

# UNIONVILLE-SEBEWAING AREA SCHOOLS

Athletic Director: Kiersten Gascho  
Email: [gaschok@think-usa.org](mailto:gaschok@think-usa.org)

Phone: 989-883-2534 ext 38170  
Fax: 989-883-9739

---

## Unionville-Sebewaing Area School District



## Athletic Handbook

2022-2023

# TABLE OF CONTENTS

TOPIC	PAGE
Mission Statement .....	2
USA Athletic Philosophy.....	2
Athlete's Code of Conduct.....	3
<u>Regulations</u>	
General Eligibility.....	4
Physical Eligibility.....	4
Academic Eligibility.....	4
Trimester Eligibility.....	5
Attendance.....	5
Athletic Handbook.....	5
Personal Appearance.....	6
Travel.....	6
Sportsmanship.....	6
Equipment.....	6
Pre-Season Meeting.....	7
Limited Team Membership.....	7
Quitting a Sport.....	7
Team Membership.....	7
Dual Sport Participation.....	8
Injured Athletes.....	8
Varsity Letter.....	8
Athlete Participation.....	8
Expectations of the Parent(s).....	8
Expectations of the Coach.....	9
<u>Resolution of Parental Concerns</u>	
Appropriate & Inappropriate Issues.....	9
Problem Solving Procedure.....	9
Conduct Unbecoming of an Athlete.....	10
<u>Disciplinary Action</u>	
Classification A.....	10
Classification B.....	10
Discipline.....	11
Offenses.....	11
Appeals Process Procedure.....	12
Athletic Council.....	12
Dual Sport Participation Form.....	13
Signature for Acceptance.....	14

# **THE PATRIOT ATHLETIC CODE AND POLICY**

## **MISSION STATEMENT**

The mission of the Unionville-Sebewaing Area Schools' Athletic Department is to develop each student's athletic ability to excel physically, mentally, and socially as an individual and as part of a team.

## **A PHILOSOPHY OF ATHLETICS**

### **UNIONVILLE-SEBEWAING AREA SCHOOL DISTRICT**

#### **INTRODUCTION**

The USA School District believes that each student benefits by participating in extracurricular activities. The USA School District also believes that each student's experience should be connected to learning. These learning experiences should develop character and cooperation, and bring about a sense of quality in all scholastic, artistic, and interscholastic endeavors. The guidelines and philosophies may differ based on the level of participation (high school, middle school, elementary school).

## **PHILOSOPHY STATEMENT**

The philosophy of athletics at USA Schools is that all athletes are considered an integral part of the school's educational program. Participation in athletics, both as a player and a spectator, is an important aspect of the total educational experience. Participation is a privilege that carries with it the responsibility of the individual, the team, the school and the community. Students are stimulated to compete at the highest levels without compromising the integrity of sportsmanship. All program participants will represent the USA School district in an honorable, competitive manner and it is our hope that these experiences will mold our athletes into positive role models for others to follow. During each season of competition sanctioned by the Michigan High School Athletic Association, the USA Schools will sponsor competitive teams, provided that the funds and facilities are available, coaches are in place, and sufficient numbers of students athletes are available to participate.

## ATHLETE'S CODE OF CONDUCT

Not everyone is fortunate enough to have the opportunity in their life to participate in athletics. Since the conduct of athletes is closely observed in many areas of life, a very important responsibility of the student athlete is to act in a mature, respectful, and responsible manner at all times. Athletics is not a requirement for graduation and participation is strictly voluntary. Athletics, as a discipline, stresses work ethic, team play, sportsmanship, integrity and sacrifice. Should the actions of an athlete fail to exhibit these same characteristics, the privilege of participating in athletics may be forfeited. All coaches must be willing to work, within the guidelines of the athletic department, to help any athlete should he/she lose direction. It is our intention to help our athletes stay on course and succeed. It is the desire of the administration and coaching staff of the USA School District to communicate to its students that participation in athletics is a **PRIVILEGE, NOT A RIGHT**. Participation on athletic teams and in related activities, while being an honor, is an opportunity for young athletes to learn important lessons about the responsibilities that are assumed by individuals in leadership roles. **The following rules and regulations are in effect every day of the calendar year, even if the athlete is not in season or if school is not in session.**

- A. **The student-athlete is also expected to abide by all rules and regulations set forth in the Unionville-Sebewaing Area Schools' Student Handbook and by the Michigan High School Athletic Association.** A violation of the rules and regulations set forth in the Unionville-Sebewaing Area Schools Handbook and/or the Michigan High School Athletic Association requirements will be considered as a violation of this Athletic Code and Policy.
- B. **On the field** of competition, the student-athlete's behavior must always be beyond reproach: always showing respect for the opponent and the officials.
- C. **In the classroom**, the good athlete is also a good student. Student-athletes at Unionville-Sebewaing Area Schools are expected to put forth their best effort in the classroom as well as on the practice field. Classroom behavior and performance are important responsibilities for all students, including athletes.
- D. **In the community** and at school, the way student-athletes look and act is of great importance. Student-athletes should be leaders and fellow students must be able to respect and follow them.
- E. The student-athlete must also **demonstrate respect** and take pride in the equipment and facilities by helping to properly maintain and care for school property.

Finally, the student-athlete is expected to put forth **physically and intellectually his/her best effort to win**. In this endeavor to win, however, the student-athlete must realize that it is honorable to lose and must learn from and accept defeat. The student-athlete must always adhere to the rules of the game; fair play should always supersede his/her desire to win. The student-athlete must realize that s/he represents not only himself/herself but also the coaches, teachers, parents, community, and the school.

# REGULATIONS

## General Eligibility

- A. Enrollment- You must have been enrolled in Unionville-Sebewaing Area High School not later than the fourth Friday after Labor Day to be eligible for the 1st or 2nd Trimester or the fourth Friday of February to be eligible for the 3rd Trimester. Exceptions may be made by the MHSAA through appeal.
- B. Age- You must be under nineteen (19) years of age, except for a student whose nineteenth (19) birthday occurs on or after September 1 of a current school year.
- C. Trimesters of Competition- You must not have competed for more than four (4) first and four (4) second and four (4) third trimester seasons in a sport in a four (4) year high school.
- D. Trimesters of Enrollment- You must not have been enrolled in grades nine to twelve (9-12) for more than twelve (12) trimesters.

## Physical Eligibility

A complete physical examination must be signed and dated after April 15<sup>th</sup> of the previous school year. The physical must be completed on an approved MHSAA physical card. These are available in the main office or online at the following link:

<https://www.mhsaa.com/portals/0/Documents/health%20safety/physical2page.pdf>.

## Academic Eligibility

- A. Student-athletes are required to pass all of their classes. Academic eligibility will follow these guidelines to determine whether a student-athlete is academically eligible:
  - 1. Grades will be checked every week throughout the school year, beginning with the **Monday following the third Friday of the school year and trimester.**
- B. If a student-athlete is failing one class at a grade check, s/he will be placed on academic probation until the next grade check.
  - 1. Academic probation is limited to once per trimester. Once a student-athlete has been ineligible during a trimester, academic probation is no longer obtainable.
    - a. When on academic probation, student-athletes are allowed to practice and compete in contests. At the next grade check, the student-athlete must be passing **all** classes including Tech Center or that student is ineligible until the next grade check.
    - b. A student-athlete who is ineligible may practice, but may not compete. They may not be able to travel with the team.
- C. If a student-athlete is failing two or more classes during an eligibility check, s/he is automatically ineligible until the next grade check, regardless if the student-athlete has been on probation.
- D. Once a student-athlete has been marked ineligible twice, s/he is required to attend tutoring two days a week until eligible. If the student-athlete fails to attend the mandatory tutoring, s/he may be dismissed from the team.
- E. Dual enrollment and MVHS courses will be considered for athletic academic eligibility, just as any other regular class.
  - 1. Because these courses are offered through a different education provider, students will be required to print their grades on the Friday before grade checks.

Students will submit their grades to the Online Learning Coordinator who will turn the grades in to the Athletic Director.

F. Online Learning and Athletic Eligibility -

<https://www.mhsaa.com/LinkClick.aspx?fileticket=a6fSL0rkR9M%3d&portalid=0>

### Trimester Eligibility

- A. If a student-athlete fails one class (.5 credits) from the previous trimester, s/he will serve a suspension in the next sport in which s/he participates. The number of contests missed is based on the games scheduled. Suspension will not exceed more than 20% of games scheduled.
- B. Failing more than one class from the previous trimester will result in a suspension of all sports for the entire next trimester. During his/her suspension, the student-athlete must attend tutoring twice a week.
- C. Exceptions may be made for the student-athlete by completing a credit recovery course approved by the athletic director and high school principal (i.e. attending summer school).

### Attendance

- A. On the day of an athletic contest or practice, and school is in session, the athlete must attend school for at least one half of the day and have an excused absence for the other half of the day to participate in that contest or practice.
  - 1. A student must be present **three out of five** class periods to be considered in attendance for one half of the day.
- B. If a student is going to be absent for more than one half of the day due to extenuating circumstances, prior approval is needed. Decisions will be made on a case by case basis.
- C. If a student-athlete is not required to be at school, s/he does not need to attend in order to participate.
  - 1. Examples would include days when the Tuscola Technology Center is not in session, or after seniors have been dismissed for the year.

### Athletic Handbook

- A. The Unionville-Sebewaing Area Athletic Code must be signed by both the parent/guardian and the student. **The requirements and standards set forth in the Athletic Code are in effect for the entire 12 months of each year, starting with the last day of athletic participation for the spring season of the previous year and continuing until the last day of athletic participation for the spring season during the current year, during the middle school and high school career of the athlete.** Failure to do so will forfeit the athlete's right to participate in contests. Revisions or changes made in the athletic code will require additional signatures. The purpose of requesting that each parent/guardian and student sign the Athletic Code is to help ensure that they have read and understood the code's contents.
  - 1. **Note: The Athletic Code is now a part of the Student Handbook and any student that participates at USA is immediately bound by the code upon signature of the Student Handbook. A student may not participate in an Athletic Contest until the Athletic Code and Student Handbook have been signed.**

## Personal Appearance

Exemplary personal appearance is considered important and is encouraged. A consistent uniform or dress policy may be established by individual coaches on game days. Athletics is a privilege, and you must adhere to the standards set forth by the coach.

## Travel

- A. Athletes must travel to and from an away contest on authorized, school-approved transportation.
  - 1. If a parent would like his/her student-athlete to ride home with them, the parent will check-out the student with the coach.
  - 2. If the student-athlete will be riding home with someone other than his/her parent, a note must be brought in that is signed by the parent and the Athletic Director or Principal. This note is then given to the coach.
    - i. This policy applies to both middle school and high school.

## Sportsmanship

- A. The athlete must exhibit good sportsmanship both on and off the field. S/he is to show respect for all other people s/he may come in contact with, including teammates, coaches, teachers, officials, opponents, etc. The athlete will be expected to attend and participate in all practices and team meetings and carry out the directives of his/her coach.

## Equipment

- A. Equipment and uniforms issued by Unionville-Sebewaing Area Schools are only to be worn for practice and contests. It is the athlete's responsibility to properly maintain, clean, and secure all equipment issued to him/her and return all equipment to the coach at the conclusion of the season or pay the replacement cost for items not returned.
- B. A student will not be allowed to participate in the next sports season until s/he has returned the uniform from the previous sport in which s/he participated. If the student-athlete has lost the uniform, a fee will be assessed to the student's account equivalent to the cost of purchasing a replacement.
- C. In some cases, diplomas may be withheld until all uniforms and equipment are returned.

## Pre-Season Meeting

- A. All coaches will conduct a pre-season parent meeting to review team rules, expectations, practice/game schedules, team requirements, and athletic code. **Attendance of this meeting is essential for all parents to gain an understanding of the team rules and expectations.**

## Limited Team Membership

An athlete of Unionville-Sebewaing Area Schools may not participate in any outside competition in that sport during that season.

## Quitting a Sport

- A. Any athlete who quits a sport without informing his/her coach is not allowed to participate in another sport within the same season.

1. Furthermore, that same athlete will be suspended  $\frac{1}{4}$  of the next season he/she participates in.
  2. Athletes who are cut from a sport have a one week period to join another sport in the same season, upon agreement of the coach of the new sport.
    - a. After the first week of practice no junior or senior players may be added to any roster unless it is an extenuating situation. Freshmen and sophomore players will be granted an additional week. However, it is the decision of each individual coach to allow players to come out late in these slotted time periods. This rule is not cumulative and effective for one school year.
  3. Student-athletes who have open dialogue with their coaches prior to quitting will not be penalized.
- B. Any student-athlete who is removed from a team due to disciplinary issues is not allowed to participate in another sport within the same season.

### **Team Membership**

- A. Since team membership may vary from sport to sport, it may become necessary to reduce the number of athletes per team. This will be done at the discretion of the coaching staff, in communication with the athletic director.
1. Middle School Participation
    - a. An emphasis will be made on playing time for each team member during each contest. The teaching of fundamentals, team, and sportsmanship are a priority at this level.
  2. High School Participation
    - a. At the freshman level, fundamentals, team, and sportsmanship continue to be emphasized. Some playing time should be allotted for each team member.
    - b. At the Junior Varsity and Varsity level, fundamentals, team, and sportsmanship continue to be emphasized. Athletes are expected to earn their playing time by their performance in practice. Coaches will consider the athlete's practice attendance, attitude, physical ability, and the athlete's ability to work together with his/her teammates and the coach.
      - i. Student-athletes are not guaranteed playing time at these levels.

### **Dual Sport Participation**

- A. Athletes may participate in more than one sport in a current sport season. In order to be a dual sport participant, however, the athlete must complete the following requirements:
1. The athlete must meet with both coaches before the season begins.
  2. The athlete must declare a primary sport.
  3. Conflict of same day events or weather related rescheduling will be resolved by the coaches. If the conflict cannot be resolved, the athletic director will make the determination.
  4. See Dual Sport Participation Form.



## **Injured Athletes**

The head coach or his representative shall take whatever steps necessary to protect the care of an injured athlete. Parents/guardians are responsible for all expenses incurred for ambulance, doctor, hospital, etc. Under no circumstances will an athlete who has been seriously injured be allowed to return to practice without written permission from his/her parent/guardian and a medical release from a licensed physician. If a student-athlete has a doctor's note placing restrictions on his/her participation, the student-athlete must also acquire a doctor's note granting clearance to return to full participation.

## **Varsity Letter**

- A. Student-athletes participating at the varsity level have an opportunity to earn a varsity letter. Individual head coaches will determine how a student-athlete may earn said letter.
1. If a student-athlete quits at any point during a season, he/she forfeits the opportunity to earn a varsity letter in that sport for that season.

## **Athletic Participation**

**Participation of athletes during contests will be determined completely by the coach of that sport.**

### **EXPECTATION OF THE PARENT(S):**

The parent(s) will...

- Know, adhere to, and enforce the entire athletic code and policy.
- Support all members of the team, the coaches, and athletic department.
- Maintain open lines of communication with coaches and the athletic department.
- Demonstrate good sportsmanship while attending athletic events.
- Notify the coach of any schedule conflicts well in advance
- Provide necessary information regarding athletic code violations.
- Remember that the game is for the students, they are here because they want to play and enjoy the experience. Your good sportsmanship will enhance this educational experience.
- Display good conduct. Even though you paid for your admittance, the management has the authority to remove any spectator who does not conduct himself/herself respectfully.
- Keep all comments from the stands positive.
- Treat the officials with respect, before, during and after the contest.

### **EXPECTATION OF THE COACH:**

The coach will...

- Develop an understanding of the role of interscholastic athletics and communicate it to players, parents, and the public. All coaches are required to have a preseason parent meeting.
- Develop up-to-date knowledge of the rules, strategies, safety precautions and skills of the sport.
- Communicate team policies, rules, and expectations including consequences that the coach has established to supplement the code of conduct, rules and regulations.
- Give the highest degree of attention to athletes' physical well-being.
- Provide a positive role model in terms of personal habits, language, and conduct.

- Attend required meetings, keep abreast of MHSAA policies regarding the sport, and be familiar with MHSAA eligibility and contest regulations.

## **RESOLUTION OF PARENTAL CONCERNS**

Coaches are special people who play an extremely important role in the lives of athletes. Most coaches coach for two reasons: 1) they love the game, but more importantly, 2) they love working with kids. Please keep the above items in mind when issues arise.

**Parents should use the 24 hour rule. Please do not approach the coach during or directly after the game.**

### **Appropriate Issues**

The following issues are considered appropriate issues to discuss with coaches:

- Expectations during practices and games
- Strategies for the student athlete to improve
- Availability of academic support
- The treatment of your child, mentally and physically
- Concerns about your child's behavior
- Playing time, but only with athlete present at the meeting

### **Inappropriate Issues**

The following are inappropriate items to discuss with coaches:

- Team strategy
- Play calling
- Other student athletes

### **Problem Solving Procedure**

When an issue arises that is appropriate for discussion, the coach will welcome the chance to discuss it with you. ***However, the following chain of communication must be followed.***

**Step 1: Athlete and Coach** - The player will speak directly to the coach. This meeting should be done in private, away from practice sites and game arenas, and should be conducted face to face. Students who do not feel comfortable speaking solely to the coach may request a parent to be present; however, the meeting should be conducted by the athlete.

**Step 2: Move to Program Head Coach** - This step is necessary only if the issue is in regards to a sub-varsity or assistant coach. If going to the sub-varsity or assistant coach does not resolve the problem, then the head of the program should be notified and s/he should attempt to facilitate a solution. If the coach is the head of the program, move to step three.

**Step 3: Contact Athletic Director** - If an agreeable solution is not reached, the parent/guardian may request a meeting with the Athletic Director/Principal, coach affected, varsity coach of that sport, and athlete in an attempt to find resolution.

**Step 4: Athletic Council** - If the Parent/Guardian is still not satisfied with the results, s/he should request in writing (within five (5) days of prior meeting) a meeting with the Athletic Council.

### **CONDUCT UNBECOMING OF A STUDENT-ATHLETE**

Information related to a possible violation of the Athletic Code must be presented to the Athletic Director or his/her designee. The information will be used to investigate the alleged violation. Information presented anonymously that cannot be confirmed will be shared with the athlete and his/her parents/guardians for informational purposes only.

If an incident warrants further investigation, the Athletic Director and/or High School Principal will inform the athlete of the charge or violation. The athlete will be given the opportunity to contact his/her parents/guardians before offering information or evidence in his/her defense. If it is found that the student has violated the athletic code, an email will be sent to the parent/guardian describing the violation and the action taken by the Athletic Director.

**The following discipline chart will be used to determine appropriate consequences should a student-athlete be found guilty of violating the Athletic Code. All members of athletic teams (players, student managers, and/or student trainers) are bound by the above-mentioned training rules.**

*Note: The intent of these policies are to restrict our athletes from gatherings, parties or situations where forbidden activity is occurring. (If an athlete is at a location and discovers the violation but leaves immediately, he/she is not in violation of the policy.) This policy does not apply to parent/guardian activity in the privacy of the athlete's home.*

### **DISCIPLINARY ACTION**

<b>Classification A</b>	<b>Classification B</b>
<p>1. Any athlete violating the team rules shall be subject to discipline under the discretion of the coach and in coordination with the Athletic Director.</p> <p>2. Any athlete violating the "code of conduct" or "regulations" shall be subject to the following disciplinary action.</p> <p>3. Any decision rendered may be appealed through the appeals process procedure.</p>	<p>1. Any athlete committing violations of this code which are serious in nature or are in violation of criminal laws will be subject to discipline from the Athletic Director and/or Athletic Council.</p> <p>2. Being under the influence of, use of, possession of, or distribution of tobacco products, alcohol, controlled substances, performance enhancing or behavior altering drugs, steroids, or banned substances by an athlete is strictly prohibited. In addition, any athlete who, having become aware of a violation and remains "in the presence of" the violation shall be deemed to have committed a violation.</p>

Classification A	Classification B
<p><b>First Offense</b> - The minimum action shall be determined by the discretion of the Coach/Athletic Director. The maximum action shall be for fourteen (14) calendar days and up to four (4) contests.</p> <p><b>Second Offense</b> - The minimum action shall be fourteen (14) calendar days. The maximum action shall be for one-half (½) of the current season's contests.</p> <p><b>Third Offense</b> - Suspension for the remainder of the current season with loss of all awards.</p>	<p><b>Self Reporting</b> - Minimum suspension will be one-sixth of the remaining contests of the sport the student-athlete is currently participating in/or if between seasons, the next sport in which he/she participates. <b>Note: An athlete may only use self-reporting one time during his/her high school career to reduce his/her discipline.</b></p> <p><b>To self-report, the student-athlete must report:</b></p> <ul style="list-style-type: none"> <li>• on Monday for an offense that happened over the weekend.</li> <li>• Within two days for any offense that happened within the middle of a week.</li> <li>• On or before the first day of practice for fall sports for any offense that happened during the summer.</li> </ul> <p><b>First Offense</b> - Minimum suspension will be one-quarter of the season currently participating in/or if between seasons, the next sport in which he/she participates.</p> <p><b>Second Offense</b> - One calendar year exclusion from sports. The time will commence on the day of decision through the same date of the next year.</p> <p><b>Third Offense</b> - The maximum penalty is no participation in sports for the remainder of his/her high school career.</p>
<p>Classification (A) offenses are not cumulative from one year to the next. For example, a first offense in one school year will not be carried beyond the last day of that same school year, resulting in a second level offense the next year.</p> <p>If an athlete fails to complete a suspension, that suspension will be completed at the beginning of the next sport in which that athlete participates.</p>	<p>Classification (B) offenses are cumulative throughout that athlete's athletic career.</p> <p>If an athlete fails to complete a suspension, that suspension will be completed at the beginning of the next sport in which that athlete participates.</p>

## APPEAL PROCEDURE

In instances where an appeal is filed, the following procedure is to be used:

- A. A written communication from the parent/guardian must be sent to the Athletic Director within five (5) school days for a review after a decision has been made on the first level.
- B. The Athletic Director will respond to the appeal within five (5) school days. If dissatisfied, the parent/guardian must ask for a hearing with the Athletic Council within five (5) schools days following the decision of the Athletic Director. The request for a hearing must be submitted in writing.
- C. A meeting of the Athletic Council with the athlete and the parent/guardian will be scheduled within five (5) school days following the request for a hearing. A written summary of the decision of the Athletic Council will be forwarded to the athlete, the parent/guardian, and the Superintendent of Schools within five (5) school days following the meeting of the Athletic Council. **The decision of the Athletic Council is final.**

## THE ATHLETIC COUNCIL

The Athletic Council shall consist of:

- A. The Athletic Director
- B. The coach of the player affected
- C. The Principal
- D. One member of the coaching staff not involved with the dispute
- E. One member of the Athletic Committee from the Board of Education

Unionville-Sebewaing Area High School  
Athletic Department



**Dual Sport Participation Form**

This form is to be completed by all parties in the event a student-athlete wishes to compete in two sports during a sporting season. The student-athlete must declare which sport will be their primary sport and which sport will be their secondary sport. By signing this form, all parties agree to the guidelines written. This form must be on file with the Athletic Director, with all signatures, before the first day of practice.

Sport Season: \_\_\_\_\_ Year: \_\_\_\_\_

Athlete Name: \_\_\_\_\_

Primary Sport: \_\_\_\_\_

Secondary Sport: \_\_\_\_\_

Athlete Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent/Guardian Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Primary Coach Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Secondary Coach's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Athletic Director Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# Unionville-Sebewaing Area Schools



## Athletic Handbook 2022-2023

I, the undersigned athlete, have read and understand the rules and regulations of The Patriot Athletic Code and Policy of the Unionville-Sebewaing Area Schools. I further understand that I must comply with the rules in order to participate in athletics at USA.

I also understand the requirements and standards set forth in The Unionville-Sebewaing Area Schools Athletic Handbook, which is included in the Student Handbook, are in effect for the full twelve (12) months each year starting with the last day of athletic participation for the spring season of the previous year and continuing until the last day of athletic participation for the spring season during the current year, of my entire middle school/high school career.

**I also acknowledge that by signing the MHSAA physical card, permission has been given for medical treatment to be administered on an emergency basis to my student.**

---

Printed Name of Athlete

---

Signature of Athlete

---

Date

---

Signature of Parent/Guardian

---

Date

Please sign and return this form to the Unionville-Sebewaing Area High School Athletic Department.

**The mission of the Unionville-Sebewaing Area Schools' Athletic Department is to develop each student's athletic ability to excel physically, mentally, and socially as an individual and as part of a team.**

The Unionville-Sebewaing Area Schools, in its policies, programs, and practice, does not discriminate on the basis of race, color, religion, national origin, or ancestry, age, sex, disability, height, weight, or marital status, nor toward qualified handicapped individuals, in all activities and employment