

SECTION 2: RECRUITING

NOTE: This section attempts to provide a thorough explanation of the recruiting rule. While there are many explanations involved, this rule does not cover every conceivable example of recruiting. Schools are expected to educate all employees, athletic department staff members, and representatives of the school's athletic interests about acts that are prohibited by this policy. Schools must immediately report to the LHSAA such impermissible acts when they are discovered to have occurred.

2.1 **ILLEGAL RECRUITING**

2.1.1 Recruitment of students or attempted recruiting of students for athletic purposes, regardless of their residence, is a gross violation of the spirit and philosophy of these By-Laws and is expressly prohibited.

2.1.2 "Athletic recruiting" is defined as the use of undue influence and/or special inducement by anyone connected directly or indirectly with an LHSAA school in an attempt to encourage, induce, pressure, urge or entice a prospective student of any age to transfer to or retain a student at a school for the purpose of participating in interscholastic athletics.

2.1.3 Recruiting for athletic purposes is not only a violation by the student who has been recruited, but is also a violation by the school and/or the school personnel who recruited the student. It is a violation to recruit for athletic purposes regardless of a student's age or grade level. If proof is established that a school has secured and athlete under any of the conditions set forth in this section, the principal shall be required to appear before the Executive Committee and the Executive Director to answer the allegations against his/her school and the student(s) is automatically ineligible to participate in athletics for at least one calendar year and may be ruled ineligible in the sports(s) not to exceed four calendar years.

2.1.4 It shall be a violation of this rule for a student-athlete to receive or be offered remuneration or special inducement of any kind that is not made available to all applicants who apply to or enroll in the school.

2.1.5 A student transferring from one member school to another shall be ruled ineligible for one calendar year from the date of enrollment because of "undue influence" if:

1. It is determined that a coach, including non-faculty, of the receiving school coached an out-of-school team on which the athlete played; or it is determined the coach, including non-faculty, at the receiving school acted as a private athletic instructor for the transferring athlete, regardless of whether the coach was paid for his/her services and/or expertise; or
2. It is determined the transferring student played on an out-of-school team made up of a simple majority of students from the receiving school; or
3. A student transfers to a new school within one calendar year of the relocation of his/her coach, including non-faculty, to that school.
4. Article 2.1.5 (1-3) shall be enforced even in the event the student made a bona-fide move into the receiving school's attendance zone.

2.1.6 The penalties for a school in violation of illegal recruiting of students:

1. The school may be placed on restrictive probation and ruled ineligible for championship honors in the sport(s) in which the violation occurred.
2. The school may be fined not to exceed \$2,500 and billed for the cost of any investigation related to the violation.
3. The school shall be required to forfeit any contest(s) in which the student participated after the violation.
4. A student found to be recruited in violation of this rule shall be ineligible to participate in athletics for at least one calendar year and may be ruled ineligible in the sport(s) not to exceed four calendar years.
5. If the student is ruled ineligible and subsequently transfers to a school located in his/her home attendance zone in which he/she would have normally been immediately eligible under the residence and school transfers rule, he/she may be ruled immediately eligible at the school once the Executive Director has investigated his/her case.
6. The coach shall be penalized under Rule 5.12.
7. If the coach is involved, school may be prohibited from playing in a contest(s) with the coach serving as coach in that contest(s).
8. Other penalties may be imposed on the school and/or individual(s) to a degree in keeping with the severity of the violation.

2.2 **GUIDELINES**

2.2.1 Evidence of undue influence or special inducement of a student or the parents or guardians of a student by anyone connected directly or Indirectly with an LHSAA school includes, but is not limited to the following:

Section 2 - Recruiting

1. Offer or acceptance of money or other valuable considerations such as free or reduced tuition during the regular school year and/or summer school.
2. Offer or acceptance of room, board, clothing, or financial allotment for clothing.
3. Offer or acceptance of pay for work that is not performed or is in excess of the amount regularly paid for such service.
4. Offer or acceptance of employment or assistance in securing employment or contractual arrangement of any kind for which compensation may be paid for the parents/guardian in order to entice the parents/guardian to move to a certain community. It makes no difference who makes the offer. The school is guilty because it plans to use the student to build a stronger team.
5. Offer or acceptance of a residence.
6. Offer or acceptance of free or reduced rent for parents' or student's housing, vehicles or other items.
7. Offer or acceptance of cash or like items, such as credit cards, debit cards, gift cards, gift certificates or coupons.
8. Offer or acceptance of gift of clothing, equipment, merchandise or other tangible items.
9. Offer or acceptance of loans or assistance in securing a loan of any kind.
10. Offer or acceptance of free transportation by any school connected person.
11. Offer or acceptance of a privilege(s) not afforded to other students.
12. Offer or acceptance of payment for moving expenses of parent(s) or assisting parent(s) with a move.
13. Offer or acceptance of help in securing a college athletic scholarship.
14. Offer or acceptance of free admission to LHSAA interscholastic athletic events in which the school is participating where an admission is being charged.
15. Offer or acceptance of payments of fees to take the ACT and/or SAT examinations.
16. Offer or acceptance of payments of fees to attend and participate in sports camps as individual participants.
17. Offer or acceptance of any other privileges or consideration made to induce or influence the student to transfer from one school to another because of his/her athletic ability.

2.2.2 Other inducements or attempts to encourage a prospective student to attend a school for the purpose of participating in athletics, even when special remuneration/inducement is not given, shall be a violation. It shall be a violation for a school to offer and/or grant special favors, privileges or inducements of any kind including payment of fees to a student-athlete(s) under any circumstances not offered and/or granted to a non-student-athlete(s) who attends the school.

2.2.3 The following individuals shall be considered school-connected:

1. Employees of the school, including but not limited to the principal, assistant principal(s), athletic director(s), guidance counselor(s), faculty coaches, and teachers
2. Non-faculty coaches (paid or voluntary) that coach any sport at the school
3. A student-athlete or other student participant in the athletic program, such as a team manager, student trainer, etc., at that school
4. The parents, guardians, or other relative of a student-athlete or other student participant in the athletic program at that school
5. Relatives of a coach or other member of the athletic department staff at that school
6. A volunteer worker in that school or that school's athletic program
7. Members of the school's athletic booster club(s)
8. Members of the school's alumni association
9. Any independent person, business, or organization acting at the request or direction of the school to include students, parents, junior high coaches, former students, and other such individuals
10. Any independent person, business, or organization that is otherwise involved in promoting the school's interscholastic athletic program
11. Any independent person, business, or organization that is representative of the school's athletic interests when a member of the school's administration or athletic department staff knows or should know that the person, business, or organization is promoting the school's interscholastic athletic program
12. Any independent person, business, or organization that makes financial or in-kind contributions to the athletic department or to an athletic booster organization of that school
13. Any independent person, business, or organization that contributes money to a school that is used to provide legal financial assistance to a student-athlete attending the school.

2.2.4 Specifically prohibited contact by school employees, athletic department staff members, and representatives of the school's athletic interests with a student who does not attend that school includes, but is not limited to, the following:

1. Visiting or entertaining the student or any of his/her relatives in an attempt to pressure, urge, or entice the student to attend the school to participate in interscholastic athletics.
2. Sending, or arranging for anyone else to send, any form of written or electronic communication to the student or any of his/her relatives, in an attempt to pressure, urge, or entice the student to attend the school to participate in interscholastic athletics.

3. Suggesting or going along with any effort by any person, whether a school employee or other representative of the school's athletic interests, or any other person such as an alumnus of the school, a coach or other person affiliated with a non-school athletic program (e.g., AAU team, club team, travel team, recreational league team, etc.) a coach of or recruiter for a collegiate athletic team, or a scout for a professional team, to pressure, urge, or entice the student to attend the school to participate in interscholastic athletics, or to direct or place the student at the school for the purpose of participating in interscholastic athletics.
4. Making a presentation or distributing any form of advertisement, commercial or material that promotes primarily or exclusively the school's athletic program or implies the school's athletic program is better than the athletic program of any other school or suggests that the student's athletic career would be better served by attending that school.
5. Answering an inquiry by the student or any of his/her relatives about athletic participation opportunities at the school with any response that pressures, urges or entices the student to attend that school. The student or his/he relatives instead should be immediately referred to the school employee responsible for registrations or admissions.
6. Providing transportation to the student or any of his/her relatives to visit the school, to take an entrance examination for the school, to participate in an athletic tryout at the school, or to meet with a school employee, athletic department staff member or other representative or the school's athletic interests as part of an effort to pressure, urge to facilitate the student's attendance at that school to participate in interscholastic athletics.
7. A coach may not contact a student or the student's parents prior to enrollment in the school.
8. School-connected individuals shall refrain from statements to prospective students athletes such as, "we would like to have you play for us", "you would look good in our uniform", "you could make a difference for our team," etc. These These types of statements are not normal or appropriate and could be considered recruitment.

2.3 ACADEMIC RECRUITMENT PROGRAMS

- 2.3.1 A school may conduct an academic recruitment program designed to attract students to the school based upon its total educational and extracurricular (athletic and activities) programs. A school must not use an academic recruitment program as a disguise for athletic recruiting.
- 2.3.2 No member school or anyone acting on behalf of a member school shall give a speech, slide, film, or tape presentation, or distribute any written material which implies that a school's athletic program is better than the athletic program of other member schools or implies that it would be advantageous for a prospective student-athlete to participate in athletics at that member school as opposed to any other.
- 2.3.3 In the enforcement of this rule, member schools shall be responsible for any violation committed by a person associated with the school including principals, assistant principals, coaches, teachers, other staff members, students, members of organized alumni associations, booster groups, quarterback clubs, or other similar organizations acting at the direction of the school.
- 2.3.4 Any presentation conducted as part of a school's academic recruitment program must promote the school's overall educational program and may include its extracurricular programs. Any mention of the school's interscholastic athletics program must be limited to a listing of the interscholastic sports sponsored by the school and to a description of the school's athletic facilities. It is understood that the presentations and activities of all persons involved in the school's academic recruitment program must avoid any references to the school's athletic program that might pressure, urge or entice a student to attend that school for purposes of athletic participation. All such presentations and activities must be in keeping with the general spirit of the rules prohibiting athletic recruiting and such recruitment programs must be designed to present the overall educational and extracurricular programs of the school and not be a subterfuge for recruiting students for athletic purposes.
- 2.3.5 General recruitment programs permissible under this rule shall be carried out under the following guidelines:
 1. Member schools may present speeches, slides, films, tapes, or other similar programs to students at elementary, junior high, or middle schools with grades below the 9th from which the member school can normally expect enrollment as long as they have the principal's permission and the presentations are designed to attract students to attend the school and are based on overall educational programs and not solely for the purpose of recruiting prospective athletes. Any mention of athletics in said speeches, films, slides, tapes, or other such presentations or in any written materials distributed at such presentations shall be limited to listing the various interscholastic sports the school participates in and a description of the athletic facilities available at the school.
 2. Member schools may conduct an open house, but information distributed at the open house or in advertisements for the open house concerning the school's athletic program shall be limited to listing the various interscholastic sports the school participates in and to a description of the school's facilities. No information distributed at a school's open house, through any speech, written material, film, slide, photograph, or other material shall imply that the school's athletic program is better than another school's athletic program or that it would be advantageous for a prospective student-athlete if he/she participates in athletics at that school as opposed to some other.
 3. It shall be a violation for any individual connected with a school to visit a school and contact a student(s) who attends a school physically located outside of the attendance zone of the school that the individual is connected for any reason without the express permission of the student's school principal.

Section 2 - Recruiting

2.4 FINANCIAL ASSISTANCE

- 2.4.1** Schools that charge tuition may administer school-based financial assistance programs for students who attend those schools. Financial assistance is defined as funds from various sources that are administered and provided by a school to students to pay or assist in paying costs directly related to their education at the school. Financial assistance must be totally unrelated to a student's athletic interest, potential or performance.
- 2.4.2** School administered financial assistance provided by a school must be administered by the school; meaning that the school, through an established process that conforms to this policy, makes the final determination of the student who is to receive the assistance and the amount of assistance to be given. No student-athlete may accept financial assistance from any other person, business or organization unless it is received from one upon whom the student-athlete is naturally or legally dependent.
- 2.4.3** Criteria for Providing School-based Financial Assistance: Financial assistance must be based entirely on financial need. The amount of financial assistance for which a student is determined to qualify must meet the same guidelines of financial assistance which is provided to each and every student who qualifies for financial assistance. Financial assistance must be totally unrelated to a student's athletic interest, potential or performance. Financial assistance based even partially on a student's athletic interest, potential or performance shall be prohibited.
- 2.4.4** Work-Study Programs: A work-study program in which students receive financial assistance from a school in exchange for labor performed by the student for the school may be operated as follows:
1. The school must limit participation in the work-study program to those students who have been independently determined to have a need for financial assistance.
 2. The school must maintain a complete written description of the work-study program and the process for determining the students who are chosen for participation.
 3. The school must maintain detailed records regarding each student who participates in the work-study program. These records must include a description of the job(s) performed by the student, a documentation of the hours worked by the student, and the amount of financial assistance given the student in exchange for his/her labor.
 4. Athletic department staff members and other representatives of the school's athletic interests cannot supervise only student-athletes in work-study programs.
- 2.4.5** Records Relating to Financial Assistance: The school must keep detailed records of school-based financial assistance provided to each student. This includes the report of the student's financial need as determined by the school's financial aid guidelines. The school must make all records available to the Executive Director or his/her designee for inspection upon request. Failure to provide records upon request shall render the student(s) ineligible for participation in any athletic contests until the records are made available.
- 2.4.6** Contact Initiated by Prospective Student: When a school employee, athletic department staff member, or representative of a school's athletic interests is contacted by a student who does not attend that school and/or any of his/her relatives, about the school's interscholastic athletic program or attending the school, the school employee, athletic department staff member or representative of the school's athletic interests must immediately refer the student and/or his/her relatives to the appropriate school personnel who have the responsibility of registering and admitting prospective students. No school employee, an athletic department staff member, nor representative of the school's athletic interests may suggest to or promise a prospective student or any of his/her relatives that any part of the student's costs of attending the school may be reduced, waived or paid for, or that financial assistance may be granted for any reason.
- 2.4.7** Involvement of Athletic Personnel in Administration of Assistance Program: Active athletic coaches, other than a principal, are prohibited from sitting on the school's financial assistance committee or otherwise play any role in the process of deciding which students receive financial assistance or the types or amount of assistance they will be given.
- 2.4.8** Assistance Based on Criteria Other Than Need: A school that provides financial assistance to students based on any criteria other than financial need must make an annual report to the LHSAA Office. The report shall include:
1. The name of each student-athlete who is receiving such assistance;
 2. The criterion upon which the assistance is based (must have no relationship to athletic interest, potential or performance);
 3. The amount of the assistance; and
 4. The source of the funding (e.g. foundation, private donation, etc.) for the assistance.
- 2.4.9** Contributions by Donor: Funds that are donated to schools by persons, businesses and organizations may be given as financial assistance to students provided the decision as to how the funds are allocated rests exclusively with the school. It is not permissible for a donor to contribute funds to provide financial assistance for a particular student-athlete.