



Oregon School Activities Association

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Discriminatory or Harassing Behavior Immediate Incident Response Protocols

When relaying reports of discriminatory language, use a substitution, never repeat the actual slur. Describe it so that people will understand (example: "n-word" or "a homophobic slur starting with F").

- When discriminatory or harassing behavior is heard or seen by an official, the official must:
 - Stop the contest and relay what was heard or seen to other contest officials.
 - Apply NFHS rule, and appropriate penalties, which may include ejections from the contest.
 - Send the teams to their benches and bring coaches together to relay what was heard or seen.
 - Return coaches to their bench to immediately address their teams on behavior expectations prior to resuming the contest.
 - Alert event management of what has occurred so event staff can communicate directly with on-site administrators of participating schools.
 - Remain vigilant throughout the rest of the contest and address any further discriminatory or harassing incidents. This applies to officials, event managers, and on-site administrators.
- When discriminatory or harassing behavior is reported to an official by a participating student, coach, or event management, the official must:
 - Stop the contest and relay what was reported to other contest officials.
 - Send the teams to their benches and bring coaches together to relay what was reported.
 - Share any identifying information that was reported to the official (i.e., name, number, position, etc.) with the coaches.
 - Return coaches to their bench to immediately address their teams on behavior expectations prior to resuming the contest.
 - Alert event management of what was reported so event staff can communicate directly with on-site administrators of participating schools.
 - Remain vigilant throughout the rest of the contest and address any further reports of discriminatory or harassing behaviors. This applies to officials, event managers, and on-site administrators.
- When discriminatory or harassing behavior is reported to event management by an official, participating student, coach or spectator, event management must:
 - Contact on-site administrators to alert them of the reported behaviors.
 - On-site administrators must increase their presence in each school's spectator sections.
 - Announcements should be made to spectators reminding them of behavior expectations.
 - If reported by officials, event management and officials must remain in communication throughout the remainder of the contest regarding reported behaviors.
 - Event management and on-site administrators must remain vigilant throughout the remainder of the contest and during post-contest egress.

For any additional incidents, these protocols must be repeated.

When an incident does not result in the use of an [Ejection Report Form](#), officials must fill out a [Discriminatory or Harassing Behavior Incident Report](#).