

ARTICLE X – RECRUITMENT

A charge of recruiting may be brought against a member school by another member school or by the Executive Director of CAS-CIAC.

Recruitment Policy – The CIAC Board of Control has established the following policy with regard to the illegal recruitment of student-athletes by member schools:

Section A. General Principles

1. Recruiting is the use of undue influence and/or special inducement by anyone associated with a school in an attempt to encourage a prospective student to attend or remain at that school for the purpose of participating in interscholastic athletics.
2. Recruitment of students or attempted recruitment of students for athletic purposes, regardless of their residence, is a gross violation of the spirit and philosophy of the bylaws of the Connecticut Interscholastic Athletic Conference and is expressly forbidden.
3. Member schools are responsible for any violation committed by any person associated with the school, including principals, assistant principals, athletic directors, coaches, teachers, any other staff members or employees, or any organizations, such as booster clubs, having connection to the school. Member schools also are responsible for any violation committed by any person acting at the direction of the school or anyone associated with the school. Use of third parties such as students, parents, etc., is also a violation of this policy.
4. When a school is requested to disclose the specifics of acceptance or enrollment policies and procedures, it agrees to do so as a condition of membership. Note: Schools will not be randomly asked this; it may occur when accusations of recruitment are made and disclosure would eliminate any doubt about the procedure.

Section B. Undue Influence

1. The use of undue influence, which is the use of direct or indirect communication by anyone associated with a school with a prospective student-athlete in an attempt to solicit or encourage the enrollment of a prospective student-athlete in that school, is prohibited. Additionally, no one associated with a school may request any third party to solicit or encourage the enrollment of a prospective student-athlete in that school, for in that case the third party also becomes associated with that school.
2. Undue influence includes, but is not limited to:
 - a. Initiating or arranging telephone, telegram or other written contact such as questionnaires, cards or letters, with a prospective student-athlete or member of his/her family for the purpose and intent of soliciting or encouraging the enrollment of the student in a school.
 - b. Visiting or entertaining a prospective student-athlete or member of his/her family for the purpose and intent of soliciting or encouraging the enrollment of the student in a school.

- c. Providing transportation to a prospective student-athlete or member of his/her family to visit a school or to meet with anyone associated with a school for the purpose and intent of soliciting or encouraging the enrollment of the student in that school.
 - d. Attending grade school, junior high or middle school games for the purpose of evaluating and recruiting specific prospective student-athletes.
 - e. Requesting booster club members, students, parents or alumni from a school to discuss the merits of the school's athletic program with a prospective student-athlete or member of his/her family by phone, in person or through letters or other written communication.
 - f. Any other contact with a prospective student-athlete or member of his/her family for the purpose and intent of soliciting or encouraging the enrollment of the student in a school.
 - g. Offer or acceptance of the bypassing of the established policies and procedures for admittance / enrollment to a school.
3. No member school and no one acting on behalf of any member school may give any speech or give any slide, film or media presentation or distribute any written material, including advertisements in newspapers, magazine or other publications, which states or implies that a member school's athletic program is better than the athletic program of any other member school or that it would be more advantageous for any prospective student-athlete to participate in athletics at that member school as opposed to any other school.
 4. When a student at a junior high, middle school or other high school, or the parent(s) or guardian(s) of that student contacts a coach about attending the coach's school, the coach must immediately refer the student, parent(s) or guardian(s) to the principal or other appropriate school personnel, who have the responsibility of seeking and processing prospective students.
 5. Middle school athletes may not participate in high school athletics. A middle school athlete cannot practice, condition or train with a high school athlete or athletic program at any level.

Section C. Special Inducement

1. A student-athlete may not receive or be offered any remunerations of any kind or receive or be offered any special inducement of any kind which is not made available to all students who enroll in or apply to a school.
2. Special inducements include, but are not limited to:
 - a. Offer or acceptance of money or other valuable consideration such as free or reduced tuition during the regular school year or summer school by any person associated with a school.
 - b. Offer or acceptance of room, board, textbooks or clothing, or financial allotment for textbooks or clothing.
 - c. Offer or acceptance of pay for work that is not performed or that is in excess of the amount regularly paid for such service.
 - d. Offer or acceptance of free transportation by any person associated with a school.

- e. Offer or acceptance of a residence with any person associated with a school living with non-custodial parent.
- f. Offer or acceptance of any privilege not afforded to non-athletes. However, it is not a violation for youth groups to attend local games free of charge if they are part of a local program that is open to all students at that age level.
- g. Offer or acceptance of free or reduced rent for parents or guardians.
- h. Offer or acceptance of payment of moving expenses of parents or guardians or assistance with the moving of parents or guardians.
- i. Offer or acceptance of employment of parent(s) or guardian(s) in order to entice the family to move to a certain community if any person associated with the school makes the offer.
- j. Offer or acceptance of help in securing a college athletic scholarship.

Section D. Academic Recruitment Programs / Open Houses

1. This policy is not intended to prevent a member school from conducting academic recruitment programs or recruitment programs designed to attract students based upon the school's overall educational and extracurricular programs. However, such recruitment programs must be designed to present the overall educational and extracurricular programs of the school and not be used as a subterfuge for recruiting students for athletic purposes. Such general recruitment programs permissible under this article must be carried out under the following guidelines:
 - a. With the permission of the principal, member schools may present speeches, slides, media presentations or other similar programs to students at elementary, junior high or middle schools with grades below the ninth from which the member school can normally expect enrollment so long as said speeches, slides, media presentations or other presentations are designed to attract students to attend the member school and are based upon the overall educational programs and not presented for the purpose of recruiting prospective athletes. No information can be distributed through such programs by the use of speeches, slides, media presentations or written material which in any way implies that the member school's athletic program is better than any other member school's athletic program or that it would be more advantageous for a prospective student-athlete if he/she participated at that member school as opposed to any other member school.
 - b. Member schools may conduct an open house that is designed to attract students based upon the school's overall educational and extracurricular programs. No information distributed at a school's open house through any speech, media presentations or written material can imply that the school's athletic program is better than any other member school's athletic program or that it would be more advantageous for a prospective student-athlete if he/she participated at that member school as opposed to any other member school. The school's athletic director and member school coaches may be present as part of the administrative team and faculty that conducts an academic recruitment presentation or open house for the purpose of answering questions or making presentations consistent with the above. Coaches must strictly adhere to the CIAC recruitment regulation that prohibits the use of undue influence and/or special inducement by anyone associated with the school in an attempt to encourage a prospective student to attend that school for the purpose of participating in interscholastic athletics.

Section E. Athletic Programs / Activity Fairs

1. Specific athletic and sport information may be distributed not earlier than April 15 by coaches and others, at any venue, to eighth grade students and other students that have officially committed to attend a member school. Students considered in this group are those that have been officially assigned a program of studies; registered with the school for the next school year and have complied with all other school enrollment requirements. These students are then considered bona fide members of the member school and may be contacted by individual school personnel for specific athletic intentions.
2. Activity fairs or meeting solely for the purpose to disseminate or collect athletic information from the incoming freshman class may be held on or after April 15.
3. Prior to April 15, parent initiated individual visits to schools are permitted during school hours. Student hosts or others may not be assigned for athletic consideration.

Section F. Financial Assistance Programs

1. Member schools are permitted to maintain financial assistance programs for students which must be without regard to athletic potential. Financial assistance based even partially on athletic potential or performance is not permitted from the school or any individual or group associated with the school.
2. Financial assistance programs must be carried out under the following guidelines:
 - a. Evaluation of the student's needs for financial assistance must be performed by a recognized organization independent of the school and approved by the CIAC Board.
 - b. Member schools must make all records of financial assistance available to the CIAC for inspection upon request.
 - c. No coach or any other unauthorized person associated with the school may suggest or promise that any part of tuition will be waived for a prospective student or that financial assistance may be granted for any reason, including financial need. The only person who may address the possibility of fee reduction or financial assistance is that person who has specific responsibility for admissions and financial assistance policies and procedures.
 - d. Funds which have been donated to schools by businesses, organizations, clubs and individuals may be given as financial assistance to students through the normal financial assistance program of the school for all students, without regard to athletic potential.

Section G. Penalties

1. A member school found to be in violation of any provision of this policy:
 - a. Will be assessed a financial penalty as well as all expenses incurred by the CIAC in its investigation, and required to forfeit all contests won in which a recruited student(s) participates and/or all points earned in any contests by a recruited student(s);

- b. May be placed on probation for a period of not less than one year in the sport(s) in which the violation(s) occurred;
 - c. May be placed on prohibition, which means the school cannot participate in any CIAC-sponsored meets/tournaments, for a period of not less than one year in the sport(s) in which the violation(s) occurred; and/or
 - d. May be placed on suspension from the CIAC and the school has the status of a non-member in all activities for a period of not less than one year.
2. A student who allows him/herself to be successfully recruited by a member school:
- a. May be declared ineligible for a period of time as determined by the Board of Control for interscholastic athletic competition at the school to which he/she was recruited; and
 - b. May be declared ineligible for interscholastic athletic competition for a period not to exceed one year at any member school.
 - c. May be subject to other actions as deemed appropriate by the Board of Control.
3. When a coach is involved in athletic recruitment violations the Board of Control shall consider all punitive actions taken by the school to address the recruitment violation. In addition the Board may consider:
- a. Disqualification of the coach(es) involved from coaching responsibilities at any level of that CIAC sport or potentially any CIAC-sponsored sport for a minimum of one calendar year.
Note: The period of disqualification for the coach(es) continues even if the coach(es) leaves the position where the infraction took place.
 - b. Assigning a probation period not to exceed two years for the coach(es) upon return to coaching responsibilities of any CIAC sport in any CIAC member school.
 - c. Requiring that the coach take the appropriate coaching module.

Section H. Protocol for Investigating and Determining a Charge of Recruitment

1. If a charge of recruiting is brought against a member school, the CIAC Board of Control shall appoint an investigating officer, whose duty it shall be to determine the facts in the case. This person shall be empowered to summon representatives of both the complainant and the school accused of recruiting to an informal fact finding meeting which shall be held within fifteen (15) days of receipt of the complaint.

No parties may at this time be represented by counsel. The investigating officer shall attempt to resolve the matter at issue between the two schools. Where the findings of violation of the recruitment rule have been determined following the investigation, the investigating officer may rule in his/her discretion that the offending school:

- a. Be fined a definite amount;
- b. Be placed on probation pending future conduct for a definite time period;

- c. Be prohibited from participation in CIAC-sponsored meets or tournaments for a definite time period;
- d. Be suspended from the CIAC for a definite time period; or
- e. Be penalized by any combination of the above.

If the schools accept the investigating officer's decision, it shall be so reported in writing to the CIAC Board, along with the investigating officer's findings of fact, the report shall be entered in the minutes of the Board, and the matter adjudicated and closed.

- 2. Should the efforts of the investigating officer fail, the CIAC Board of Control shall, within fifteen (15) days of the date of receipt of such report, establish a three-member panel to arbitrate the issue.

The panel shall consist of three member principals, one member chosen by the complainant, one member chosen by the accused school, and a third member agreed upon by the two parties. The neutral member will serve as Chair. The panel shall be empowered to call both parties to a formal hearing, at which time parties shall not be represented by counsel, and which shall be conducted according to existing CIAC bylaws and precedent. The hearing must be held no later than 21 days after the appointment of the panel. The decision of the panel shall be reported to the CIAC Board of Control and the two parties involved within one week following the conclusion of the hearing.

- 3. Where a finding of violation of the recruitment rule has been determined by a three member panel, the panel may rule in its discretion that the offending school:
 - a. Be fined a definite amount; or
 - b. Be placed on probation pending future conduct for a definite time period; or
 - c. Prohibited from participation in CIAC-sponsored meets or tournaments for a definite time period; or
 - d. Be suspended from the CIAC for a definite time period; or
 - e. Any combination of the above.
- 4. Should the findings and judgment of the panel be accepted by both parties, said findings and judgment shall be communicated by the panel in writing to the CIAC Board of Control, which shall enter the findings and judgment in the minutes of the Board, and the matter shall be declared adjudicated and closed.
- 5. Should the findings and judgment of the panel not be accepted by the parties, either may appeal to the CIAC Board of Control for a formal hearing before the Board. Such appeal must be made within fifteen (15) days following the announcement of the decision of the panel. If a request for an appeal hearing is not made within that time, the matter shall be considered closed and the judgment of the panel shall stand.
- 6. Upon appeal made in timely fashion, the Board of Control shall convene a formal hearing, where each party may be represented by counsel, to be held no later than 30 days from the day of receipt of the request. The hearing shall be conducted in accordance with existing CIAC bylaws and precedent in such cases.

If any party elects to be represented by counsel, the other parties must be so informed in timely fashion.

7. The school appealing the finding and judgment of the panel shall be subject to the application of Article III, E.1. and 2. of the CIAC [bylaws], regulations (q.v.). (Note: This article provides that any school which sues CIAC and loses pays CIAC's legal fees and costs.)
8. Punitive fines not to exceed \$10,000 may be imposed by the Board of Control against a school found to have engaged in recruiting as defined in Article IX, Section IV, C.2. and above. The superintendent of schools of the district shall be notified through the high school principal.