

Article X: Penalties, Section 2, CL1: *The following chart will be used to assist the Controversies Committee in issuing penalties for violation of Article V, Section 4.D, Athletic Recruitment. Based on the outcome of the hearing, the following penalties may be fully or in part, enacted by the Committee:*

Recruitment Violation Chart		
Infraction Level	Types of Infractions	Penalties
Level 1	<ul style="list-style-type: none"> Use of general advertising for recruitment of 9-12 grade high school students, including but not limited to: social media, flyers, advertisements, brochures, booster/donor sites, etc. There is no student contact involved in level one. 	<ul style="list-style-type: none"> School must remediate issue immediately by removing, editing or rescinding advertisement. School (all sports) placed on probation for one year. AD and/or coach will take NFHS Course and attend appropriate NJSIAA workshop at own or district expense.
Level 2	<ul style="list-style-type: none"> Repeating a Level 1 offense. <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> Recruiting contact/communication with a 9-12 grade student-athlete, or their family, from another high school by a non-district approved person including, but not limited to: parents, boosters, alumni, former coaches, and recently hired coaches who may have recruited athletes just prior to being approved by the district. 	<ul style="list-style-type: none"> Person(s) guilty will be banned from all NJSIAA sporting events for three years. Head coach of program will be suspended for ¼ of the season's maximum contests for that sport (scheduled contests if sport has no max.) Head coach will take NFHS Course and attend appropriate NJSIAA workshop at own or district expense. School (all sports) placed on probation for one year for 1st violation; 2 years if a level 1 violation has previously occurred.
Level 3	<ul style="list-style-type: none"> Repeating a Level 2 offense. <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> Direct recruiting contact/communication with a 9-12 grade student-athlete, or their family, from another high school by a district approved person including, but not limited to: paid coaches, volunteer coaches, students at the behest of their coach, or any district employee. 	<ul style="list-style-type: none"> Violating program is ineligible to compete in NJSIAA Championship Tournament for one year or removed from tournament if in progress. Vacating previously earned championships due to this recruiting violation. Head coach of program, if not directly involved, will be suspended for ½ of the season's maximum contests for that sport (scheduled contests if sport has no max.) Any coach involved will be suspended in all sports for 1 year. AD, head coach and all other coaches involved will take NFHS Course and attend appropriate NJSIAA workshop at own or district expense. School (all sports) placed on probation for 1 year for 1st violation; 2 years if a repeat level 2 violation. School will be fined ½ of the maximum amount allowed in Article 10, Section 2.
Level 4	<ul style="list-style-type: none"> Repeating a Level 3 offense. <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> An egregious violation of direct recruiting of a 9-12 grade student-athlete, or their family, from another high school by a district approved person. The violation may include, but is not limited to: recruitment of multiple student-athletes, recruitment that endangers the health, wellness and safety of student athletes, recruitment violations that showed persistent and ongoing recruitment efforts by a district approved coach or employee. 	<ul style="list-style-type: none"> Violating program is ineligible to compete in NJSIAA Championship Tournament for 2 years (removed from current tournament if in progress plus an additional year). Vacating previously earned championships due to this recruiting violation. Head coach of program, if not directly involved, will be suspended for 1 year. Any coach involved will be suspended in all sports for 2 years. AD, head coach and all other coaches involved will take NFHS Course and attend appropriate NJSIAA workshop at own or district expense. School (all sports) placed on probation for 2 years. School will be fined the maximum amount allowed in Article 10, Section 2.