

All School Handbook for Athletics & Wellness Policies, Procedures, and Offerings

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Mission Statement for BB&N Athletics & Wellness

The primary mission of the Buckingham Browne and Nichols Athletic & Wellness Department is to develop life skills, sportsmanship, and citizenship.

Guiding Principles

In pursuing and supporting our purpose, BB&N strives to adhere to the following guiding principles that ensure and promote our department’s mission and philosophy.

- Our number one responsibility is to create and promote a safe, healthy, non-threatening and respectful environment.
- We teach that character in competition is no different than ethics in life. By subscribing to solid and honorable principles, students learn skills that will impact their lives for years to come. The values inherent in the BB&N athletic experience are: teamwork, ethical and responsible behavior on and off the field, adherence to the spirit of rules, leadership, and sportsmanship.
- By inspiring a commitment to others, we strive to instill school spirit and a true sense of community into the broader life and fabric of our diverse campus.
- We will provide students with the opportunity to develop life skills such as: valuing physical activity, healthy food and sleep choices, self-care and advocacy, mindfulness, play and more.
- Interscholastic and wellness programs will be organized and supported in a manner consistent with our commitment to academic excellence, the integrity of ISL member institutions, and the personal growth of students.

Interscholastic League Affiliation

The Independent School League (ISL) and New England Prep School Athletic Conference (NEPSAC): BB&N students are privileged to be a part of the Independent School League. This collection of 16 schools shares the highest ideals of school sports and competes against each other in almost every sport BB&N offers. In addition to ISL opponents, BB&N schedules contests against other members of NEPSAC when the level of competition is appropriate for both schools. At the end of the season many teams that have qualified are given the opportunity to compete in the NEPSAC tournaments.

ISL Guidelines

Sportsmanship Creed: The ISL is proud of the behavior and sportsmanship displayed by its players, coaches, and fans. We value spirited and fair play as well as positive support for our players and teams. In order to ensure that our expected level of decorum continues each game and each season, we ask that all members of the ISL community continually renew their efforts to abide by the ideals of our league.

ISL Athletic Competition Ideals: Players and coaches shall at all times represent themselves and their school with honor, proper conduct, and good sportsmanship. They shall understand that competitive rivalries are encouraged but that disrespect for opponents is unsportsmanlike and lessens the value of the rivalries. They shall confine the competitiveness of the game to the field, and behave properly on the sidelines and in the locker rooms before, during, and after the games.

Players and Coaches: Players and coaches shall comply fully with the rulings of the officials. In no way, either by voice, action, or gesture, shall they demonstrate their dissatisfaction with the decisions made. Players must never forget that they represent their school.

Spectators: ISL schools will not tolerate at their athletic contests any spectator, either student or adult, whose behavior is disrespectful toward players, officials, coaches, or other spectators. Nor will ISL schools permit any type of spectator behavior that either detracts from the proper conduct of the game, or serves to place a player or a team at a disadvantage. Some examples of unacceptable behavior are as follows:

- Use of profanity or displays of anger that draw attention away from the game;
- Booming or heckling an official's decisions, criticizing officials in any way, or displaying temper with an official's call;
- Trash talk or yells that antagonize opponents;
- Verbal abuse or intimidation tactics;
- Disrespectful or derogatory yells, chants, songs, gestures, signs, posters, or banners;
- Any distracting activity such as yelling, waving arms, feet stomping during an opponent's free-throwing attempts;
- Use of artificial noisemakers of any kind (legitimate pep bands, however, are encouraged).

These guidelines apply equally to players, coaches, and spectators. The ISL asks officials to apply these guidelines strictly, especially with regard to players and coaches.

Campus Programs, Offerings, and Requirements

Lower School (Grades Beginners-5)

Philosophy

Through a balanced and developmentally appropriate curriculum, the wellness program-emphasizes a sound mind in a healthy body. We nurture the whole child by teaching the skills and fitness components necessary to enhance health and promote participation in physical activities and sports. In a safe, supportive and fun environment, students are motivated to discover their unique potential and develop a sense of responsibility, respect, and perseverance. Progressively, students learn the elements of teamwork, sportsmanship, and competition as preparation to participate at the Middle School level.

Program

Every student in Beginners through Grade 5 participates in a Physical Education class instructed by our faculty.

Middle School (Grades 6-8)

Interscholastic Athletics & Non-Interscholastic Activities Philosophy

In a developmentally appropriate, safety-first environment, students learn about leadership, adversity, teamwork, and self-discipline through participation and competition. We emphasize skill development, sportsmanship, and character development. Our educators strive to create a positive and encouraging environment where students can learn about themselves, their peers, and develop life skills.

Program Overview

The Associate Athletic Director, Jaye Locke, oversees the 6-8 Athletic Program, also referred to as the Middle School Athletic Program. She can be reached at jlocke@bbns.org.

The 6-8 Athletic Program is part of the school day and all students are required to participate in the program for all three seasons. Practice days are Mondays, Tuesdays and Thursdays, immediately following the academic programs at the Lower School and Middle School with dismissal occurring at the Nicholas Athletic Center on the Upper School Campus. Games are typically played on Tuesdays, Wednesdays, and Fridays with times and locations made available seasonally on the athletics section of the website. Students *will* have athletic practice when they do not have a Tuesday game scheduled and *will not* have athletic practice when they do not have a Wednesday or Friday game scheduled.

Student participation numbers will influence the programs, number of teams, and makeup of teams that BB&N is able to run each year. Student participation in a team sport must yield enough players in order to compete at an interscholastic level. A tryout selection process according to ability will be used when necessary. If a student does not make a team, an alternate plan to join another program will be arranged with the Associate Director of Athletics. The Athletic Department will always work towards helping students participate in their first choice options. Additionally, 6th grade students are not eligible for 'A' teams if there are multiple levels in a sport. Please refer to the Athletics Waiver Policy as outlined below.

The 6-8 Athletic Program works to offer the following programs:

Fall Season	Winter Season	Spring Season
Cross Country* Field Hockey* Flag Football* Mind and Movement Sculling/Crew^ Soccer* Soccer (Intramural) Volleyball*	Basketball* Basketball (Intramural) Fencing* Mind and Movement Ice Hockey* Rock Climbing Squash* Wrestling*	Baseball* Crew^ Golf Lacrosse* Mind and Movement Softball* Tennis* Track and Field*

*Indicates the activity is interscholastic and students will play in competitions against other schools.

^Indicates that students may only sign up for this in the Fall or Spring, not for both seasons

Student Responsibilities, Participation and Absence Policies

Attendance at practices and games is required. The entire team is affected when an athlete misses a practice. We expect students and families to plan their time around practices and plan ahead for conflicts that may have an impact on the team. Practice and Game schedules are available on the athletic website. If a student is unable to participate in athletics on a particular day, families should communicate to the Front Office of their campus first thing in the morning. Athletic excuses fall in line with the school's attendance policy. Documented injuries may create exceptions for the number of excuses. BB&N nurses communicate directly with the Athletic Trainer and the 6-8 Athletic Director to determine whether a student will be expected to accompany the team but will be excused from activity. For injuries, please contact the campus nurse and Athletic Trainer to make a plan and accommodations. Students who are members of sports teams are expected to play in all the afternoon interscholastic games. In the rare case of a legitimate conflict with a game, families must communicate directly with the 6-8 Athletic Director and coach *at least a week* in advance. For athletic competitions, **we expect students who are unwell to stay home and recover properly, and not to return for a game, performance or special event on campus.** At the latest, a student should be in School by mid-morning in order to participate in School games, performances, or special events. Any special circumstances, events, or appointments should be approved by the Grade Dean.

Each student is asked to take responsibility for any equipment/uniforms used that belong to the School.

Mud Week(s)/No Athletics

“Mud Week(s)” refers to the dates in between athletic seasons. During these periods of time, students are often dismissed at the end of their academic classes unless there is designated school programming that is communicated to families. After-School study hall is available until regular dismissal time during these times.

Access to Programs and Facilities

BB&N allows students to access school programs and facilities consistent with their gender identity. Our practice is aligned with Massachusetts anti-discrimination law and DESE's guidance for creating a safe and supportive school environment. In any single sex facility, any individual who is uncomfortable using a shared facility, regardless of the reason, shall have access to the following alternatives: single stalls in the locker room bathroom, a bathroom adjacent to the hockey rink, and an enclosed room near the rink

entrance, each equipped with privacy locks. In addition, the girls' locker room includes individual shower stalls with curtains that can be drawn shut.

Athletic Conflict Resolution Policy

1. An athlete and coach should attempt to resolve any issues.
2. If the conflict cannot be resolved between the athlete and coach, the athlete should make an appointment to meet with the Advisor or 6-8 Associate Director of Athletics.
3. If the problem is still unresolved, then the parent should contact the coach and 6-8 Associate Director of Athletics.
4. Only when a problem cannot be resolved with the coach should the parent contact the Director of Athletics.
5. These are the steps to be followed for conflict resolution:
 - a. Athlete – Coach
 - c. Athlete – Advisor or 6-8 Associate Director of Athletics
 - d. Parent – Coach
 - e. Parent – 6-8 Associate Director of Athletics
 - f. Parent – Director of Athletics

**Topics that will not be discussed include the following: Playing time, discussions about other student athletes, and game strategies.*

Situations in Incommunicado - In the event that there is a serious conflict or communication inability between two parties, the process would proceed to the next level.

Anti-Hazing Policy

Hazing refers to any conduct or method of initiation into any student organization, which willfully or recklessly endangers the physical or mental health of any student or any other person. Copies of legislation regarding hazing are distributed annually to all 6th, 7th and 8th grade students. Incidents of hazing must be reported to law enforcement officials.

A link to the School's Anti-Hazing policy can be found in the [All School Handbook](#).

Additional Information

A link to the School's Harassment policy can be found in the [All School Handbook](#).

[Click here](#) for a link to the School's Bullying Prevention and Intervention Plan .

A link to BB&N's Mandated Reporting Responsibilities can be found in the [All School Handbook](#).

Athletics Waiver Policy

BB&N offers a waiver policy following the ISL guidelines at the Upper School. Students with a demonstrated elite ability and a major commitment to training for an athletics sport that BB&N does not offer (i.e. skiing, skating, swimming, figure skating) may apply for a one season Athletic Waiver. This means that students may not get a waiver for a sport that is offered in the other seasons as well. Waiver requests are reviewed by a Waiver Committee consisting of members of the Athletic Department, MS and LS faculty and administration as well as members of the MS/LS admissions office. Students must attend athletics at BB&N until a decision by the Committee is made. All waiver requests must be submitted to the 6-8 Associate Athletic Director before the beginning of the season.

Students who are granted a waiver may be picked up after their academic commitments. Alternatively, students can remain with the Athletic Department and utilize the 6-8 athletic period for a study hall within the NAC until dismissal.

Grade 8 Varsity Tryout/ Participation Policy

Students with exceptional athletic talent, playing significantly above their age level, may be invited to try out for a varsity program. The policies and procedures around 8th graders trying out are as follows:

- The varsity coach, along with guidance from the Athletic Director, will make the initial assessment and determination if a student should be invited to try out for a varsity program. A student is viable for a varsity tryout when it is in the best interest of the student's athletic development within the goals and needs of the program.
- The 6-8 Athletic Director will confer with the Grade Dean and Middle School Director to ascertain if a student is currently on an academic or discipline status (see student Handbook for status information). If a student is on either academic or disciplinary status, they are not eligible for consideration on a varsity team.
- If the varsity coach would like to invite the student to try out and the student is not on academic or discipline status, the coach, the advisor and 6-8 Athletic Director will engage with the student's family to determine whether trying out and participating on a varsity team aligns with and is in the best interest of the student and their Middle School experience.
- If a student is eligible to try out, their inclusion will be determined by the coach using the same evaluation criteria applied to all other prospective athletes.
- Students will have the ability to participate in up to two Varsity teams. If the Athletic Department expresses interest in a student's involvement in three seasons at the varsity level, a meeting with the Head of School will be arranged to explore this possibility.

8th grade students who make a varsity team will be inducted into that season's 8th grade varsity program that is overseen by the 6-8 Athletic Director. Guidelines and experiences for the student are as follows:

- The 6-8 Athletic Director will work and collaborate with the student, their advisor, the Grade Dean, and the varsity coach to coordinate their athletic schedule, academic timetable, transportation arrangement, and school conflicts. As varsity athletes, students will cultivate their skills in planning, organization, and communication with their teachers. This will enable them to effectively manage their schedule, navigate conflicts, fulfill their academic and community obligations, and uphold their responsibilities as a student-athlete.
- The student will be waived from the 6-8 Athletic Program. They may be picked up after their academic commitments at the Middle School, transported to their varsity practices and commitments by their family. Alternatively, students can remain with the Athletic Department and utilize the 6-8 athletic period for a study hall within the NAC until their Varsity obligations.
- If a student goes on an academic or behavioral status during the varsity season, the student may no longer participate on a varsity team until the status has been removed. They will then participate in the 6-8 athletic program.

Upper School (Grades 9-12)

Athletics & Wellness Philosophy

BB&N is committed to serve and direct students along a path that combines their educational pursuits with excellence in their athletic and wellness endeavors. Our purpose is to provide programs and experiences that represent BB&N in an exemplary manner and afford a wide range of students the best opportunity to reach their full potential. In doing so, our programs will: (1) attract educators and students of the finest quality, (2) provide training that promotes a healthy lifestyle and (3) provide competitive facilities and resources vital for safe and successful learning and training experiences. Our wellness program, available to all students, strives to integrate health, fitness, and experiential education. By developing emotional and social learning, in both the interscholastic and/or wellness setting, students will acquire a variety of life skills such as resiliency, empathy, goal setting and responsible decision-making.

Program

While sub-varsity teams are more developmental in nature, varsity programs are quite competitive. Along with enjoying the sport, playing on a team is a valuable participatory experience for athletes, from being an All-League caliber player or a substitute in a supporting role. At BB&N, athletics are an integral part of a student's curriculum and each student should plan his/her participation with the help of his/her advisor. This discussion will help everyone gain a better understanding of each child's overall School program. The varsity and sub-varsity teams are made up of students who have demonstrated, through a try-out process, that they can successfully and comfortably compete at that level.

Student Responsibilities

The athletic program strives to teach personal responsibility. Participation on an athletic team is a commitment and a responsibility. Attendance at practices and games is required. It is important that each student understands that the team is affected when an athlete misses a practice. We expect students to plan their time around practices and plan ahead for conflicts that may have an impact on the team. Information about future events and commitments is readily available at School and on the Athletics website. Each student is asked to take responsibility for any equipment/uniforms used that belong to the School.

Practice Information

At the beginning of each season, the School is given a designated date before which official practice/tryouts cannot begin. Each Varsity Head Coach determines the exact starting date for their team. These dates are established in consideration of league guidelines and with reasonable breaks between seasons.

The parent information letter, posted on the BB&N Athletics website clearly outlines all pre-season requirements. Varsity teams are often expected to practice during vacations. During winter and spring breaks, one week is reserved for practice while the other is designated as a non-practice period.

The players initiate Upper School Pre-Season Optional Workouts in order to prepare players for the tryout stage of the season. Open field and gym space will be available for all players. Head Varsity Coaches should in no way emphasize/organize any workouts. These sessions are not required.

All-School Weekly Practice Schedules are posted and made available the Thursday prior to the week of practice. We attempt to maintain consistency to the routine, but scheduling three levels of competition to play home or away on different days, as well as fall and spring rescheduling, is a complex process. A copy of the practice schedule is available on the team pages.

Location of Practices and Games

A list of the facilities where our students practice and play home games and directions to the schools we compete against are available online at www.bbns.org or the host school's web site.

Athletic Transportation Policy and Practice

The Athletic Department provides transportation to all sanctioned athletic practices and games that require transportation. All student athletes must take the transportation provided by BB&N to games, with no exceptions. However, student athletes will be permitted to drive their own vehicle to scheduled practices off campus if the following conditions are met: a request is made in writing by the student athlete to the athletic director; parents of the student athlete have provided their permission in writing; and the student athlete and parents acknowledge that no other students (other than sibling(s)) are permitted to ride in the vehicle to or from practice. All student athletes must take the BB&N transportation from all games, with no exceptions. However, student athletes will be permitted to be released to their parents/caregivers after the game.

Lockers, Equipment, Uniforms

Every student will be assigned a gym locker. Students must store all of their athletic belongings in their locker. Locks are available for purchase in the equipment room. The School is not responsible for lost or stolen items. Some equipment is issued to athletes for their use during the season, with the expectation that such equipment will be returned at the end of the season. Uniforms are issued at the beginning of each season and are to be returned at the end of each season. Athletes who do not return issued uniforms or equipment within two weeks after the end of the season will be billed for the replacement cost of each item. Items that are returned after billing may be eligible for a refund or credit, subject to a non-refundable processing and ordering fee of \$25.

Access to Programs and Facilities

BB&N allows students to access school programs and facilities consistent with their gender identity. Our practice is aligned with Massachusetts anti-discrimination law and DESE's guidance for creating a safe and supportive school environment. In any single sex facility, any individual who is uncomfortable using a shared facility, regardless of the reason, shall have access to the following alternatives: single stalls in the locker room bathroom, a bathroom adjacent to the hockey rink, and an enclosed room near the rink entrance, each equipped with privacy locks. In addition, the girls' locker room includes individual shower stalls with curtains that can be drawn shut.

Requirements

Upper School students must participate in the Athletics Program for three seasons each year. Students in Grade 12 must participate in the Athletics Program for at least two seasons. Students in Grade 10 and 11 who participate in two interscholastic sports may take the third season off. During Grade 9, students must

participate in interscholastic sports for at least two seasons. By the end of Grade 10, students must participate in at least three interscholastic sports in total. Students new to the School in Grade 10 must participate in at least two interscholastic sports within the academic year. Participation in a school theatrical production meets the interscholastic sport requirement for one season per year.

Program Information

FALL SEASON			
<p>Interscholastic: Boys</p> <p>Cross Country V, JV Football V, JV Soccer V, JV, 3 Team Manager</p>	<p>Interscholastic: Girls</p> <p>Cross Country V, JV Field Hockey V, JV Soccer V, JV, 3 Volleyball V, JV Team Manager</p>	<p>Non-Interscholastic: Coed</p> <p>Health and Fitness Sculling Strength and Conditioning</p>	
WINTER SEASON			
<p>Interscholastic: Boys</p> <p>Basketball V, JV, 3 Fencing V Hockey V, JV Team Manager</p>	<p>Interscholastic: Girls</p> <p>Basketball V, JV, 3 Fencing V Hockey V, JV Team Manager</p>	<p>Interscholastic: Coed</p> <p>Squash V Team Manager Wrestling V, JV</p>	<p>Non-Interscholastic: Coed</p> <p>Health and Fitness Rock Climbing Strength and Conditioning</p>
SPRING SEASON			
<p>Interscholastic: Boys</p> <p>Baseball V, JV Lacrosse V, JV Crew V, JV Tennis V, JV Team Manager</p>	<p>Interscholastic: Girls</p> <p>Softball V, JV Lacrosse V, JV Crew V, JV Tennis V, JV Team Manager</p>	<p>Interscholastic: Coed</p> <p>Sailing V Golf V, JV Track and Field, V Team Manager</p>	<p>Non-Interscholastic: Coed</p> <p>Health and Fitness Strength and Conditioning</p>

For interscholastic teams, a tryout process will be used if necessary. Each team must have at least the required number of players in order to compete at an interscholastic level. If there are an insufficient number of players, the team will not be offered.

Program Descriptions

Health and Fitness (Grades 9 – 12)

Offered all three seasons, the Health and Fitness course emphasizes the concept of a sound mind in a healthy body. Through this individualized program, students participate in physical training based on their needs and interests and develop their mental and physical potential through relaxation and exercise. Students learn to create a balance between the four pillars of health: getting enough sleep, eating nutritious, healthy, and delicious food, exercising to power up the body and mind, and dealing positively with stress.

Students in Grades 10 – 12 attend four classes per week during the regular academic day. Students in Grade 9 attend four after-school classes per week (Monday – Thursday), each lasting one hour. These include one yoga class, one class devoted to nutrition and principles of training, and two classes of physical conditioning.

Rock Climbing (Grades 9 – 12)

Offered in the winter, this course provides students with instruction on climbing and belaying. Students attend three after-school classes per week, each lasting two hours. The School provides all equipment as well as transportation to and from the facility (Central Rock Gym in Watertown). Enrollment in this course is limited; preference is given to students in Grade 12.

Sculling (Grades 9 – 12)

Offered in the fall, this course is intended for students who are novices in the sport of sculling and wish to improve their skills under the guidance of experienced rowing coaches. Students attend three after-school classes each week (Monday – Thursday), each lasting 90 minutes. Practices occur in the Fitness Center and on the Charles River, rowing out of the BB&N Boathouse. No previous rowing experience is necessary.

Strength and Conditioning (Grades 10 – 12; Grade 9 with permission)

Offered all three seasons, the Strength and Conditioning course is designed for students who are preparing for and aspiring to play on a varsity team. Topics include strength training, conditioning, speed development, and agility training. Students attend three after-school classes per week (Monday, Wednesday, and Friday). Enrollment is limited to students in Grades 10 – 12. Grade 9 participation requires permission.

Team Manager (Grades 10 – 12)

Team Managers are assigned by the Athletics Department to assist a specific athletics team. Responsibilities may include attending all home games and some practices, and traveling with the team to away games. Additional responsibilities may include transporting the medical kit, providing water bottles, keeping a scorebook, and other tasks as assigned by coaches. The time commitment is typically between six and ten hours per week. Students may enroll in either the Team Manager or Game Manager program for only one season per academic year.

Waiver for Athletic Independent Activity

Students with demonstrated ability, history of participation, and a major commitment to training for a sport or activity that BB&N does not offer (e.g., riding, skiing, swimming, figure skating), may apply for

a Waiver for Athletic Independent Activity. All Waivers for Independent Activity (WIA) Forms must be submitted to the Athletics Department no later than 30 days prior to the first day of sports for that season. The Waiver Committee will review all WIA Forms and notify students prior to the start of the athletics season if the activity is approved. WIA Forms are available in the Athletics Department Office and on the School's website.

Note that the Independent School League Bylaws state, "Multi-season, single sport: Athletes may not receive credit for participating in a sport (offered) for more than one season in an academic year." For example, a student who participates in soccer may not also receive athletics credit for participation in a club soccer program.

Other Independent Activities

Afternoon Arts

Students who have a true interest in art may participate in the Afternoon Arts program two days per week (Monday, Tuesday, or Thursday from 3:30 – 5:00 p.m.) For students in Grade 9, this option is only available during the winter or spring season. Participation in Afternoon Arts receives 0.25 arts credits for each trimester and must be taken in conjunction with two Health and Fitness classes per week to meet the athletics requirement for that season.

Artistic Activity

Students with a major commitment and demonstrated ability in the arts (Grades 9 – 12), including in-school technical theater and drama, may apply for a Waiver for Artistic Independent Activity. All WIA Forms must be submitted to the Head of the Arts Department no later than the first week of seasonal tryouts. The Waiver Committee will review all WIA Forms and notify students if the activity is approved. WIA Forms are available in the Athletics Department Office and on the School's website.

Students in Grades 10 – 12 who receive an exemption for an Artistic Independent Activity are expected to participate in the Athletics Program for at least one other season per academic year. Students in Grade 9 who receive an exemption for an Artistic Independent Activity are expected to participate in the Athletics Program for at least two other seasons per academic year.

Service Learning

Students in Grades 10 – 12 with a significant interest in pursuing a specific commitment to Community Service may apply for a Season of Service Learning in lieu of one athletics season per academic year. Students must demonstrate significant dedication to their area of interest through a documented commitment of 40 hours during the season. At the end of the service, students will be required to write a 500-word reflective essay.

Season of Service Learning Proposal Forms must be submitted to a Service Learning Co-Coordinator during the first week of seasonal tryouts or sooner. The proposals are reviewed individually and approved by the Service Learning Co-Coordinators. Season of Service Learning Proposal Forms are available on the BB&N Community Service website as well as in the Service Learning Co-Coordinators' offices.

Math Team

The Math Team meets after school two times per week during the fall and winter seasons. Students can participate in the Math Team for either the fall or winter season and must take two Health and Fitness classes per week to meet the athletics requirement for that season.

Robotics Team

The Robotics Team meets daily during the fall trimester. Students who wish to participate on the Robotics Team are exempt from the athletics requirement for the fall season.

Upper School Athletic Conflict Resolution Policy

1. The athlete should discuss the issue within the team; the team leader may facilitate this and go with the athlete in conflict to the coach.
2. The athlete and coach should attempt to resolve any issues.
3. If the conflict cannot be resolved between the athlete and coach, the athlete should make an appointment to meet with the Director of Athletics.
4. If the problem is still unresolved, then the parent should contact the coach.
5. Only when the problem cannot be resolved with the coach should the parent contact the Director of Athletics.
6. These are the steps to be followed for conflict resolution:
 - a. Athlete – Captain/Team Leader
 - b. Athlete – Coach
 - c. Athlete – Director of Athletics
 - d. Parent – Coach
 - e. Parent – Director of Athletics

**Topics that will not be discussed include the following: Playing time, discussions about other student athletes, and game strategies.*

All-School Coaching Guide

BB&N draws its coaches from the faculty as well as from off-campus. We expect our coaches to present themselves in a manner that will earn the respect of players and spectators. We want our coaches to model the same standards of behavior and sportsmanship that we expect from our students. The expectation of each coach is that they are sensitive to the needs of individual students while keeping the goals and interests of the team and School in mind.

The coach is the key contact person for your child's athletic program. Questions and messages regarding games, equipment, absences, or lateness should all be directed to the coach. Direct communication between athletes and their coaches fosters a greater sense of student responsibility and independence than having parents act as go-betweens. A list of Head Coaches and their email information is provided at the end of this Handbook. That list also will be provided to families through an information letter sent prior to each athletic season.

Addition/Deletion of Teams Policy

Adding or deleting teams at BB&N is a thoughtful and thorough process. The Athletic Director is the chair of a committee, composed of adults from athletics, the upper school and middle school academic offices, and a representative from the CFO's office to review any proposed additions or deletions with consideration of the following:

- a. Substantial stakeholder interest
- b. Budget implications

- c. Facility implications
- d. Transportation implications
- e. Other resource implications
- f. Impact to other BB&N teams
- g. Impact to the ISL

The Committee will also consult with others, as needed, including the Finance/Business Manager, opposing schools and the greater community to gather more information. After weighing the implications, the Committee will make a recommendation to the Head of School for the final decision.

Athletic Health and Safety Policies 2023-2024

Medical Requirements for Student Athletic Participation:

- Updated yearly physical within 13 months
- Baseline ImPact test within 2 years
- Magnus Health forms completed - Vital Health Record section reviewed and updated each season
- NFHS concussion training done yearly

Athletic Trainers

Kathy Gruning, Office: 617-800-2239, Cell: 781-635-0955, Email: kgruning@bbbs.org

Eric Crest, Office: 617-800-2173, Cell: 310-483-3491, Email: ecrest@bbns.org

- Certified athletic trainers are present for on-campus contests and practices, with effective access to peripheral fields and venues. One each at Grove and NAC.
- Parents should communicate injuries, illnesses, and/or other health conditions to the Athletic Training Staff as soon as possible. Athletic Trainers will work in conjunction with campus nurses and outside health care professionals to ensure optimal care for your athlete in a timely manner.
- When student athletes see an outside health care provider they **must provide in writing**: a diagnosis, treatment plan, and clear parameters for return to activity. Student athletes cannot return to team practice or play without this information and proper clearance from the Athletic Training Staff.
- Athletes are required to have a gradual ramp up to competition and/or practice after returning from an extended illness (more than 3 days of missed school) or injury BEFORE they return to a competition or game. Students must have a minimum of 1 full practice before returning to competition. Medical clearance may be needed for prolonged illnesses that require further medical attention.
- As part of our head injury protocol, athletes must follow a gradual step by step process to return to activity - which is a minimum of 5 steps, and must have a full contact BB&N practice, before returning to competition. The progression of each step **must be supervised by the athletic training staff and is a minimum of 24 hours per step**. Athletes must have treating physician clearance, no academic accommodations, and a repeat ImPact back to baseline before game play.
- BB&N Athletic Trainers will notify parents/guardians of any significant athletic injury or if a student athlete may need further evaluation or monitoring. (This may be by note, email or phone call.)
- When student athletes see an outside health care provider they must provide in writing: a diagnosis, treatment plan, and clear parameters for return to activity. Student athletes cannot return to team practice or play without this information and proper clearance from the Athletic Training Staff.
- All parents and spectators must remain off all playing surfaces during practices and games. In the event of a significant injury, parents will be notified on the sidelines whenever possible.
- If you have questions, concerns or information regarding your athlete's health or injury status, please do not hesitate to contact the Athletic Training Staff.

Head Injury Policy

Please refer to the Student Health and Wellness Policies in the [All School Handbook](#).

Mouth Guard Policy

Mouth guards are a mandatory piece of equipment for all students grades 5-12 when participating in Field Hockey, Boys' & Girls' Ice Hockey, Boys' & Girls' Lacrosse. It will also be mandatory for 5th and 6th Grade Floor Hockey and Free Skate. Mouth guards are available at the Athletic Center, or at local Sporting Goods Stores. Please note that students will not be allowed to participate in athletics without a properly fitted mouth guard.

Medical Waivers

If your child is unable to participate in athletics due to extended illness or injury, please submit medical documentation to the Athletic Training Staff from the treating physician including; diagnosis, period of time, and plan of care. Medical Waiver information will be communicated to school staff on a "need to know" basis.

ISL Statement Regarding Drugs, Medication, or Food Supplements

The schools in the ISL agree that school personnel and coaches should not dispense any drug, medication, or food supplement except with extreme caution and in accordance with policies developed in consultation with parents, health-care professionals, and senior administrative personnel of the school. Use of any drug, medication, or food supplement in a way not prescribed by the manufacturer should not be authorized or encouraged by school personnel and coaches. Even natural substances in unnatural amounts may have negative short-term or long-term health effects. In order to minimize health and safety risks to student/athletes, maintain ethical standards, and reduce liability risks, school personnel and coaches should never supply, recommend, or permit the use of any drug, medication, or food supplement solely for performance-enhancing purposes.

Anti-Hazing Policy

Hazing refers to any conduct or method of initiation into any student organization, which willfully or recklessly endangers the physical or mental health of any student or any other person. Copies of legislation regarding hazing are distributed annually to all Upper School students. Incidents of hazing must be reported to law enforcement officials. A link to the School's Anti-Hazing policy can be found in the [All School Handbook](#).

Additional Information

Parking

- Students are not allowed to park in the Athletic Center parking lot at any time. Unauthorized vehicles will be towed.
- Parents should park only in clearly marked Athletic Center and Upper School lot spaces.
- No parking on the hill or in front of the Forbes House without a designated sticker.
- No parking in the handicapped spaces without a handicapped parking placard.
- No standing or stopping in the Athletic Center Parking Lot, or along the driveway.
- No parking on Greenough Boulevard; Buses only.

Program Contact Information

For questions about a program, the primary contact is listed below. Coaches can be reached via email.

Fall

Field Hockey	Varsity	Jaye Locke	jlocke@bbns.org
Football	Varsity	Mike Willey	mwilley@bbns.org
Girls' Soccer	Varsity	Hayley Katkowski	hkatkowski@bbns.org
Boys' Soccer	Varsity	Kaeghan Kelly '10	kkelly@bbns.org
Volleyball	Varsity	Jeff Emenaker	jemenaker@att.net
X-Country	Varsity	Charlie O'Rourke	corourke@bbns.org

Winter

Girls' Hockey	Varsity	Ed Bourget '96	ebourget@bbns.org
Boys' Hockey	Varsity	Anthony Moccia '10	amoccia@bbns.org
Girls' Basketball	Varsity	Kindyll Dorsey	kdorsey@bbns.org
Boys' Basketball	Varsity	Richard Morantus	rmorantus@bbns.org
Wrestling	Varsity	Henry Kasdon '98	hkasdon@bbns.org
Fencing	Varsity	David Sachs	davidsach@bostonfencingclub.org
Squash	Varsity	Matt Sidaway	msidaway@bbns.org

Spring

Softball	Varsity	Paige Kemezis	pkemezis@bbns.org
		Beth McNamara	bmcnamara@bbns.org
Baseball	Varsity	Craig McLaughlin	cmclaughlin@bbns.org
Girls' Lacrosse	Varsity	Sydney Thomas	stthomas81993@yahoo.com
Boys' Lacrosse	Varsity	Rory Morton '81	rmorton@bbns.org
		Mike Derrenberger	mderrrenberger@bbns.org
Girls' Crew	Varsity	John Cotter	jcotter@bbns.org
Boys' Crew	Varsity	Adam Holland	aholland@bbns.org
Girls' Tennis	Varsity	Meredith Kenny	mkenny@bbns.org
Boys' Tennis	Varsity	Joe Finelli	finelli.joe@gmail.com
Sailing	Varsity	Seth Oliver	soliver@bbns.org
Golf	Varsity	Shane Bourque	sbourque@bbns.org

BB&N's Athletic Fields

On Campus:

- Franke Field — Gerry's Landing Campus
- Nichols Field — Gerry's Landing Campus
- Shady Hill Field – next to Franke Field

Off Campus:

- Grove Street Fields- 191 Grove St., Watertown, MA 02472
- Filippello Park- 191 Grove St., Watertown, MA 02472
- Buckingham Field (limited use) — Fresh Pond Parkway, Huron Avenue & the Concord Rotary
- BB&N Boathouse — Directly across Gerry's Landing Road from the Upper School.

**Varsity Races are held between Weeks Footbridge and Magazine Beach – Riverside Boat Club.*

Sub-varsity races are held up river between Northeastern Boathouse and Eliot Bridge

-Boston Fencing Club — 100 Holton St., Brighton, MA

-Central Rock Gym — 74 Acton St., Watertown, MA

-CBI on Charles River Basin —

-Fresh Pond Reservoir — Cross Country Races

**Cross Country races are held along the path. Entrance is on Fresh Pond Parkway, the first left just beyond Huron Avenue traveling outbound toward Arlington.*

-Harvard Murr Center — 65 N. Harvard St., Boston, MA