

RECRUITMENT

NOTE: The term administrator refers to Superintendent, Asst. Superintendent, Principal or Asst. Principal only.

Rule 3. RECRUITMENT

- A. 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 the AAA By-Laws and is expressly prohibited.
- B. "Athletic recruiting" is defined as the use of undue influence and/or special inducement by anyone connected directly or indirectly with an AAA member 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.
- C. 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 an athlete under any of the conditions set forth in this section, the superintendent 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.
- D. If a student, parent, or any person regarding a student athlete transferring to a district contacts a coach or teacher, they must be referred to a school administrator immediately. A coach shall refrain from making any comments or gestures regarding a student athlete transferring to the district and participating in athletics.
- E. A coach may not contact or be contacted by a student or the student's parents prior to enrollment in the school. If a student is to attend a camp, clinic, or tryout or participate on a non-school team with a school or school coach other than his or her domicile school, the student must have written permission from the coach and administrator of both schools using the AAA's Athletic Release Form.
- F. 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.
- G. A student transferring from one AAA member school to another may be ruled ineligible for one calendar year from the date of enrollment because of "undue influence" if 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.

H. The penalties for illegal recruiting of students may be one or more of the following:

1. The school may be placed on probation in the sport(s) in which the violation occurred.
2. The school may be fined not to exceed \$1,000 and billed for the cost of any investigation related to the violation.
3. The school may be required to forfeit any contest(s) in which the student participated after the violation as determined by the executive director.
4. A student found to be recruited in violation of this rule may be ineligible to participate in athletics for up to one calendar year (365 days).
5. A coach or other licensed school personnel may be subject to a complaint for a violation of the Code of Ethics for Arkansas Educators.
6. Other penalties may be imposed on the school to a degree in keeping with the severity of the violation.

I. Guidelines

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 AAA member school includes, but is not limited to the following:

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 AAA interscholastic activities 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 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.
- J. 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.
- K. The following individuals shall be considered school-connected:
1. Employees of the school, including but not limited to the superintendent, assistant superintendent, 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.
- L. 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/her relatives instead should be immediately referred to the principal.
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 or be contacted by 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 types of statements are not normal or appropriate and could be considered recruitment.
9. Any prospective student or parent/guardian who visits an AAA member school may only meet with the school's administration or guidance counselor. Athletic directors and coaches, paid or voluntary, may not conduct tours of school facilities.

NOTE: *This rule attempts to provide a thorough explanation of the AAA recruiting rule. While there are many explanations involved, this rule does not cover every conceivable example of recruiting.*

Coach's Signature: _____

Date: _____

Administrator's Signature: _____

Date: _____