



# **Administrative Regulation 5341**

## **EXTERNAL ATHLETIC ORGANIZATIONS**

**Responsible Office:** Office of Strategies

### **PURPOSE**

The Superintendent has adopted this Administrative Regulation to establish the rules for external athletic organizations using Washoe County School District (District) facilities, and the rules for District employees and volunteers related to external athletic organizations at District facilities.

### **DEFINITIONS**

1. "District-recognized athletics" refers to competitive teams approved by the District to operate in a high school, but are not sports that are "sanctioned" by the Nevada Interscholastic Activities Association (NIAA) or the District.
2. "External athletic organization" refers to an organization dedicated to youth athletics that is not operated by or affiliated with the District, which may include, but is not limited to, a club sport, summer athletic camp, traveling athletic competitive program, and/or independent athletic lessons.
3. "Sanctioned athletic teams" are approved and regulated by the NIAA and adopted by the District through the District Board of Trustees (Board).

### **REGULATION**

1. District Employee and Volunteer Responsibilities
  - a. All students shall have equal access to participation on a District sanctioned athletic team and/or District-recognized athletic team. District employees and volunteers shall not condition and/or require student participation in an external athletic organization or privately run fitness programs in order for the student to be selected for a District sanctioned athletic team or District-recognized athletic team.
  - b. Employees must adhere to Nevada ethics laws and District policies and regulations related to conflict of interest and ethical responsibilities. District employees, including, but not limited to, coaches/advisors/athletic directors/athletic administrators/teachers/volunteers and administrators, shall avoid any conflict of interest between their employment and/or affiliation with an external athletic organization and comply with ethical responsibilities by maintaining separation between the duties as a District employee and the duties to the outside organization.

- c. District employees who may have a financial or personal interest in an external athletic organization must include an administrative representative from the school, who is not affiliated with outside athletic organizations, when decisions involving a sanctioned athletic team or District-recognized athletic team are being made.
- d. District employees and volunteers may not use District email or other District resources in order to advertise and/or encourage student participation in an external athletic organization of which the employee or volunteer has a financial or personal interest. District employees may not fundraise, collect money, or otherwise communicate with students and other employees during contracted hours and/or athletic games, practices and events related to the external athletic organization.
- e. District employees and volunteers who own, operate, and/or who are otherwise affiliated with an external athletic organization must ensure that the external athletic organization does not adopt or give the appearance of affiliation with the District's sanctioned athletic team or District-recognized athletic team. This includes, but is not limited to, the use of District schools' name, mascot, school colors, wearing of District school clothing or accessories while working for the external athletic organization, and organizing teams based on current enrollment in a District school.
- f. District employees or volunteers who own, operate, and/or who are otherwise affiliated with an external athletic organization during their personal time must understand that employment or volunteer opportunity with the District does not extend to the granting of benefits or privileges not available to non-employees and non-volunteers (i.e., use of a school facility at no-cost).

## 2. Conditions for External Athletic Organizations Using District Facilities

- a. An external athletic organization must complete the District Use of Facilities Agreement in order to use a District facility. This application must be approved by the school site principal and submitted to the District's Housekeeping Department.
- b. An external athletic organization may not apply for the District Use of Facilities Agreement or otherwise use a District facility during the season of the same sport as the District sanctioned athletic team. School site principals shall deny any applications which violate this provision.
- c. Bullying, harassment, and/or discrimination in all aspects of the program

while using a District facility are prohibited.

- d. Failure of an external athletic organization's owners, employees, and/or volunteers to comply with the provisions of this regulation or any other District policy, regulation or procedure may result in revocation of the privilege to use a District facility and termination from their District coaching position.

### 3. Disclaimer

- a. The District is not responsible or liable for external athletic organizations that are owned, organized, promoted, or participated in by employees operating outside the course and scope of their employment with the District.
- b. The District is not responsible for nor does it control or incur liability for summer and/or out-of-season activities.
- c. Any person who believes a District employee or volunteer has violated any provision of this regulation may utilize the District's Public Complaint process.

## **LEGAL REQUIREMENTS AND ASSOCIATED DOCUMENTS**

1. This Administrative Regulation reflects the goals of the District's Strategic Plan and aligns/complies with the governing documents of the District, to include:
  - a. Board Policy 4505, Standards of Professional Conduct;
  - b. Board Policy 5300, Student Activities;
  - c. Board Policy 5325, District-Recognized Athletics;
  - d. Board Policy 5340, District-Sanctioned Interscholastic Athletics;
  - e. Board Policy 7120, Community Use of School Buildings and Facilities;
  - f. Board Policy 1140, Distribution and Display of Information and Materials to Students and Employees;
  - g. Administrative Regulation 5326, District-Recognized Athletics; and
  - h. Administrative Regulation 4530, Ethical Standards /Conflict of Interest.
2. This Administrative Regulation complies with Nevada Revised Statutes (NRS) and Nevada Administrative Code (NAC), and specifically:

- a. Chapter 281A, Ethics in Government;
- b. Chapter 385B, Nevada Interscholastic Activities Association;
- c. Chapter 391, Personnel; and
- d. Chapter 392, Pupils.

**REVISION HISTORY**

Date	Revision	Modification
05/16/2022	1.0	Adopted