

# THE LEBANON PROJECT

Cross Country and Track and Field



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## Policy Handbook

*Updated 7/31/18*

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**Purpose:** The purpose of this handbook is to communicate the expectations of each individual who desires to be a member of the Cross Country and Track and Field teams for Lebanon Project. This handbook cannot cover every situation, violation, or repercussion and each instance will be dealt with on an individual basis with the utmost professionalism and fairness possible. The following were developed to help give athletes a guideline to adhere and make a part of their continuing growth as a member of our team.

**Statement of Expectation:** Being part of this team requires certain aspects of behaving and commitment that will help you become a successful athlete; which, in-turn, will help you become a successful person. Be a supportive teammate, be respectful to all even in the face of misfortune, and conduct yourself in a manner that is conducive to success on and off the field.

**Values:** The following values are of utmost importance to our team: Academic Excellence, Competitive Excellence, and Excellence of Character. We strive for these values and we hope to enhance the means by which we develop in these virtues.

## **LIVE BY EXAMPLE, LOVE BY EXAMPLE, LEAD BY EXAMPLE**

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**Membership, Rights, and Scholarship:** Membership on this team is a privilege and it is to all of our benefit to make this as great an experience as possible. We, as a staff, hope to represent our athletes and institution in such a way that we are respected and revered for our guidance and support. If at any time an individual who is part of this team does not feel respected by another athlete or staff member, do not hesitate to contact the following: Michael Mendez (Head Coach) [mendez@lebanonproject.org](mailto:mendez@lebanonproject.org), Hannah Inyart (Assistant Coach) [hannah@lebanonproject.org](mailto:hannah@lebanonproject.org), David Searcy (President of Ozark Association) [CoachSearcy@gmail.com](mailto:CoachSearcy@gmail.com), SafeSport (USATF SAFESPORT COMMITTEE) [safesport@usatf.org](mailto:safesport@usatf.org). Below are the stipulations regarding the affiliation with our team and the expectations in place to establish and continue being a member. Any affiliate whose participation is revoked forfeits all privileges including all aspects of the member's travel, guidance, coaching, and privileges set forth by the board.

**Repercussions:** In life, we do not always have the opportunity to know or choose the consequences of our actions. We choose our behaviors in the present and often endure the negative repercussions later which we may or may not have anticipated. On our team, our coaching staff will do our best to hold each athlete to the highest of standards which, should they be violated, will earn the following repercussions. Depending on the severity, additional sanctions may be administered.

*Tier 1 - Letter and/or Meeting with Coaching Staff*

*Tier 2 - Suspension from practice and/or the next following Meet and Meeting with Coaching Staff*

*Tier 3 - Indefinite Suspension (extended period or complete season)*

*Tier 4 - Dismissal from the team (often the result of multiple Tier 3 or severe instances)*

**Team Unity:** There is a psychological theory of the mind and brain called Gestalt Psychology which describes

how the whole structure cannot be defined by the summation of its parts. That is, our performance and ability to be successful as a team is greater than the success and abilities of each individual. With that being said, any athlete who jeopardizes team unity, elicits, enhances, or contributes to team “drama,” or impedes the growth and/or development of the team will be subject to the following repercussions.

**Team Unity Repercussions:**

*Tier 1*

- *Single Report*

*Tier 2*

- *Multiple Reports*
- *Multiple Tier 1 offenses*

*Tier 3*

- *Multiple Tier 2 offenses*

**Misconduct “On the Field”:** It is important that the athletes’ conduct at meets, practice, and other team gatherings are of the highest quality. Be respectful, be patient, and be polite. Remember that your behavior reflects our team, our program, and, most of all, our organization. *Note: Members of the opposite sex are not permitted in the same hotel room for any reason. All study and team interaction may occur in the lobby or hallways.*

**Misconduct “Off the Field”:** The actions of a member of this team in private are not to be judged or restricted unless those actions affect the individual or the team. Also, any conduct that reflects poorly on our team or university will be handled accordingly. Some examples include but are not limited to: *inappropriate photos or info on social media, arrest, any disturbance made public and brought to the attention of our staff from external report, drinking, use of any illegal substance, suspension from school, academic sanctions as seen with plagiarism.*

**Misconduct on and off Field Repercussions:**

*Tier 1*

- *Single Report (e.g., inappropriate photos or info on social media, member of opposite sex in room, issues in the residence halls.)*

*Tier 2*

- *Single Report (e.g., drinking, use of any illegal substance, suspension from school, academic sanctions as seen with plagiarism, arrest.)*
- *Multiple Reports*
- *Multiple Tier 1 offenses*

*Tier 3*

- *Multiple Tier 2 offenses*