



Central Dauphin  
School District



STUDENT  
ATHLETE

Rules & Regulations

July 8, 2020



# Table of Contents

Philosophy .....	1
Sportsmanship.....	1
Team Membership.....	2
Selecting the Team .....	3
Participation Requirements/Physicals .....	3
Impact Testing .....	3
Insurance .....	3
Eligibility Academic.....	4
Attendance .....	4
Discipline .....	4
Transportation .....	5
Athletic Training Service .....	5
Equipment .....	6
Drug Testing Policy .....	6
Drug/Alcohol Policy.....	6
Hazing.....	12
Leaving a Team .....	12
Transfers .....	12
Communication Chain for Parents and Athletes .....	13
Awards.....	13
Coaching Rules .....	14
Dress Code.....	14
Administrative Policy for Safe Keeping of Student Property During Athletic Practices and Events .....	14
Parental Support .....	14



## **PHILOSOPHY**

Athletics are recognized as an integral part of the total educational program of the Central Dauphin School District. Athletic activities are an extension of the academic curriculum, and participation in sports contributes to the physical, social, emotional and moral development of the students. Academics remain the primary purpose of our schools, and the development of student athletes is our goal.

Since athletic participation is voluntary and a privilege, it carries many responsibilities and expectations for Central Dauphin School District student athletes.

This booklet is prepared to inform athletes and parents of the rules and regulations of the Central Dauphin School District program.

## **SPORTSMANSHIP**

Athletes should be aware that they are performing before the public and are observed by students, parents, fans, opponents and the news media. The behavior and attitudes of our student athletes reflect on themselves, their families, their school and their community. Win or lose, they must compete showing respect for their teammates and opponents.

1. Sportsmanship means playing fair, being courteous and accepting the results of the contest.
2. Be respectful toward officials, coaches, opponents and spectators.
3. Ejections from games and other unsportsmanlike conduct will not be tolerated.
  - a. The head coach is required to document and report the violation to the principal, athletic director and coordinator of athletics.
  - b. The first offense will result in suspension from the next scheduled PIAA contest as per the rules of the PIAA.
  - c. The second offense may result in expulsion from the team. Expulsion appealable to building principal, whose decision will be final.

## **TEAM MEMBERSHIP – SENIOR AND MIDDLE SCHOOL**

The head coach may keep as many players as may be safely and efficiently handled on a team. This would be controlled by the number of coaches, uniforms, supplies and transportation. Those not selected for the team are encouraged to pursue the areas of intramural and recreational leagues.

## **SELECTING THE TEAM**

Every coach has the responsibility and authority for selecting his/her team. The criteria for selecting the team are developed by the coach. Players from the previous year's JV team, for example, do not automatically make either the JV or the Varsity team the following year. Having been a member of a team during the previous year or even being a senior does not ensure that an athlete will make the team. Parents should expect that every candidate is treated fairly and given every consideration. Coaches are sensitive to feelings of disappointment, will handle the task as positively as possible, and be available to answer athletes' questions. While we understand that being cut is disappointing for many athletes and even for their parents, we unfortunately cannot keep everyone. Anyone cut from a team is welcome to try out again next season or to try another sport. When parents and athletes understand and support the coach's decision, this difficult process becomes a less painful experience for all. ALL SELECTIONS OR CUTS ARE AT THE SOLE DISCRETION OF THE COACHING STAFF. THERE IS NO APPEAL RIGHT OR PROCESS REGARDING TRYOUT DECISIONS.

## **PARTICIPATION REQUIREMENTS/PHYSICALS**

The following are required before an athlete can begin to participate in an athletic program:

1. Physical evaluation completed by a school physician or an Authorized Medical Examiner in compliance with the rules of the Central Dauphin School District (CDS) and Pennsylvania Interscholastic Athletic Association (PIAA). Individual school evaluations are scheduled by CDS prior to each season. Private physicals must be completed and turned in prior to the first practice date.
2. Each school year, all Central Dauphin School District (CDS) students in grades 7-12 wishing to participate in certain sports offered by CDS must receive a physical evaluation. Utilizing and completing in its entirety the appropriate Pennsylvania Interscholastic Athletic Association (PIAA) form(s) is required prior to participating in any sport season as stipulated by the PIAA with parental/guardian consent and with the appropriate Authorized Medical Examiner's signature reflecting that the student is "Cleared" to participate for the sport(s) the parent/guardian has consented to. No student is eligible to participate in practices, inter-school practices, scrimmages, and/or contests until both parental/guardian consent and medical clearance are obtained and everything has been reviewed and placed on file by the appropriate personnel at CDS.
3. Any supplemental forms that may be required by CDS prior to participation in sports must be completed and on file with the school as well.

4. All physical evaluation, supplemental forms and any other required records or reports must be the signed originals. No photocopies or faxes of the supplemental and physical evaluation forms will be accepted. However, faxes received directly from a physician relating to medical conditions requiring physician prescriptions/signatures as required by CDS (i.e. Asthma, Diabetes) will be accepted for up to seven (7) days, at which point an original ink script must be presented.
5. CDS offers the following sports which require a physical evaluation prior to the start of the sports season:

**High School (Grades 9-12) sports:**

**Fall, Winter, Spring:** Cheerleading (Considered one continuous season)  
PIAA Sanctioned Sports:

**Fall:** Cross Country, Golf, Field Hockey, Football, Soccer, Tennis (Girls), Volleyball (Girls).

**Winter:** Basketball, Swimming, Wrestling.

**Spring:** Baseball, Lacrosse (Boys & Girls), Softball, Tennis (Boys), Track & Field, Volleyball (Boys).

**Middle School (Grades 7-9) sports:**

**Fall, Winter, Spring:** Cheerleading (Considered one continuous season)

**Other Sports:** Fall: Cross Country, Field Hockey Winter: Basketball, Wrestling Spring: Soccer, Track & Field

6. CDS requires students participating in all sports at the high school level to take the Immediate Post Concussion Assessment and Cognitive Testing (ImPACT) computerized baseline exam every two (2) years prior to participation in those sports. This program assists our CDS physicians and athletic trainers in evaluating and treating head injuries (e.g., concussion).
7. CDS highly recommends students be covered under personal insurance coverage through their parent/guardian or purchase student accident insurance coverage offered by CDS. CDS does provide "All Sports Coverage" for students as an excess medical coverage benefit and purchases insurance covering all students who participate in extracurricular activities.

## **ELIGIBILITY – SENIOR AND MIDDLE SCHOOL**

Academic Athletes should strive to achieve to their academic potential in the classroom. A positive hard-working attitude toward academic achievement will lead to the same attitude in athletic competitions. Students with outstanding athletic ability often miss opportunities because of failing grades. Do not be satisfied with just meeting eligibility requirements.

Ineligibility during the end of a school year continues on to the 1st marking period of the new school year as per the PIAA regulations. The ineligibility is taken off of the final grades rather than the 4th marking period. Students who attend summer school and correct truant deficiencies, shall be eligible.

The Central Dauphin School District's middle/high schools follow the PIAA regulations regarding credits to be eligible for participation in games and scrimmages. During marking periods, athletes must be passing four (4) credits or the equivalent. Where a student's cumulative work from the beginning of the grading period does not as of any Friday meet the standards provided for in this Section, the student is ineligible from the immediately following Sunday through the Saturday. In addition, students not passing four (4) credits at the end of a marking period are ineligible for games and scrimmages for fifteen (15) school days following the day of the distribution of report cards. Students who are academically ineligible may not travel to contests with the team and may not dress in uniform.

### **Attendance**

1. A pupil who has been absent twenty (20) or more days during a semester shall not be eligible to participate.
2. A pupil absent from school on the day of a contest is not eligible to participate in any extracurricular activity that day. A pupil must arrive at school by 10:30 a.m. to be considered in attendance and to be eligible. Exceptions may be granted by the principal or Athletic Director.
3. A pupil not in attendance on Friday will not participate in weekend activities.

### **Discipline**

1. A student-athlete who is given detention may participate in extracurricular activity to include practice and playing in games/matches/meets.
2. A student-athlete who is given ISS (In-School Suspension) may participate in practice; however, no games/matches/meets the calendar day(s) assigned to ISS.



3. A student-athlete who is given OSS (Out-of-School Suspension) may not participate in any extracurricular activity to include practice and playing in games/matches/meets the calendar day (s) assigned to OSS.
4. Additional discipline may be applied at the coaches' discretion.

### **TRANSPORTATION**

Student-athletes must travel to and from away contests in transportation provided by the school district. At no time will student-athletes be permitted to drive on their own or ride to or from away contests with a friend. Situations may occur where, through no attempt to circumvent this rule, a parent must drive a student-athlete. This is acceptable only through 24 hours of advance notice to the athletic director. Our Coaches are instructed to deny participation to any athlete, who does not ride school transportation, unless the athletic director approves the plan. Once the athletic director approves a plan, a note from the parent to transport the athlete home after a contest must be given to the coach the day of the contest. The parental note should specifically explain the reason for not traveling home with the team. No student athlete will be given permission to travel with another parent or guardian.

### **ATHLETIC TRAINING SERVICE**

If an athlete suffers from an ailment or injury, they must notify their coach and the athletic trainer as soon as possible so proper medical treatment may be administered. All athletes must inform the coach and the athletic trainer if he/she has consulted a physician for a sport-related injury or an injury inhibiting the athlete's participation. After an athlete has been seen by a physician, a note from the physician is required for that athlete to return to practice or competition. This note should state the physician's diagnosis and any restrictions the athlete may have. It must also be signed by the M.D., D.O., dentist, or podiatrist. Athletic training services are provided at Central Dauphin High School and Central Dauphin East High School, which are approved by the School Board.

## **EQUIPMENT**

Each athlete will be issued equipment suitable for each sport, and it is the athlete's responsibility to return the equipment upon the completion of the season. The following guidelines will be used as the process for equipment return:

1. Equipment shall be returned after the completion of the season.
2. An equipment obligation card will be issued one week after the last contest.
3. A parent letter will be generated alerting the parent of the obligation, with a monetary replacement fee.
4. An athlete may not participate in any other sport until his/her equipment obligation is satisfied.

## **DRUG TESTING POLICY**

### **Purpose**

The Board considers athletic participation to be a privilege and to be voluntary for every student. Students volunteering to participate are expected to accept the responsibilities granted them by this privilege.

As a representative of the school district, students involved in athletics are examined by the public, become role models for young children, as well as peers, and are special representatives of the community. They have chosen to accept this role and, with it, the responsibility of a drug-and alcohol-free lifestyle.

Administrator, teachers, and coaches recognize that drugs have a deleterious effect on motivation, memory, judgment, reaction time, coordination, and performance. These concerns in conjunction with the health and safety factors of our student athletes have constituted the development of this policy. To this degree, this policy is viewed as a viable drug prevention program.

### **Guidelines**

Every member of a Central Dauphin School District Athletic Team must consent to random testing during the sports season in which the student is participating. Students will remain in the selection pool until the end of the school year.

Each year an athlete will sign a contract authorizing the school district to request that, at any time and without prior warning during the season, the athlete must submit a urine sample for drug screening. This contract

must also be signed by the student's parents/guardians. This sample will be evaluated by an independent laboratory of the school district's choosing, and the laboratory shall follow strict chain of custody procedures.

All costs associated with the drug testing shall be paid by the district. Prescription medications that the student is taking must be identified by the student by providing a copy of the prescription or a doctor's authorization.

The assistant superintendent, building principal and Athletic Director will receive a confidential report of the test results electronically from the current service provider.

A student will not be permitted to participate in practices and/or competitions until a completed random drug testing form is submitted.

Students who test positive for controlled substances will complete the following suspension protocol:

### **First Offense**

1. The athlete may participate in practice but will be suspended from any and all competitions, for a period of thirty (30) calendar days. The athlete may not travel to away competitions.
2. The athlete shall be referred to the Student Assistance Program and must follow the recommendations of the Student Assistance Team. If said recommendation lasts beyond thirty (30) calendar days, the athlete will be allowed to return to play provided s/he continues to meet the recommendations of the Student Assistance Team.
3. The athlete will choose a coach/mentor in an appropriate sport or activity. The athlete must meet with this coach/mentor at least weekly to discuss the athlete's progress toward fulfilling his/her responsibilities to the team.
4. The student will be required to be retested (by the current service provider) before the return to athletic participation (competition). The cost of the retest is the responsibility of the district. The student must test negative prior to his/her return to athletic competition.
5. Failure to agree to or fulfill the above conditions will automatically be considered a second offense of this policy.

The term "controlled substance(s)" shall be synonymous with drug(s) and narcotic(s) for purposes of this Policy. Further, controlled substance(s) shall be any substance identified as such by the Commonwealth of Pennsylvania in the Controlled Substances, Drugs, Device, and Cosmetic Act. Act of 1972, P.L. 233, No. 64, §1, eff. June 14, 1972 or any successor statute.[2]

## **Second Offense**

If a student retests and is found to have a positive test, this automatically qualifies as a second offense. For a second offense, the athlete will be placed under suspension probation with the following conditions:

1. The athlete will be barred from participation in all extracurricular activities, including interscholastic athletics/cheerleading, for a period of one (1) calendar year. During this time, the athlete will not be permitted to participate with any team or teams during practices or competitive events.
2. The student athlete will undergo a mandatory drug evaluation through the Student Assistance Program at the student's school and will be required to follow through with any recommendations for counseling or other services. The student athlete will also provide evidence of ongoing or successful completion of any recommended counseling or services prior to his/her return to athletics at the end of the exclusion period.
3. The athlete will be assigned a coach/mentor in an appropriate sport or activity. The athlete must meet with this coach/mentor at least weekly to discuss the athlete's progress toward fulfilling his/her responsibilities to the team.
4. Failure to agree to or fulfill the above conditions will automatically be considered a third offense.
5. If the penalty imposed is for use of controlled substances, the athlete shall submit to a urine test once every two (2) weeks using the current service provider and shall be subject to random drug testing at the district's expense.

## **Third Offense**

1. The athlete will be permanently suspended from all extracurricular activities, including interscholastic athletics/cheerleading, for the remainder of his/her Central Dauphin school career.
2. The student athlete will undergo a mandatory drug evaluation through the Student Assistance Program at the student's school and will be required to follow through with any recommendations for counseling or other services. The student athlete will also provide evidence of ongoing or successful completion of any recommended counseling or services prior to his/her return to athletics at the end of the exclusion period.

## **Participation in Testing**

Students will be randomly selected to participate in drug testing from each sports team. Should any athlete at any time refuse to submit a sample for

testing, this shall result in the student's disqualification and be treated as a positive test result. The student shall not be permitted to participate on any other athletic team until s/he completes the suspension protocol.

The absence of a positive test or failure of a student athlete to provide a required sample when requested by the district shall not be the only basis for exclusion from participation in extracurricular athletics/cheerleading. If there is probable cause to warrant any police officer in the belief that a student athlete has ingested controlled substances off campus, as reduced to written form in the filing of a complaint/citation, that alone shall be sufficient to render the district of the belief that a student athlete has provided a positive test result.

Board Policy 227 concerning the use, possession, or distribution of illegal substances on school premises and possessing, using or distribution on non-school time shall remain unaffected by this policy.[1]

### **Absentees**

If a student is absent the day of the testing, the parents/guardians will be notified by the Athletic Director and it will be the parents'/guardians' responsibility to take the student to the current service provider to be tested on the next day the student is present in school, if testing is not available at the district. Participation in any athletic activity is restricted until the student submits to a test.

### **Student Withdrawal From Sport**

If a student withdraws during the selection to be drug tested, that student is still required to complete a drug test. If that student refuses to be tested, s/he will be labeled as a positive test result and required to complete the suspension protocol.

It will be the responsibility of every coach to inform the Athletic Director on the same day that an athlete withdraws from his/her team.

### **DRUG/ALCOHOL POLICY**

All students are subject to the provisions of the School District policies relating to controlled substances and alcohol. These provisions are stated in the Central Dauphin School District "Student Code of Conduct," and online at [www.cdschools.org](http://www.cdschools.org).

### **Conduct Prohibited – Student Athletes**

In order to protect the health and safety of athletes from the effects of drug use when playing sports; to lessen the possible peer pressure on athletes to use alcohol or drugs; to inculcate discipline; and to encourage

the athlete's status as a role model among students, the Board prohibits any student athlete, whether in-season or out-of-season, from possessing, using, distributing or selling any drug, alcohol, drug look-alike or drug paraphernalia. This conduct is prohibited at any time and at any place.

Any student athlete found to be in violation of this rule shall be subject to discipline according to the guidelines established for student athletes.

**Guidelines:**

1. For a first offense, the athlete will be placed under suspension/probation with the following conditions:
  - a. The athlete may participate in practice but will be suspended from any and all competitions, for a period of thirty (30) calendar days. The athlete may not travel to away competitions.
  - b. The athlete shall be referred to the Student Assistance Program and must follow the recommendations of the Student Assistance Team. If said recommendation last beyond 30 calendar days, the athlete will be allowed to return to play provided he/she continues to meet the recommendations of the Student Assistance Team.
  - c. If the penalty imposed is for use of controlled substances, the athlete shall submit to a urine test once every two (2) weeks and shall be subject to random drug testing at the District's expense.
  - d. The athlete will choose a coach/mentor in an appropriate sport or activity. The athlete must meet with this coach/mentor at least weekly to discuss the athlete's progress toward fulfilling his/her responsibilities to the team.
  - e. Failure to agree to or fulfill the above conditions will automatically be considered a second offense of this policy.
2. For a second offense, the athlete will be placed under suspension/probation with the following conditions:
  - a. The athlete will be barred from participation in all extracurricular activities, including interscholastic athletics/cheerleading, for a period of one (1) calendar year. During this time, the athlete will not be permitted to participate with any team or teams during practices or competitive events.
  - b. The student athlete will undergo a mandatory drug and alcohol evaluation through the Student Assistance Program at the student's school and will follow through with any recommendations for counseling or other services. The student athlete will also provide evidence of ongoing or successful completion of any recommended

counseling or services prior to his/her return to athletics at the end of the exclusion period.

- c. If the penalty imposed is for use of controlled substances, the athlete shall submit to a urine test once every two (2) weeks and shall be subject to random drug testing at the District's expense.
  - d. The athlete will be assigned a coach/mentor in an appropriate sport or activity. The athlete must meet with this coach/mentor at least weekly to discuss the athlete's progress toward fulfilling his/her responsibilities to the team.
  - e. Failure to agree to or fulfill the above conditions will automatically be considered a third offense.
3. For a third offense, the athlete will be permanently suspended from all extracurricular activities, including interscholastic athletics/cheerleading, for the remainder of his/her Central Dauphin school career, and shall be subject to random and such other drug testing imposed by the school principal or his/her designee, at the District's expense.
  4. Student athletes are not exempt from and will be disciplined as other students as stated in the Code of Conduct Handbook. Disciplinary suspensions and expulsions resulting from violations of the District's policies on controlled substances shall be considered to be part of the calendar year time frame established under this policy.
  5. Appeals - A parent of a student athlete or the student athlete himself/herself may appeal discipline under Section 2 of this policy to an Appeals Committee. The Appeals Committee shall consist of five (5) members. Four (4) members shall be appointed by the school principal. The chairperson of the committee shall be an assistant principal of the school. Three (3) members appointed by the principal shall be coaches or advisors of interscholastic sports/cheerleading, but not those of the team or teams of which the student athlete is or has been a member. The fifth member of the Appeals Committee shall be appointed by the Superintendent. The Appeals Committee shall meet as soon as possible, but in no case later than five (5) school days after the written appeal is received. If in season, the student athlete may continue to participate in practices, scrimmages and competitions until the Appeals Committee renders a decision. The Appeals Committee shall review the evidence considered by the administration, as well as information presented by the student athlete and his/her parents. The Appeals Committee may, by a majority vote, overturn the discipline only on the basis of lack of evidence. The Appeals Committee shall not have the authority to hear appeals of out-of-school suspensions or recommendations for expulsion.

## **HAZING**

The Central Dauphin School District believes that students must be protected from hazing and/or initiation ceremonies. All verbal, written, or physical conduct, which harasses, humiliates, persecutes students, or disrupts or interferes with any student's curricular or extracurricular experiences, shall not be tolerated.

1. Any student who is found, after investigation, to have engaged in the hazing, or the filing of false charges shall be subject to disciplinary actions up to and including expulsion.
2. Any student who witnessed or has knowledge of hazing activities and fails to report such actions shall also be subject to appropriate disciplinary actions.

## **LEAVING A TEAM**

1. Any athlete has the right to leave or quit a team: but in order to participate in any other sport, he/she must leave in good standing. This means that the athlete must initiate a conference with the coach, apprise the coach of the reason for leaving the team and satisfy all equipment obligations. Athletes who fail to leave a team on good terms, may not participate in another sport or off season group workout until the original sport is concluded.
2. An athlete dismissed from a team may jeopardize future eligibility for participation in athletics up to a year after meeting with the athletic director, coach and principal.

## **TRANSFERS**

If a student athlete moves out of the Central Dauphin School District, the student athlete is immediately eligible to participate in sporting events in their new district. The student athlete must provide proof of residency in the new district with his/her parent(s) or court appointed legal guardian(s).

A transfer between public and private schools, or where the two school districts overlap, requires an official PIAA DISTRICT III CERTIFICATE on file, with the director of athletics prior to a student's participation in sporting events, including practices.

If you are eligible immediately, the principals of both schools, and the PIAA DISTRICT III COMMITTEE, will determine whether your transfer was in whole or in part for any athletic purpose or as a result of recruiting. If it was not, you will be ruled eligible immediately upon the determination.



## **COMMUNICATION CHAIN FOR PARENTS AND ATHLETES**

If there are any questions or concerns involving some aspect of our athletic program, the athlete should first contact the appropriate coach. If there were no resolution, he or she would then follow this communication chain:

- athletic director
- principal

THERE WILL BE NO APPEAL ABOVE THE LEVEL OF THE COACH FOR ISSUES INVOLVING SELECTIONS TO THE TEAM, CUTS, OR PLAYING TIME. IT IS THE UNFETTERED RIGHT OF THE COACH TO DETERMINE TEAM MEMBERSHIP, PARTICIPATION, AND PLAYING TIME. THESE DECISIONS ARE AT THE SOLE DISCRETION OF THE COACH.

When expressing a concern with a coach, please refer to and use the following guidelines:

1. Never approach a coach immediately after a contest. This is not the proper time or place for a discussion concerning your child or the team.
2. Call the following day and make an appointment, which is convenient for both you and the coach to meet.
3. Raise your concern in a calm and civil manner. Yelling, being rude or using foul language is totally unacceptable.
4. Once you have stated your question or concern, listen to the explanation. Often a parent may be blinded by emotion and this overrides logic and reason. Listening receptively may help you to understand any explanation, which is given.
5. Failure to follow these guidelines may warrant a suspension from attending Central Dauphin School District athletic events.

## **AWARDS**

### **High School (Grades 9-12) sports**

All athletes who participate and complete a sport season will be issued a certificate for that sport. The only exception will be illness or injury that would limit participation. An athlete who participates on a varsity team will receive the following awards: First year – Varsity Letter Second, third and fourth year – Varsity Sport Pin Middle School (Grades 7-9) sports All athletes who participate and complete a sport season will be issued a certificate for that sport. The only exception will be illness or injury that would limit participation.

## **COACHING RULES**

Additional rules and regulations are developed by the head coach of each sport. These rules have been approved by the athletic director and the principal. Head coaches are encouraged to hold parent/coach meetings at the beginning of the season to discuss with parents, students and coaches the standards on the team and expectations of the coaches.

## **DRESS CODE**

Coaches reserve the right to set acceptable standards for student-athletes. As a representative of the Central Dauphin School District and community, you should attempt to look your best.

## **ADMINISTRATIVE POLICY FOR SAFE KEEPING OF STUDENT PROPERTY DURING ATHLETIC PRACTICES AND EVENTS**

1. Avoid bringing valuables with you to athletic practices and contests.
2. All student athletes trying out for sports teams should buy a lock for their locker. Student athletes may use their regular gym locker until team lockers have been assigned. These locks may not be left on the lockers overnight!
3. Student athletes without a lock are to arrange with their coach to secure belongings. Please be advised that if you come to practice after it has started, liability prevents the coach from leaving practice to secure your valuables. Valuables left unsecured will be at risk. Take them to practice!
4. Any theft of team equipment or personal belongings must be reported immediately to the athletic director.
5. Do not depend on other schools to secure your valuables. When traveling, take only the basics and keep your valuables safe!

## **PARENTAL SUPPORT**

Parents (guardians) are encouraged to show support for athletic teams within Central Dauphin School District. Most athletic teams offer a Booster Club in which parents are involved. Booster Club - see booster policy.





**CENTRAL DAUPHIN SCHOOL DISTRICT**  
600 Rutherford Road Harrisburg, PA 17109  
(717) 545-4703  
[www.cdschools.org](http://www.cdschools.org)

**Non-Discrimination Policy:**

As an equal opportunity employer, the Central Dauphin School District offers instructional programs and employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, furlough, recall, transfer, leaves of absence, compensation and training.