such as referee costs, uniforms, equipment, and coaching stipends to name a few, and will vary from sport to sport based upon length of season, number of coaches, number of games, and other sport specific costs. These fees must be paid within the first two weeks of the season once rosters are set. Athletic fees are non-refundable.

Expectations of Student Athletes **** PLEASE READ CAREFULLY****

1. I understand that I am a representative of my Lord, Jesus Christ and Covenant Classical School. Therefore, I will conduct myself in a manner as to always be a credit to our Lord and our school, on the athletic field and in the community. I promise to represent the Lord, my school, and my family appropriately in my language and on social media at all times.
2. I understand that athletics is only a part of the total educational and spiritual program offered at Covenant Classical School. All students must maintain overall GPA guidelines as set forth in the CCS Handbook to be able to participate in athletics at Covenant. In addition, anyone who falls below a "C" average in any class will be subject to probation and have 2 weeks to improve their grade without affecting their status on the team. If

after 2 weeks the grade has not improved to a “C” or greater, the player may be allowed to practice but will NOT be allowed to play in any games until the grade has improved. If the grade has still not improved in another 2 weeks, all team related activities will be suspended indefinitely until the grade has been brought back up to at least a “C”. At the discretion of the Head of School and AD, a student may be allowed to remain on the team if an approved course of action is being followed and improvement is taking place.

3. I will recognize and abide by the authority of my coach at all times. If I have concerns, I will commit to positively communicate with my coach directly outside of practice times and game days.
4. I will care for the equipment that is issued to me. I will be responsible for using it appropriately (game equipment should only be used for games), and I will agree to replace items that are lost or broken while within my care. I promise to care for the athletic facility that I am privileged to use, including but not limited to:
 - a. The CCS home gym, soccer field, and cross-country course
 - b. CCS home locker rooms and restrooms
 - c. Any facilities CCS is privileged to rent / reserve for athletic training or competition
 - d. All facilities of opposing teams
5. I promise to treat my teammates, opponents, coaches and officials with respect. After one warning I may be dismissed from the team.
6. I am responsible for attending all practices and games. If I miss more than 4 unexcused practices, I may be in jeopardy of being dismissed from the team.
7. All student-athletes must have a completed physical and concussion form on file with CCS to compete on a team. Physical forms are valid for 18 months. Concussion forms must be completed annually.

All student athletes are required to conform to the CCS Dress Code. The school’s standards of modesty and neatness govern all athletic activities including practices, games, pep rallies, etc.

Boys

1. Hair length should not cover the eyebrows or shirt collar and should not be longer than mid-ear on the side.
2. Highlights in hair or hair color must be natural in color and not distracting.
3. Facial hair must be shaved everyday (except Seniors)
4. Tattoos and body piercings are not allowed.

Girls

1. Highlights in hair or hair color must be natural in color and not distracting.
2. Tattoos, body piercings or unusually heavy makeup are not permitted.

Expectations of Parents **** PLEASE READ CAREFULLY****

1. Support the rules and policies of Covenant Classical School and its athletic department and coaches.
2. Encourage your son/daughter to be the best representative of the Lord, the school and their team.
3. Understand your son/daughter’s strengths and limitations and be realistic regarding the part that athletics will play in their life journey.
4. Show good sportsmanship as a support to the CCS athletic program and your child’s team. Refrain from negative comments about players, coaches, other school

administration, and decisions made by game officials. Parents should refrain from talking to athletes or “coaching” from the sidelines during the course of a game. Athletes need to hear one voice during athletic competitions. That voice needs to be the coach.

5. Model to your child through word and action what respect for school authorities and game officials looks like. Refrain from critical comments (especially in the heat of the moment) and provide support for them in the case of adverse decisions.
6. Parents are asked to help their children be wise in their choice(s) related to food intake, and other decisions that affect players striving to be at their best for athletic contests.
8. If your child has a team related issue, encourage them to speak to the coach outside of practice time and game days. This is great practice for them to learn communication skills and begin handling situations. If there is still an issue after that, send a brief email to the coach to request a time to talk. **PLEASE DO NOT SPEAK TO THE COACH ON GAME DAYS**, either before, during or directly after a game. Let our coaches focus on coaching. If you find there is still an issue after emailing the coach, please contact the athletic director by email to set a meeting. If you still have concerns, contact the heads of school for a meeting. Together we will come up with a solution.
9. Our coaches are committed to helping each athlete succeed. Please bring your child to every practice and game or arrange a ride for them. If your child misses a practice due to an unexcused absence (outside of drs appointments, sickness etc) without letting the coach know, they will dress for the next game and sit on the bench and support their team. If more than 4 unexcused absences from practice occur in a given season, they are in jeopardy of being dismissed from the team.
10. There will be numerous areas that parents can serve each season. Volunteering is required and vitally important for each game. For example, throughout a season, parents will be asked to collect admissions, run the clock, keep the scorebook for volleyball and/or basketball. If you're assigned a spot and can't make it or are unable to do it, it will then be your responsibility to find someone in your place. *All parents are asked to help with the clean-up process after all games.*

Acceptable Behavior During a Contest:

- During the National Anthem, everyone must remove their hats, face the flag, place their right hand on their heart, not talk, and remain still until the end of the anthem.
- Applause during introduction of players, coaches and officials.
- Accept and respect all decisions made by officials. Just as we do not credit officials for a win, we will not blame them for a loss. Treat officials with respect.
- Handshakes between participants and coaches at the end of the contest, regardless of the outcome.
- Treat competition as a game, not a war.
- Coaches and players search out opposing participants to recognize them for outstanding performance or coaching.
- Applause at the end of the contest for performances of all participants.
- Everyone showing concern for an injured player, regardless of team.

Unacceptable Behavior During a Contest:

- Yelling or waving arms during an opponent's free throw attempt or serve.
- Disrespectful or derogatory remarks, yells, chants, songs or gestures.
- Boing or heckling an official's decision. (Please represent our school well)

- Criticizing officials in any way; displays of temper with an official's call.
- Yelling that antagonizes opponents.
- Refusing to shake hands or give recognition for good performances.
- Blaming losses on contest officials, coaches or participants.
- Laughing or name-calling to distract opponents.
- Use of profanity or displays of anger that draw attention away from the game or activity.

Ultimately, as spectators and athletes, we want to be modest in victory and gracious in defeat.

CCS STATEMENT OF FAITH

WE BELIEVE:

1. that the Bible is the Word of God and that it is the church's absolute authority for life and godliness. We believe that the Bible was written under the inspiration of the Holy Spirit to draw people to Christ and to develop people to become more like Him to the glory of God. (Mark 12:26, 12:36, 13:11; Luke 24:27; 2 Tim. 3:15-16; 2 Pet. 1:21) the Bible to be the only inerrant, authoritative Word of God (1 Timothy 3:15, II Peter 1:21).
2. that there is only one God, eternally existent in three persons: Father, Son, and Holy Spirit. Each of these three Persons is fully God, yet there are not three gods, but One. The Trinity is eternal with no beginning, nor end. The Trinity is holy, sovereign, gracious and just. (Matt. 28:19-20; Mark 12:29; John 1:14; Acts 5:3-4; 2 Cor. 13:14; Heb. 1:1-3; Rev. 1:4-6, Genesis 1:1, Matthew 28:19, John 10:30).
3. in the deity of our Lord Jesus Christ (John 10:33) and that He is both fully God and fully man (John 1:14), in His virgin birth (Isaiah 7:14, Matthew 1:23, Luke 1:35), His sinless life (Hebrews 4:15, 7:26), His miracles (John 2:11), His vicarious and atoning death (1 Cor. 15:3, Ephesians 1:7, Hebrews 2:9) through His shed blood, His bodily resurrection (John 11:25, I Cor. 15:4), His ascension to the right hand of the father (Mark 16:19), and His personal return to power and glory (Acts 1:11, Revelation 19:11).
4. that the Holy Spirit is real, personal and active in the lives of believers today and that He still imparts gifts to believers (I Cor. 12:7, John 14:15-17, Acts 2:1-4).
5. We believe humanity was created in the image of God, but this image was deeply distorted due to the fall of Adam in the Garden of Eden. As a consequence of sin, each person is born into a sin nature that is helpless to obtain salvation apart from grace. (Gen. 1:26, 2:1-17, 6:5; Rom. 3:10-19; Eph. 2:1-3, John 3:5-8)
6. That a person is only saved through placing their faith in the death, burial and resurrection of Jesus Christ. Salvation is a gift and it is given because no one could obtain salvation apart from the grace of God or by his or her own good works. Salvation is by grace alone through faith alone by Christ alone (John 14:6; Eph. 2:8-9).
7. in the resurrection of both the saved and the lost; they that are saved to the resurrection of life and they that are lost to the resurrection of damnation (John 5:28-29).
8. in the spiritual unity of all believers in our Lord Jesus Christ (Romans 8:9, I Cor. 12:12-13, Galatians 3:26-28).
9. We believe that God's design for marriage is the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (Matthew 19:4-6, Mark 10:6-9).

The Statement of Faith does not exhaust the extent of our beliefs but represents first-order theological doctrines which comprise those most central and essential to the Christian faith.

Some examples include the Trinity, the full deity and humanity of Jesus Christ, justification by faith, and the authority of Scripture.

The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. We also affirm the historical Protestant creeds such as the Apostles and Nicene Creed as they help us clearly understand the truth of God's Word. For purposes of Covenant Classical School's faith, doctrine, practice, policy, and discipline, our school board is Covenant Classical School's final interpretive authority on the Bible's meaning and application.

Covenant Classical School is comprised of families from a variety of Christian congregations, each with their own historical heritage regarding issues of liturgy, governance, and emphasis upon second and third- order doctrinal differences. The discussion and debate of these historic and denominational differences is permissible and encouraged as a part of the rhetorical curriculum; however, it must be done with due respect in the spirit of Christian charity with Scripture as the rule.

Board members, administration, faculty, coaches, and staff of Covenant Classical School, whether full time, part-time, or volunteer, and both parents of each student must agree with and abide by the Statement of Faith and Christian Code of Conduct evidenced by their signing a statement of agreement annually. Limited exceptions are addressed on a case-by-case basis.

STATEMENT ON MARRIAGE, GENDER, AND SEXUALITY

1. We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen. 1:26-27) Rejection of one's biological sex is a rejection of the image of God within that person.
2. We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. (Genesis 2:18-25) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Corinthians 6:18; 7:2-5; Heb 13:4) We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.
3. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography), is sinful and offensive to God. (Matthew 15:18-20; 1 Cor. 6:9-10)
4. We believe that in order to preserve the function and integrity of Covenant Classical School as the local Body of Christ, and to provide a Biblical role model to the Covenant Classical School members and the community, it is imperative that all persons employed by Covenant Classical School in any capacity, or who serves as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matthew 5:16; Phil. 2:14-16; 1 Thess. 5:22)
5. We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Romans 10:9-10; 1 Cor 6:9-11)
6. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31) Hateful and harassing behavior or attitudes

directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Covenant Classical School

CCS CHRISTIAN CODE OF CONDUCT

1. Policy Inclusions. This School's code of conduct is consistent with the following:
 - a. The Ten Commandments (Exodus 20:2-17)
 - b. The Great Commandments as stated by Jesus Christ (Matt. 22:37-40)
 - c. This School's Statement of Faith
2. Personal Conduct. All persons connected with this School community, including board members, employees, volunteers, parents, or students shall hereinafter be referred to as School (or CCS) community members. All such School community members must conduct their personal affairs so there can be no opportunity for unfavorable reflections upon the Christian beliefs and mission of the School, either expressed or implied. The use of common sense, good ethical standards and discretion will guide all who are called into community with the School in proper conduct. Failure to maintain reasonable standards is subject to discipline up to and including termination from the School community. It is expected that all members of our CCS community will conduct themselves in a manner consistent with biblical standards, values, and character.
3. Rules of Conduct. In every organization where many people interact on a regular basis, some specific rules and policies are necessary to establish acceptable standards of conduct, assure fair treatment of all members of the community, and enhance the smooth operation of the organization. School community members are expected to become familiar with and abide by the standards outlined in this policy. The purpose of these rules is to maintain a community environment that protects the safety and dignity of each community member without placing unreasonable restrictions on anyone.

CCS community members are expected to model appropriate behavior and conduct both on and off-School campus and model relationships that demonstrate a growing Christ-likeness manifested in a lifestyle that serves and gives itself to reconcile others. School community members are also expected to model appropriate language on and off-School campus and model speech that demonstrates a growing Christ-likeness (Ephesians 5:4). School community members shall maintain appropriate attitudes of concern for others. Problems concerning School community members' roles, relationships, and professional conduct should first be handled directly with the person involved. If a satisfactory resolution cannot be concluded, the matter should move up the relevant chain of responsibility (See CCS Family Handbook Section H: Questions, Concerns, and Complaints). Specifically, CCS community members shall respect the integrity and confidences of other community members and those outside of our community attending any of our School's functions. School community members are expected to operate within their respective roles. In summary, Christian ethics demand that School community members act in love and integrity, in confidentiality, and in alignment with the mission/purpose of this School.

4. Inappropriate Conduct. Violation of School rules and policies may result in an oral warning, a written warning, and/or termination of a member's role in the School community. There is no requirement that discipline be progressive or that a warning be given prior to demotion or any other disciplinary action, including discharge from the School community. Set forth below are some examples of misconduct which will not be tolerated by the School. This list is not exhaustive and examples are not listed in order of seriousness.
- a. Falsification of personnel and/or student records and information or other School records.
 - b. Engaging in any activity which a School community member knows, or has reason to know, will adversely affect the mission of the School.
 - c. Deliberate damage or destruction of any School property or the property of any School community member.
 - d. Engaging in criminal conduct.
 - e. Insubordination, including but not limited to, failure or refusal to obey the orders or instructions of a supervisor, teacher, or other School leader, or the use of abusive or threatening language toward a supervisor, teacher, or other School leader.
 - f. Using abusive language at any time on the school campus.
 - g. Sexual Misconduct, including but not limited to, adultery; fornication; engaging in sexual acts and/or relationships outside the confines of biblical marriage between one man and one woman; attempts to alter one's sex and/or wearing unprofessional or inappropriate styles of dress (including dressing in such a way as to willfully reject one's sex assigned at birth (Gen. 1:27)) and use of pornography.
 - h. Violation of any safety, health, security or School policies, rules or procedures.
 - i. Committing a fraudulent act or a breach of trust under any circumstances.
 - j. Unlawful harassment of a sexual manner.
 - k. Engaging in behavior that suggests a willful violation of the religious beliefs and practices of the School. If a School community member has any doubt about whether certain conduct will constitute misconduct or behavior that suggests a willful violation of the religious beliefs and practices of the School, the community member should ask an appropriate School leader.