

CSL Protocol for Addressing Hate Speech at Contests

WHAT IS IT?

Hate speech is any speech, gesture or conduct, writing, or display which is forbidden because it may incite violence or prejudicial action against or by a protected individual or group, or because it disparages or intimidates a protected individual or group.

WHAT IS IT?

Or in more graphic terms...

MY STORY

- First time I heard the N-word
- 11 years as Athletic Director
- Sophomore Football – 2015
- “You know that always happens there”
- Questions
 - Why is this still happening?
 - How do we fix it?

LOSE - LOSE

- Who's dealt with hate speech as the "target"
- Who's dealt with hate speech as the "alleged offender"
- Who's dealt with hate speech on BOTH sides? Which is more difficult?
- How do kids benefit from this situation?

PRIORITIZE

- Do you believe in EDUCATIONAL ATHLETICS?
- Do you believe confronting hate speech is more important than the game itself?
- Then the solution is actually really simple....
-but very difficult to discuss

DEVELOPMENT

- Rough draft presented to CSL
- Committee Improvement
- League debate and discussion
- Official Assignment Chairs
- Principal Approval
- That's the EASY part

GOALS

1. Make a clear statement that the CSL does not tolerate hate speech.
2. Demonstrate that addressing hate speech is more important than the game itself.
3. Address the situation early on so that it does not escalate into a worse incident later.
4. Demonstrate to the target and team that their concern is being heard and addressed.
5. Institute more severe consequences for an athlete who persists in using hate speech.
6. Allow time for emotions to cool down.

PROTOCOL

1. Tell the coach what happened.
2. If officiated, coach tells official and play stops. Teams to benches. Official meets with alleged offender and opposing coach.
3. If no official, coach tells coach of alleged offender who speaks with his/her athlete.
4. If admittance, ejection from contest, suspension for next contest and subject to school discipline for hate speech.
5. If no admittance, reminder of consequences.

PROTOCOL

6. Target informed and told to continue telling coach if it continues. Coach continues to inform official and opposing coach but play does not stop.
7. Coaches inform AD's within 24 hours. AD meets with any athlete identified as possibly using hate speech.
8. If unaware until team is gone, coach informs AD who tells other AD. Both AD's meet with student-athletes and communicate back to the other AD of their findings.
9. The AD's inform CSL President of incident who documents in the CSL Hate Speech Incident Log.

EDUCATION

- Pre-season coaches meeting
- CSL sports pre-season meetings
- Seasonal parent meetings
- Weekly head coaches meetings
- Officials!!!

IMPLEMENTATION

- 1st Incident – Frosh Boys Soccer
- Several non-CSL Incidents
 - JV Football – Lose – Lose
 - JV Boys Soccer – yellow card
- 2nd Incident – Varsity Boys Volleyball
- What's missing?
- Why?

LESSONS LEARNED

- Much more of a deterrent
- Late reports will still happen
- Constant communication is key
- Kids Benefit
 - End ignorance - Increase consciousness
 - Protection from hostile environments
 - More playing and less violence

NEXT STEPS

- Continue to refine
- Continue to educate
- S.O.A.R. presentations to teams at ETHS
- Encourage other conferences to adopt
- Encourage IHSA to adopt
- Encourage NFHS to adopt

QUESTIONS & SUGGESTIONS