



Oregon School Activities Association

25200 SW Parkway Avenue, Suite 1
Wilsonville, OR 97070
503.682.6722 fax: 503.682.0960 <http://www.osaa.org>



HB 3409 Implementation Plan/Timeline for 2019

- July 1 – current emergency effective date for HB 3409
- July 22-24 – OSAA Executive Board Summer Workshop (next scheduled Board meeting)
- August 1 – OSAA typically sends annual invoices to member schools on this date
- August 13-16 – OSAA Fall Administrator Workshops (required attendance by an administrator from each member school)
- August 19 – First official day of Fall practices
- August 29 – First contest day for cross country, soccer, and volleyball (football jamborees only)
- September 5 – First contest day for football
- September 9 – First Executive Board meeting of the 2019-20 school year
- October 14 – First Delegate Assembly meeting of the 2019-20 school year

Op-Ed article authored by OSAA, ODE, SBE, COSA, OSBA denouncing harassing behavior and outlining our collaborative steps to work together on education and awareness, preventative measures, and restorative justice, along with holding people accountable for transgressions. We agree that plans will be finished and in place when school resumes this Fall.

COMPLETION TIMELINE – May 2019

Create an online complaint form easily found on the OSAA website where participants and members of the public will be able to report verbal assaults and harassing behavior at interscholastic events by participants, coaches, and spectators. The form will auto-respond to let the person submitting know it's been received (fulfills within 48 hours language). The form will be automatically forwarded to each school involved in the event to inform them of the complaint and seek further written information regarding what took place. This will start the process of resolving the complaint. School districts are bound by law to investigate a complaint regarding discriminatory harassment due to race, color, national origin, etc. Creation of a tiered complaint investigation system (like TSPC's process) that spells out which complaints, once information is collected, are fully investigated and which are dismissed as not meeting the threshold to support that a violation has occurred. **COMPLETION TIMELINE – August 2019**

Develop a tiered system of sanctions against schools, participants, coaches and spectators for incidents that take place during OSAA State Championships and are substantiated following a complaint. Possible sanctions could include probation, suspension, forfeitures, required appearance before the Executive Board, monetary fines, required plans of corrective action, a finding of lack of institutional control. A similar tiered system of sanctions would be in place for regular season events for all but spectators. Legal counsel for OSAA and OSBA believe the responsibility for spectator issues at regular season events lies with the participating schools/school districts. To still comply with the language in HB 3409, the OSAA will explore the possibility of sanctioning schools if they fail to appropriately address incidents involving spectator behavior in the regular season. **COMPLETION TIMELINE – Executive Board Policy late-July 2019; Delegate Assembly bylaw action October 2019**

Distribution of sample student code of conduct language for schools/districts to use, including specific language regarding discriminatory harassment/bullying (working with ODE on finalizing language for distribution) **COMPLETION TIMELINE – August 2019**

Creation of an event Toolkit for Schools, including electronic one-sheets of expectations for all relevant stakeholders – participants, coaches, administrators, event staff, officials, parents/community members, student spectators. Toolkit to include detailed information on expectations for each group and the role they play in keeping our events civil. Best practices appropriate staffing levels and ways to welcome other communities to your event in a positive manner, including participating teams. Content Creation Day concept – signs and banners, videos for social media (safe and welcoming theme), appropriate dress-up/theme nights. Delineate expectations for event staff at interscholastic events, including how to interrupt and respond appropriately when an incident occurs and best practices for ingress/egress of teams and spectators for minimum overlap and maximum safety.

COMPLETION TIMELINE – August 2019

Creation of a standard sportsmanship message to be read prior to all interscholastic events at all member schools emphasizing the expectations we have for all involved to recognize the educational component of these activities and act appropriately (like CYO pre-event statement). Possibly record in multiple languages and have read by students.

COMPLETION TIMELINE – August 2019

Add and update sportsmanship information on OSAA website, aggregate in one new section on the site with improved resources for schools (like Just Play Fair in Washington). **COMPLETION TIMELINE – August 2019**

Creation of a Media Campaign promoting the Toolkit/Sportsmanship Program to communities statewide through print, radio, TV, social media, signage, ads in school programs and on event rosters, posters/banners at schools, etc.

COMPLETION TIMELINE – Fall 2019

Collaborative work group with OSAA, ODE, COSA, OSBA on Equity and Civil Rights in School Sponsored Activities – creation of education/training resources for schools, each of our associations working towards a common goal in their own way (OSBA – policy/guidance; COSA – resources for school administrators; OSAA – training options/resources for schools/public; common stance around protecting students civil rights. **COMPLETION TIMELINE – August 2019 (ongoing work moving forward)**

Creation of a survey to send to member schools to gather more information from them and their students/parents about potential discrimination violations. Once created, we plan to promote through the website/social media and distribute to member schools to get to their constituents. **COMPLETION TIMELINE – Spring 2020**