



**CANADIAN
INTERNATIONAL
SCHOOL**

— ABU DHABI —

ATHLETICS AND EXTRACURRICULAR ACTIVITIES



Student and Parent Handbook

2026–2027



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ONE SCHOOL. MANY PATHS. LIMITLESS POSSIBILITIES.

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Note: For Athletics and ECA administrative inquiries, including registration, schedules, eligibility requirements, fees, competitions, events, and general program information, please contact the Athletic Director / ECA Coordinator. For concerns relating to a specific team, club, coach, teacher supervisor, or activity, parents/guardians should follow the communication process outlined in Section J of this handbook, beginning with the relevant coach or teacher supervisor where appropriate.

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I. Administration of Athletics & Extracurricular Activities

A. Introduction

Welcome to the Canadian International School (CIS) Athletics and Extracurricular Activities (ECA) Program.

At CIS, **athletics** refer to organized competitive and non-competitive sports that promote physical literacy, teamwork, leadership, and healthy competition. **Extracurricular Activities (ECAs)** encompass all school-sponsored clubs, enrichment programs, leadership opportunities, performing arts, service initiatives, and other activities that take place beyond the regular academic curriculum and support the holistic development of our students.

Our Athletics and ECA Program is supported by a dedicated team of coaches, teacher supervisors, administrators, parent volunteers, and student volunteers who work together to provide meaningful and rewarding experiences for our students.

This handbook serves as a guide for students and parents, outlining the expectations, policies, and procedures that govern participation in the CIS Athletics and ECA Program. It is intended to serve as a reference throughout the school year. CIS may amend this handbook where required by changes to school procedures, governing body requirements, ADEK requirements, or other applicable regulations. Where substantive changes are made during the school year, the updated version will be communicated to students and parents/guardians.

The success of our program relies on the cooperation and commitment of students, parents, coaches, teacher supervisors, volunteers, and school staff. Participants are expected to follow the policies and expectations outlined in this handbook, as well as the rules and regulations established by the Abu Dhabi International Schools Sports Association (ADISSA), the Abu Dhabi Sports Championship and the International Schools Activities Conference (ISAC), and any other governing bodies in which CIS participates. We encourage all students to embrace new opportunities, challenge themselves, and represent the Grizzlies community with integrity, leadership, sportsmanship, respect, and pride. We look forward to another successful year of learning, participation, and achievement at CIS.

B. Program Philosophy, Mission & Vision

Aligned with the Canadian International School ethos, "*Learners Today, Leaders Tomorrow*," the CIS Athletics and Extracurricular Activities (ECA) Program provides students with meaningful opportunities to develop leadership, character, physical literacy, creativity, collaboration, and a healthy competitive spirit. Whether participating in athletics, clubs, service initiatives, or enrichment programs, students are encouraged to challenge themselves, discover their passions, build meaningful relationships, and contribute positively to the school community while representing the Grizzlies with integrity, resilience, and pride.

Mission

The CIS Athletics and ECA Program empowers students to grow as confident leaders through meaningful experiences beyond the classroom. We are committed to fostering physical literacy, personal growth, creativity, teamwork, leadership, and a healthy competitive spirit by providing inclusive opportunities that encourage students to pursue excellence and make positive contributions to their school and community.

Vision

To inspire every student to discover their strengths, lead with purpose, embrace lifelong learning and active living, and positively impact their communities through athletics and extracurricular involvement.

Our Core Values

Leadership

Physical Literacy

Sportsmanship

Integrity

Commitment

Respect

C. Athletics Pathway

The CIS Grizzlies Athletics Program is designed to provide a progressive athletic experience that develops students physically, socially, and emotionally as they advance through each stage of their school journey. As student-athletes mature, expectations surrounding skill development, teamwork, leadership, commitment, and competition gradually increase while maintaining our commitment to sportsmanship and personal growth.

Elementary Athletics (Grade 2-5)

- Elementary athletics focuses on developing physical literacy, fundamental movement skills, confidence, and a love for physical activity. Students are introduced to a variety of sports in a fun, inclusive, and supportive environment where participation, teamwork, and sportsmanship are prioritized over competition.

Middle School Athletics (Grade 6-8)

- Middle School athletics builds upon the foundations established in the elementary years by introducing more advanced sport-specific skills, tactical understanding, and team concepts. While competition becomes more meaningful, providing fair and meaningful participation opportunities remains an important priority. Playing time may vary based on attendance, effort, skill development, safety considerations, and the needs of the team. Students are encouraged to develop resilience, leadership, responsibility, and commitment to their teammates while continuing to enjoy the learning process.

Junior Varsity Athletics (Grades 9–10 / U16)

- Junior Varsity athletics bridges developmental and competitive sport. Student athletes are expected to demonstrate increasing commitment, accountability, and effort while refining their technical and tactical abilities. Playing time is earned through attendance, preparation, work ethic, and performance. Athletes are encouraged to embrace defined team roles and contribute positively to team culture.

Varsity Athletics (Grades 11–12 / U19)

- Varsity athletics represents the highest level of school competition at Canadian International School. Student-athletes are expected to demonstrate leadership, discipline, resilience, commitment, and a pursuit of excellence both on and off the field of play. While integrity, respect, and sportsmanship remain the foundation of the program, Varsity competition places a greater emphasis on performance and achieving team success. Playing time is determined at the discretion of the coaching staff and is based on the best interests of the team, with the objective of providing the greatest opportunity for success in competition. Varsity athletes are expected to embrace their roles, support their teammates, and proudly represent the Grizzlies with character and professionalism. Grade 10 students may be considered for Varsity participation at the discretion of the coaching staff and Athletic Director.



D. Extracurricular Activities (ECAs)

The Canadian International School Extracurricular Activities Program provides students with opportunities to explore their interests, develop new skills, build meaningful relationships, and contribute to the school community beyond the classroom. ECAs are designed to complement students' academic learning while fostering leadership and personal growth.

The ECA Program offers a diverse range of opportunities that may include, but are not limited to:

- ***Clubs and Enrichment Activities*** – Interest-based clubs that encourage students to explore hobbies, develop new skills, and pursue personal interests.
- ***Performing Arts*** – Opportunities in music, drama, dance, and other creative and performing arts.
- ***Academic Competitions and Enrichment*** – Activities that challenge students academically through competitions, subject-specific clubs, and enrichment opportunities.
- ***Student Leadership*** – Programs that develop leadership skills and encourage students to contribute positively to the school community, including Student Council, our ambassador program and other student-led initiatives.
- ***Service Learning and Community Engagement*** – Opportunities that encourage students to serve others, develop social responsibility, and make meaningful contributions within and beyond the school community.
- ***National Honor Society (NHS)*** – A program recognizing students who demonstrate excellence in scholarship, leadership, service, and character.
- ***The Duke of Edinburgh's International Award*** – An internationally recognized program that promotes personal development through service, skill development, physical recreation, and adventurous journeys.
- **Student-Initiated Clubs** – Students are encouraged to develop and lead new clubs or activities based on shared interests. Proposals for new clubs may be submitted to the Athletics & ECA Department for review and progression through the school's approval process.

The ECA Program is reviewed annually, and offerings may vary from year to year based on student interest, staff availability, facilities, and school priorities. Participation in specific activities is not guaranteed and is subject to registration requirements, supervision, and administrative approval.

E. Governing Bodies

Abu Dhabi Department of Education and Knowledge (ADEK)

The Abu Dhabi Department of Education and Knowledge (ADEK) is the government authority responsible for regulating and overseeing education in the Emirate of Abu Dhabi. CIS Athletics and Extracurricular Activities operate in accordance with applicable ADEK policies and requirements, including those related to student safeguarding, health and safety, inclusion, supervision, transportation, parental consent, and the delivery of school-sponsored activities.

Abu Dhabi Sports Council (ADSC)

The Abu Dhabi Sports Council (ADSC) supports the development and promotion of sport and physical activity across the Emirate of Abu Dhabi. CIS may participate in ADSC-supported or affiliated school sport initiatives, competitions, and events in accordance with applicable participation requirements, competition regulations, and school approval processes.

Abu Dhabi International Schools Sports Association (ADISSA)

Canadian International School has been a proud member of the Abu Dhabi International Schools Sports Association (ADISSA) since 2010. ADISSA provides opportunities for schools across Abu Dhabi to participate in organized interscholastic competitions, promoting athletic excellence, sportsmanship, and student development. Participation in ADISSA competitions may require travel to schools throughout the Emirate and will vary each year based on the sports and teams offered by CIS and the league schedule.

International Schools Activities Conference (ISAC)

The International Schools Activities Conference (ISAC) is a collaborative interschool league founded by Canadian International School (CIS), Dunecrest American School, GEMS American Academy Abu Dhabi, and the American International School in Abu Dhabi (AISA). The league was established to provide high-quality competitive opportunities while promoting sportsmanship, leadership, and positive relationships among international schools in the region. ISAC offers student-athletes the opportunity to compete in organized league play across a variety of sports, including football, volleyball, basketball, and badminton. Participating sports and league offerings may vary from year to year based on school participation and scheduling.

F. Administrative Organization

1. Head of School

The Head of School provides strategic leadership for Canadian International School and ensures that all academic, athletic, and extracurricular programs align with the school's mission, vision, and values.

2. Head of Divisions

The Head of Division oversees the day-to-day operation of their respective school division and supports the successful implementation of athletics and extracurricular activities in accordance with school policies and expectations.

3. Head of Inclusion / Student Support Services

The Head of Inclusion / Student Support Services supports equitable access and participation for students with Additional Learning Needs (ALN) and provides consultation regarding reasonable accommodations, individualized support needs, accessibility, and student wellbeing where these may affect participation in athletics or extracurricular activities.

4.. Athletic Director / ECA Coordinator

The Athletic Director / ECA Coordinator is responsible for the planning, organization, administration, and overall operation of the school's athletics and extracurricular activities program. This includes coordinating programs, supporting coaches and teacher supervisors, managing registrations, overseeing competitions and events, and ensuring activities are delivered safely and effectively.

The Athletic Director / ECA Coordinator serves as the **primary point of contact** for all matters relating to athletics and extracurricular activities. Students and parents/guardians are encouraged to contact the Athletic Director / ECA Coordinator with questions, concerns, or inquiries that cannot be resolved directly with the coach or teacher supervisor through the established communication process outlined in this handbook.

5. Teacher Coaches, Teacher Supervisors, and Parent Volunteers

Teacher coaches and teacher supervisors are responsible for leading or supervising their assigned teams, clubs, or activities. They are expected to communicate clearly with students and families, maintain appropriate supervision, follow CIS policies and procedures, and support a positive, inclusive, and safe environment for all participants while serving as positive role models for students.

All coaches, teacher supervisors, external providers, and volunteers working with students through CIS Athletics and ECAs are required to comply with applicable CIS safeguarding, child protection, health and safety, and professional conduct requirements.

Coaches and external providers engaged in the delivery of school sports or extracurricular activities must meet applicable ADEK qualification, eligibility, safeguarding, and approval requirements. Where coaches are provided by an external organization or service provider, CIS will verify that the required qualifications and documentation are in place before they work with students.

Parent volunteers may support CIS Athletics and ECAs where appropriate. Parent volunteers who interact with students must complete applicable school approval and vetting requirements and comply with CIS and ADEK Student Protection and professional conduct expectations.

II. Participation Policies & Expectations

A. ADEK Compliance

All Canadian International School Athletics and Extracurricular Activities are delivered in accordance with applicable Abu Dhabi Department of Education and Knowledge (ADEK) requirements, CIS policies and procedures, and the regulations of relevant governing bodies.

Activity Approval

All CIS Athletics and Extracurricular Activities, competitions, events, and school-sponsored programs are subject to appropriate internal school approval prior to implementation. The Head of School, or an authorized delegate, retains overall responsibility for ensuring that activities are appropriately approved and conducted in accordance with CIS and applicable ADEK requirements.

Where an activity, event, trip, competition, or other program requires prior approval or notification from ADEK or another relevant authority, CIS will ensure that the applicable requirements have been completed before the activity proceeds.

Participation in Athletics and ECAs is therefore subject to school and regulatory requirements relating to, but not limited to:

- Student safeguarding and child protection
- Health, safety, and student well-being
- Student behavior and conduct
- Inclusion and accessibility
- Appropriate supervision and staffing
- Transportation and school-sponsored travel
- Risk assessment and activity safety
- Parent/guardian consent and required documentation
- Emergency procedures and response planning
- Use of external providers, coaches, facilities, and activity partners

Any additional requirements established by ADEK or CIS for the safe and appropriate delivery of student activities.

All students, parents/guardians, coaches, teacher supervisors, volunteers, and external providers participating in CIS Athletics and ECAs are expected to comply with applicable school policies and procedures.

Where an Athletics or ECA policy, procedure, or practice is affected by changes to ADEK requirements or other applicable regulations, CIS reserves the right to modify program

requirements, participation conditions, activities, schedules, or procedures as necessary to maintain compliance.

In all cases, applicable ADEK requirements and CIS school policies take precedence over the provisions of this handbook.

Health, Safety & Emergency Planning

CIS is committed to providing a safe environment for all students participating in Athletics and Extracurricular Activities. Appropriate risk assessment and emergency planning will be completed for all activities in accordance with CIS procedures and applicable ADEK requirements.

Risk assessments and emergency plans will take into consideration the nature and location of the activity, the age and needs of participating students, supervision requirements, environmental conditions, equipment and facilities, transportation where applicable, and any identified medical, health, accessibility, or Additional Learning Needs.

Appropriate first-aid provision will be available during CIS Athletics and Extracurricular Activities and associated school-sponsored travel, including access to a suitably stocked first-aid kit and an individual qualified to administer first aid. Any additional emergency or safety equipment identified through the risk-assessment process will also be provided as required.

Health and safety incidents occurring during an activity or associated travel must be reported immediately to the supervising staff member. CIS will ensure that incidents are documented, escalated, investigated, and reported in accordance with school procedures and applicable ADEK requirements.

Athletics-Specific Safety

CIS will take appropriate measures to support the health and safety of students participating in school athletics and sports activities. Before outdoor activities, practices, or competitions, supervising staff will consider relevant environmental conditions, including heat, humidity, wind, and air quality, and will modify, postpone, relocate, or cancel activities where necessary to protect student safety.

Students will be provided with appropriate opportunities to hydrate before, during, and after physical activity and are expected to bring suitable water containers to practices and competitions. Appropriate access to shade, rest breaks, and sun-protection measures will be provided or encouraged according to the nature and location of the activity.

Coaches and relevant supervising staff will have access to appropriate student medical information necessary to support safe participation and respond appropriately in the event of an

incident. Where a student has a medical condition, injury, or other identified need, reasonable adjustments to participation, equipment, intensity, or activity may be made in consultation with the student, parent/guardian, school health personnel, and other relevant staff.

ECA Records and Attendance

CIS will maintain appropriate records for Athletics and Extracurricular Activities in accordance with applicable ADEK and school record-keeping requirements. These records may include student attendance and participation records, supervising staff and volunteer details, parent/guardian consent, relevant medical information, external-provider information, risk assessments, emergency plans, travel documentation, and incident records where applicable.

Attendance will be recorded for extracurricular activities, practices, competitions, events, and other school-sponsored programs as required.

Photography, Video & Media

Photography, video recording, or other media captured as part of CIS-organized Athletics, Extracurricular Activities, competitions, performances, or events will be managed in accordance with CIS procedures and applicable ADEK requirements.

CIS will follow the parent/guardian media consent preferences held on file when capturing, using, or publishing identifiable student images or recordings.

B. Registration & Eligibility

Registration

Students wishing to participate in any CIS athletic team or extracurricular activity must complete the registration process prior to participating in practices, competitions, or events. Participation is voluntary and requires parent/guardian permission.

Parent/Guardian Consent

Prior to participation in a CIS athletic or extracurricular activity, parents/guardians will be provided with relevant information about the activity, including its purpose, schedule, location, transportation arrangements, applicable fees, and the contact details of the responsible ECA Coordinator or supervising staff member. Where travel is involved, relevant travel arrangements and details will also be communicated.

Parents/guardians are required to provide signed consent, current emergency contact information, and any relevant medical or health information that may affect the student's safe participation or require individual medical support or supervision. Required consent and medical information must be submitted before the student participates in the activity.

To be eligible to participate, students must:

- Complete the official CIS Athletics & Extracurricular Activities Registration Form.
- Submit all required permission forms and acknowledgements.
- Receive parent/guardian consent to participate.
- Pay any applicable participation fees by the published deadline, following confirmation that all required school and ADEK approvals for the activity have been obtained.
- Meet all eligibility requirements established by CIS and the governing league or organization.

Students will not be permitted to participate in practices, competitions, or activities until all required documentation has been received and approved by the Athletics & ECA Department.

Additional Learning Needs (ALN) and Inclusive Participation

CIS is committed to providing students with Additional Learning Needs (ALN) equitable opportunities to participate in athletics and extracurricular activities, in alignment with the ADEK Inclusion Policy and CIS Inclusion Policy. A student's additional learning or identified need will not, in itself, prevent participation in an athletic team, club, activity, tryout, competition, or other school-sponsored opportunity.

Where appropriate, reasonable accommodations and adjustments will be considered to support safe, meaningful, and equitable participation. These may include adjustments to communication, instructions, equipment, environment, scheduling, supervision, assessment or tryout procedures, or other aspects of participation.

Where a student has an IEP, DLP, documented accommodation plan, health/safety plan, or other identified support needs relevant to participation, the Athletic Director / ECA Coordinator will consult with the Head of Inclusion / Student Support Services, parents/guardians, relevant staff and, where appropriate, the student to determine appropriate supports.

Decisions regarding participation will be individualized and based on the student's strengths, needs, safety, and the essential requirements of the activity.

Athletic Eligibility

Eligibility for interscholastic athletics is governed by the rules and regulations of the applicable governing bodies, including ADISSA, ISAC, and any other leagues or competitions in which CIS participates. Students must meet all age, grade, and participation requirements established by these organizations.

Placement of student-athletes on teams competing outside of their standard age group or grade level (playing "up") is not automatic. Such placements are considered on an individual basis and are subject to the approval of the Athletic Director and the regulations of the governing league. Approval will be based on factors including athlete development, safety, competitive readiness, and league eligibility requirements.

Satisfactory Academic Standing

Continued participation in athletics and extracurricular activities is contingent upon students maintaining satisfactory academic standing and demonstrating behavior consistent with the expectations outlined in this handbook and the Canadian International School Behavior Policy. The Athletic Director reserves the right to determine a student's eligibility to participate in accordance with school policy and governing body regulations.

For the purposes of participation in the CIS Athletics and Extracurricular Activities Program, **satisfactory academic standing** means that a student is:

- Attending school regularly.
- Engaging appropriately in learning.
- Completing required coursework and assessments.
- Demonstrating behavior consistent with the expectations of Canadian International School.

Where concerns arise regarding a student's academic progress, attendance, engagement, or behavior, continued participation may be reviewed in consultation with the student, parent(s)/guardian(s), teacher(s), coach or teacher supervisor, counsellor, Athletic Director / ECA Coordinator, and school administration. **The school reserves the right to place participation conditions on a student or suspend participation in athletics and extracurricular activities until concerns have been appropriately addressed.**

For students with identified Additional Learning Needs, satisfactory academic standing will be considered in relation to the student's individualized education plan, documented goals, accommodations, modifications, and support plan, where applicable. A student's additional learning or identified need, use of accommodations, or participation in individualized programming will not independently constitute grounds for restriction or removal from athletics or extracurricular activities.

Participation Fees

Participation fees, where applicable, will be communicated prior to each season or activity and are subject to annual review. Fees will be reasonable and will only be collected once all required CIS and ADEK approvals for the activity have been obtained. CIS will also provide extracurricular opportunities that are offered free of charge in accordance with applicable ADEK requirements.

- Competitive athletics are subject to the published participation fee.
- Non-competitive athletics and extracurricular activities may be offered at no cost or may have activity-specific fees, which will be communicated during registration.
- Uniform deposits and any applicable refund procedures will be communicated before the start of the season or activity.
- Students with outstanding participation fees, equipment, or uniform obligations may be deemed ineligible to participate until these obligations have been resolved.

C. Student Code of Conduct

Participation in the Canadian International School (CIS) Athletics and Extracurricular Activities (ECA) Program is a privilege. Students are expected to represent themselves, their teammates, their school, and the Grizzlies community with integrity, respect, and responsibility at all times.

All participants are expected to:

- Demonstrate honesty, integrity, and good sportsmanship in all activities.
- Treat teammates, opponents, coaches, teacher supervisors, officials, volunteers, and spectators with respect and courtesy.
- Follow the instructions of coaches, teacher supervisors, staff members, and event officials.
- Prioritize academic responsibilities and maintain satisfactory academic standing while participating in athletics and extracurricular activities.
- Demonstrate a commitment to maintaining a safe environment for themselves and others by following all safety expectations and reporting injuries, hazards, or concerns promptly.
- Refrain from possessing, using, distributing, or being under the influence of alcohol, tobacco, vaping products, illegal drugs, or other prohibited substances during any school-sponsored activity.
- Attend practices, meetings, competitions, and activities consistently, arriving prepared and on time.
- Display a positive attitude, strong work ethic, and commitment to personal and team success.
- Respect school property, facilities, equipment, and the property of other schools and organizations.
- Maintain behavior that reflects positively on Canadian International School both on and off campus, including during travel, competitions, and school-sponsored events.
- Use appropriate language and demonstrate respectful behavior in person and through electronic communication, including social media.
- Follow all school policies, league regulations, and event-specific expectations.
- Report any safety concerns, injuries, or incidents promptly to the supervising staff member.

Failure to comply with the expectations outlined above may result in disciplinary action, including temporary or permanent suspension from participation in athletics and extracurricular activities, in accordance with the Canadian International School Behaviour Policy and at the discretion of the school administration.

Child Protection & Safeguarding

All CIS athletics and extracurricular activities are extensions of the school environment **and are subject to CIS Child Protection and Safeguarding policies and applicable ADEK and UAE requirements.**

CIS is committed to maintaining environments in which students are protected from abuse, neglect, exploitation, bullying, harassment, and discrimination.

Coaches, teacher supervisors, volunteers, external providers, and other adults supporting CIS-sponsored activities are expected to maintain appropriate professional boundaries, provide appropriate supervision, follow CIS safeguarding procedures, and immediately report child protection or safeguarding concerns through the school's designated Child Protection reporting procedures.

Students are encouraged to report any behavior or situation that makes them or another student feel unsafe or concerned. A student who raises a safeguarding concern will be listened to and supported in accordance with CIS Child Protection procedures.

Leadership Expectations

As representatives of the Canadian International School community, students participating in athletics and extracurricular activities are expected to demonstrate leadership through their actions, attitude, communication, and commitment to others. Leadership is not limited to team captains or formal leadership positions; every participant is encouraged to positively influence teammates, peers, officials, staff, and the wider school community by demonstrating respect, responsibility, integrity, and accountability.

Students are encouraged to:

- Lead by example both on and off campus.
- Demonstrate resilience, perseverance, and a positive attitude.
- Encourage and support fellow participants.
- Accept responsibility for their actions and decisions.
- Contribute positively to the culture of their team, club, or activity.
- Represent Canadian International School with pride in all school-sponsored events.

D. Parent & Spectator Code of Conduct

Canadian International School believes that positive partnerships between families, coaches, teacher supervisors, officials, and school staff are essential to creating a safe, respectful, and enjoyable environment for all participants. Parents and spectators play an important role in supporting the development of our students through positive encouragement and exemplary behavior.

Parents and spectators are expected to:

- Demonstrate respect, and good sportsmanship at all school-sponsored events and activities.
- Encourage and support all students in a positive and respectful manner.
- Respect the decisions of coaches, teacher supervisors, officials, judges, event organizers, and volunteers.
- Refrain from coaching, directing, or instructing students from the sidelines during practices, competitions, performances, or activities.
- Use appropriate language and avoid negative, abusive, or discriminatory comments, gestures, or behavior toward students, staff, officials, volunteers, or other spectators.
- Support the values and expectations of the Canadian International School Athletics & Extracurricular Activities Program.
- Follow the directions of CIS staff and event personnel at all times.
- Address concerns through the communication procedures outlined in this handbook rather than during or immediately following an event or activity.

Parents and spectators are expected to model the values of respect, integrity, leadership, and sportsmanship that we seek to develop in our students. Failure to comply with this Code of Conduct may result in removal from a school-sponsored event or activity, restrictions on future attendance, or other actions deemed appropriate by the school administration.

E. Sportsmanship & Hazing

Sportsmanship

Canadian International School believes that athletics and extracurricular activities provide valuable opportunities to develop character, leadership, respect, and integrity. **Winning is an important part of competition; however, it must never come at the expense of sportsmanship.** All participants, including students, coaches, teacher supervisors, parent volunteers, and spectators, are expected to demonstrate respect for teammates, opponents, officials, staff, and members of the school community at all times.

Participants are expected to:

- Demonstrate respect, fairness, and integrity in both victory and defeat.
- Compete within the spirit and rules of the game or activity.
- Treat officials, opponents, teammates, coaches, teacher supervisors, volunteers, and spectators with courtesy and respect.
- Encourage positive behavior and contribute to a safe, inclusive, and welcoming environment.
- Accept the decisions of officials and event organizers respectfully.
- Represent Canadian International School with pride both on and off the field of play. Unsportsmanlike conduct may result in disciplinary action in accordance with the Canadian International School Behavior Policy, governing body regulations, and at the discretion of the school administration.

Hazing

Canadian International School maintains a zero-tolerance policy toward hazing in all athletics and extracurricular activities. Hazing is defined as any activity or behavior expected of an individual as a condition of joining or maintaining membership in a team, club, or organization that humiliates, intimidates, degrades, endangers, or risks physical, emotional, or psychological harm, regardless of the individual's willingness to participate.

Examples of hazing may include, but are not limited to:

- Physical abuse or unsafe activities.
- Forced consumption of food, beverages, or other substances.
- Harassment, humiliation, or public embarrassment.
- Coercion, intimidation, or acts that threaten a student's physical or emotional wellbeing.

Any student who participates in, encourages, or facilitates hazing may be subject to disciplinary action in accordance with the Canadian International School Behaviour Policy. Students who witness, become aware of, or experience suspected hazing are strongly encouraged to report the concern promptly to a coach, teacher supervisor, administrator, counsellor, or other trusted

member of staff. Any concerns regarding deliberate concealment of a serious incident will be considered individually, taking into account the circumstances and any safeguarding considerations.

Bullying, cyberbullying, harassment, discrimination, retaliation, coercion, exploitation, and other behavior that compromises a student's safety or wellbeing are prohibited within all CIS athletics and extracurricular activities, including activities occurring online, during transportation, at external venues, or in team/activity-related electronic communications.

Where behavior raises a potential Child Protection concern, the matter will be referred through CIS Child Protection procedures in addition to any applicable Behavior Policy response.

F. Attendance & Participation Expectations

Participation in athletics and extracurricular activities requires commitment, responsibility, and respect for fellow participants, coaches, teacher supervisors, and volunteers. Students are expected to attend all scheduled practices, meetings, competitions, performances, and activities unless excused in advance.

Students are expected to:

- Attend all scheduled activities consistently and communicate any absence to the coach or teacher supervisor as early as possible.
- Arrive on time and be prepared to participate.
- Demonstrate commitment to their team or activity by participating fully and supporting fellow members.
- Be picked up promptly at the conclusion of practices, competitions, and activities. Parents and guardians are responsible for ensuring timely student pick-up.

Each coach or teacher supervisor will communicate activity-specific expectations at the beginning of the season or program. These may include attendance requirements, communication procedures, behavioral expectations, roster deadlines, competition schedules, and any additional expectations relevant to the activity.

Regular absences, repeated lateness, failure to communicate, or failure to meet the expectations of a team or activity may result in reduced participation or removal from the athletics team or extracurricular activity. Students must attend school on the day of a practice, competition, performance, or ECA to participate, unless prior approval has been granted by school administration. Such decisions will be made at the discretion of the coach or teacher supervisor in consultation with the Athletic Director / ECA Coordinator.

Where attendance, punctuality, stamina, participation, or engagement is affected by a documented additional learning or identified need, medical need, therapy requirement, or individualized education plan, reasonable accommodations and individual circumstances will be considered before participation is reduced or removed. Consultation with the Head of Inclusion / Student Support Services may occur where appropriate.

G. Team Selection

Participation in the CIS Athletics Program is encouraged for all students whenever possible. Coaches are committed to providing opportunities for students while maintaining the safety, integrity, and competitive standards of each team.

Where participation numbers exceed roster capacity, a selection process may be required. Team selection is the responsibility of the coach in consultation with the Athletic Director and will be based on the needs of the team and the athlete's overall readiness.

Prior to try-outs, coaches will communicate the following to all prospective student-athletes:

- The duration and format of the tryout process.
- The criteria used for team selection.
- The anticipated roster size.
- Attendance and commitment expectations.
- Any equipment or preparation required for tryouts.

Whenever possible, student-athletes will be provided with multiple opportunities to demonstrate their abilities during the evaluation period. If circumstances prevent a student from attending a scheduled tryout, the student or parent/guardian must notify the coach in advance. Alternative evaluations may be considered at the discretion of the coach and Athletic Director.

Where a student has an identified Additional Learning Need that may affect how they access or demonstrate skills during a tryout or selection process, reasonable adjustments will be considered in consultation with the student, parent/guardian, Head of Inclusion / Student Support Services, Athletic Director and coach, as appropriate. Adjustments are intended to provide equitable access to the selection process and do not require alteration of the essential safety or competitive requirements of the activity.

Students who are not selected for a team will be informed privately and respectfully. Coaches will provide constructive feedback and, where appropriate, encourage participation in other athletic or extracurricular opportunities available at CIS. Selection decisions made by the coaching staff, in consultation with the Athletic Director, are considered final. Selection for one season or team does not guarantee selection for future teams or seasons. Student athletes are evaluated each year based on the needs of the team and the established selection criteria.

H. Playing Time Philosophy

The CIS Athletics Program recognizes that expectations surrounding participation evolve as student-athletes progress through each stage of development.

Elementary Athletics (Grades 2–5)

Elementary athletics *emphasizes physical literacy, participation, confidence, and enjoyment*. Every effort will be made to provide all student-athletes with equal playing opportunities while promoting skill development and positive experiences.

Middle School Athletics (Grades 6–8)

Middle School athletics continues to *prioritize student development while introducing increased competition*. Student athletes will receive fair playing opportunities; however, playing time may vary based on attendance, effort, skill development, safety considerations, and the needs of the team.

Junior Varsity Athletics (Grades 9–10)

Junior Varsity athletics serves as a bridge between developmental and competitive sport. *Playing time is earned and may be influenced by factors including attendance, commitment, attitude, work ethic, coachability, skill development, tactical understanding, and performance in practices and competitions*.

Varsity Athletics (Grades 11–12)

Varsity athletics represent the highest level of school competition. *Playing time is determined at the discretion of the coaching staff and is not guaranteed. Coaches will make decisions that they believe are in the best interest of the team while maintaining the values of integrity, sportsmanship, and competitive excellence*.

At all levels, coaches are encouraged to communicate openly with student-athletes regarding their role on the team and the expectations for continued growth and development.

Where an additional learning or identified need is relevant to participation or safety, decisions will be based on the student's individual circumstances, documented accommodations, actual participation requirements, and safety considerations rather than diagnosis or identified difficulty alone. Appropriate consultation with the Head of Inclusion / Student Support Services will occur where needed.

I. Dual Sport Participation

Canadian International School recognizes that some student-athletes may wish to participate in more than one athletic team during the same season. While students are generally encouraged to commit to one sport per season, requests for dual sport participation may be considered on a case-by-case basis.

Approval for dual sport participation must be obtained from the Athletic Director, both coaches, and the student's parent/guardian prior to the start of the season. Students participating in both athletics and extracurricular activities are expected to communicate scheduling conflicts in advance and work collaboratively with coaches and teacher supervisors to meet the commitments of both programs.

The following expectations apply:

- The student-athlete must designate a primary sport. Attendance at all practices and competitions for the primary sport will take priority unless alternative arrangements have been approved by both coaches and the Athletic Director.
- The student must remain in good academic standing and continue to meet the expectations of both teams.
- In the event of scheduling conflicts, participation in the secondary sport may only occur with the approval of both coaches and the Athletic Director.
- The student-athlete must demonstrate the ability to safely and successfully meet the physical, academic, and attendance expectations of both teams. If dual participation negatively impacts the student's well-being, academic performance, attendance, or commitment to either team, the Athletic Director may require the student to withdraw from one of the sports.
- Students may request to transfer from one sport to another during the same season prior to the team's first official competition, subject to the approval of both coaches, the student's parent/guardian, and the Athletic Director.
- Dual sport participation will not be approved if it limits participation opportunities for other student-athletes or negatively impacts team roster selection.

All decisions regarding dual sport participation are made in the best interests of the student athlete, the teams involved, and the overall athletics program. The decisions of the Athletic Director are final.

J. Parent, Coach & Teacher Supervisor Communication

Positive and respectful communication between parents, coaches, teacher supervisors, and school staff is essential to the success of the Canadian International School Athletics and Extracurricular Activities (ECA) Program. Our shared goal is to provide students with a safe, positive, and enriching experience that supports their personal growth, learning, and wellbeing.

Parents, coaches, and teacher supervisors are encouraged to work together in a respectful and solution-focused manner, always keeping the best interests of the student at the centre of all discussions.

Communication You Can Expect

Coaches and Teacher Supervisors Will Communicate:

- The philosophy, goals, and expectations of the team or activity.
- Practice, meeting, competition, performance, and event schedules.
- Attendance and participation expectations.
- Required equipment, uniforms, fees, and other program requirements.
- Student behavior expectations and concerns regarding participation.
- Procedures relating to injuries, emergencies, cancellations, or schedule of changes.

Parents and Guardians Are Expected To:

- Communicate schedule conflicts or anticipated absences as early as possible.
- Share information that may affect their child's participation, health, or well-being.
- Address questions or concerns respectfully and directly with the coach or teacher supervisor.
- Support the values and expectations of the CIS Athletics and ECA Program.

Communication Process

Whenever possible, students are encouraged to communicate directly with their coach or teacher supervisor regarding questions or concerns. Learning to communicate respectfully and advocate for themselves is an important part of personal growth and leadership development.

If additional support is required, parents and guardians are encouraged to follow the communication process outlined below:

Step 1

The student should first discuss the concern directly with the coach or teacher supervisor whenever appropriate.

Step 2

If the concern remains unresolved, the parent or guardian should contact the coach or teacher supervisor to arrange a meeting. To promote respectful and productive conversations, parents are asked to wait 24 hours following a competition, performance, practice, or activity before requesting a meeting regarding concerns arising from that event.

Step 3

If the matter cannot be resolved, the parent or guardian may contact the Athletic Director / ECA Coordinator to arrange a meeting involving all appropriate parties.

Step 4

If further resolution is required, the matter may be referred to the appropriate school administrator. Parents and guardians are respectfully asked not to approach coaches, teacher supervisors, officials, or volunteers during or immediately before or after practices, competitions, performances, or activities, as these are often emotionally charged times and are not conducive to productive discussions.

Safeguarding Exception: Child Protection, safeguarding, or immediate safety concerns should not follow the standard Step 1–4 communication process. Such concerns must be reported promptly through CIS Child Protection procedures or directly to the school’s designated Child Protection personnel.

Appropriate Topics for Discussion

Parents and guardians are encouraged to discuss:

- Their child's physical, emotional, or social well-being.
- Strategies to support their child's growth and development.
- Attendance concerns or scheduling conflicts.
- Questions regarding team or activity expectations.
- Student behavior or safety concerns.

The following topics are generally not appropriate for discussion with coaches or teacher supervisors:

- Playing time or performance opportunities.
- Team strategy or tactical decisions.
- Selection of line-ups, positions, or roles.
- Other students or participants.

Decisions relating to team selection, playing time, strategy, and participant roles are made by coaches and teacher supervisors in consultation with the Athletic Director where appropriate and are considered part of their professional responsibility.

K. Equipment, Materials & Transportation

Equipment & Materials

Students participating in athletics and extracurricular activities (ECAs) may be provided with school-owned equipment, uniforms, instruments, technology, materials, or other resources necessary for participation. All issued items remain the property of Canadian International School (CIS) and are provided solely for use during approved school activities, practices, competitions, performances, meetings, and events.

Students are expected to:

- Use all school-issued equipment and materials responsibly and for their intended purpose only.
- Maintain all issued items in good condition throughout the duration of the activity.
- Report any lost, stolen, or damaged items to the supervising coach, teacher supervisor, or staff member as soon as possible.
- Return all issued equipment, uniforms, materials, or resources in clean and satisfactory condition by the deadline established by the Athletics & ECA Department or supervising staff member.

Participation fees, uniform deposits, material fees, and applicable refund procedures will be communicated to families prior to the start of each season or activity and are subject to change.

Students and parents/guardians may be held financially responsible for equipment, uniforms, instruments, technology, materials, or other school property that is lost, stolen, intentionally damaged, or returned with damage beyond normal wear and tear.

Students with outstanding equipment, materials, or financial obligations may be deemed ineligible to participate in future athletics or extracurricular activities until the matter has been resolved.

Transportation

Canadian International School may provide transportation for approved athletic competitions, extracurricular activities, performances, service-learning opportunities, field experiences, and other school-sponsored events when transportation has been arranged by the school.

Parents and guardians should note the following:

- Transportation arrangements will be communicated prior to each event or activity.
- Return transportation following activities or events may not always be provided. Unless otherwise communicated, parents/guardians are responsible for arranging timely pickup from the designated venue.
- Parents/guardians are expected to collect students promptly at the communicated end time of all activities. Repeated late collection will result in communication with the parent/guardian and may require a meeting with the Athletic Director / ECA Coordinator or school administration to establish an appropriate and reliable collection arrangement. Where a safe and reliable collection arrangement cannot be established, the student's continued participation in the activity may be reviewed.
- Students may only leave an event with their parent/guardian, or another adult authorized in writing by the parent/guardian and approved by the supervising coach, teacher supervisor, or school administrator.
- Students are not permitted to transport other students to or from school-sponsored activities. Where permitted by the school, an appropriately licensed student may transport themselves to or from an activity only with prior written authorization from their parent/guardian and approval from the school.
- Coaches, teacher supervisors, and designated staff members are responsible for maintaining appropriate supervision of students throughout school-sponsored activities and travel, including until students are transferred to an authorized parent/guardian or other approved adult.

Supervision During School-Sponsored Trips and Travel

CIS will maintain appropriate adult supervision for school-sponsored trips, competitions, and travel in accordance with applicable ADEK requirements and the risk assessment for the activity. Where ADEK field-trip supervision requirements apply, the following minimum adult-to-student ratios will be maintained:

- **Grade 7 and above:** 1 adult to 15 students
- **Grades 2–6:** 1 adult to 10 students
- **Pre-KG–Grade 1:** 1 adult to 6 students
- **Students with Additional Learning Needs:** 1 adult to 3 students, or a higher level of supervision where required based on the individual student's needs
- **Overseas trips:** 1 adult to 8 students

A minimum of two supervising adults will accompany school-sponsored field trips, regardless of the number of participating students. Where female students are participating, at least one supervising adult will be female. Additional supervision may be provided where required by the activity risk assessment, student needs, safeguarding considerations, or other applicable CIS or ADEK requirements.

Students who miss scheduled school transportation may not be permitted to participate in the activity or event unless prior approval has been granted by the supervising staff member or school administration.

Failure to comply with transportation procedures may result in a student's inability to participate in the scheduled activity or event and may lead to disciplinary action in accordance with the Canadian International School Behaviour Policy and at the discretion of the school administration.

L. External & International Competitions

Canadian International School (CIS) may offer students opportunities to participate in external tournaments, invitational events, regional competitions, or international competitions. Participation in these events is considered an extension of the CIS Athletics and Extracurricular Activities Program and is subject to school approval.

Prior to travel or participation in external events, CIS will consider safeguarding, supervision, accessibility, Additional Learning Needs, medical requirements, accommodations, emergency procedures, and other individual support needs relevant to safe participation. Where additional support is required, appropriate arrangements will be determined in consultation with the family and relevant CIS personnel before participation is confirmed.

Participation in external or international events is not guaranteed and is dependent upon a variety of factors, including but not limited to student eligibility, staffing, supervision, scheduling, safety, budget, and approval by the school administration.

International Travel Requirements

Overseas school trips and international competitions involving student travel are ordinarily limited to students enrolled in Grade 5 or above, in accordance with applicable ADEK requirements. An exception may be considered for a gifted and/or talented student who has been invited to participate in an overseas competition or event, subject to CIS and ADEK approval requirements.

International travel will only be undertaken to destinations that meet applicable UAE Ministry of Foreign Affairs travel and security requirements. CIS reserves the right to modify, postpone, relocate, or cancel international travel where travel advisories, security conditions, regulatory requirements, or other safety considerations indicate that travel should not proceed.

Students selected to represent CIS are expected to uphold the highest standards of conduct and serve as positive ambassadors for the school throughout the duration of the event. All school policies, behaviour Policy, and applicable governing body regulations remain in effect during travel and participation.

All overseas trips and international competitions requiring travel outside the UAE are subject to prior ADEK approval within the applicable regulatory timeframe.

International competitions and travel will be scheduled, where reasonably possible, to minimize disruption to student learning.

Unless otherwise communicated in writing by the school:

- Parents/guardians are responsible for applicable costs associated with participation in external or international events, which may include travel, accommodation, meals, visas, travel insurance, tournament registration fees, and other related expenses. For overseas travel, CIS will acquire or facilitate the acquisition of appropriate travel insurance for all participants in accordance with applicable ADEK requirements.
- For international travel, CIS will ensure that applicable travel and regulatory requirements are completed before departure. UAE-national students participating in overseas travel will be required to register with the UAE Ministry of Foreign Affairs Twajudi service in accordance with applicable requirements.
- Students may only participate after all required documentation, including medical information, consent forms, travel documents, evidence of required insurance, and applicable payments, has been submitted by the published deadlines.
- Participation is voluntary and may be withdrawn by the school if a student fails to meet academic, behavioral, attendance, financial, or eligibility expectations prior to departure or during the event.
- Any financial assistance or subsidy provided by CIS for a particular event is offered at the sole discretion of the school and does not establish an obligation or precedent for future events.
- CIS reserves the right to modify or cancel participation in any event due to safety concerns, insufficient participation, travel restrictions, staffing, budgetary considerations, or other circumstances beyond the school's control.

Failure to comply with the expectations outlined above may result in removal from the event or future participation opportunities, in accordance with the Canadian International School Behaviour Policy and at the discretion of the school administration.

M. Recognition & Awards

Canadian International School believes in recognizing students who demonstrate excellence, leadership, commitment, sportsmanship, and personal growth through participation in athletics and extracurricular activities. Student achievements may be recognized throughout the school year and during the annual Athletics & Activities Awards Celebration.

Award recipients are selected based on the established criteria for each award and the demonstrated achievements, contributions, and conduct of eligible students. All awards are intended to be determined fairly, consistently, and objectively.

Award decisions are **not influenced by a student's nationality, friendship groups or personal relationships, parent or family requests, seniority, popularity, or other factors unrelated to the established award criteria.**

Where appropriate, award selections may be reviewed collaboratively by coaches, teacher supervisors, the Athletic Director / ECA Coordinator, and school administration to support consistency and fairness across the CIS Athletics & ECA Program.

Awards presented each year may include, but are not limited to:

Team Individual Awards

- **Most Valuable Player (MVP)**
Awarded to the student-athlete who demonstrates outstanding performance, leadership, commitment, and overall contribution to the success of their team throughout the season. The recipient consistently demonstrates the values of the CIS Grizzlies both in competition and as a member of the team.
- **Most Improved Player (MIP)**
Awarded to the student-athlete who demonstrates significant growth and development throughout the season. The recipient shows a strong commitment to improvement through effort, coachability, perseverance, and continued development of their skills and understanding of the sport.

Major Individual Awards

- **Grizzlies Spirit Award**

Awarded to a student-athlete who consistently demonstrates Grizzlies pride, commitment to the team, and a positive attitude. The recipient supports their teammates, contributes positively to team culture, and represents CIS with energy, character, and pride.

- **Sportsmanship Awards**

Awarded to a student-athlete who consistently demonstrates outstanding sportsmanship, respect, and fair play. The recipient leads by example through their interactions with teammates, opponents, coaches, and officials, and represents the values of CIS in both victory and defeat.

- **Athlete of the Year Awards**

Awarded to a student-athlete who demonstrates exceptional athletic performance, commitment, and achievement throughout the school year. The recipient consistently performs at a high level while demonstrating sportsmanship, character, and a positive contribution to the CIS Grizzlies Program. Performance across multiple sports may be considered but is not required.

- **Scholastic Athlete of the Year**

Awarded to the CIS student-athlete who achieves the highest overall academic average while actively participating in the CIS Athletics Program. This award recognizes exceptional academic achievement alongside a commitment to representing CIS Athletics.

Additional awards or recognitions may be presented at the discretion of the Athletics & ECA Department to recognize exceptional leadership, service, achievement, or contribution to the school community. Award recipients are expected to consistently demonstrate the values of the Canadian International School Athletics & ECA Program both during and outside of their participation. The Athletics & ECA Department reserves the right not to present an award if no candidate is deemed to have met the expected standard.

Participation in CIS Athletics and Extracurricular Activities is a privilege and carries a responsibility to uphold the expectations of the program. By participating in any CIS athletic team or extracurricular activity, students and their parents/guardians acknowledge and agree to abide by the policies, procedures, and expectations outlined in this handbook, as well as applicable CIS school policies and governing-body requirements.

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