



VERITAS ACADEMY
CLASSICAL ▼ CHRISTIAN ▼ COVENANTAL

ATHLETICS HANDBOOK

Table of Contents

Athletics Program	2
Athletic Director	2
Coach's Expectations	3
Spiritual Leadership	3
Professional Expectation	4
Qualifications	4
Duties	4
NFHS Code of Ethics	5
Parent's Expectations	5
Athlete's Expectations	5
Athletic Philosophy Policy	6
Scheduling Policy	6
Communication Policy	6
Practice and Game Attendance Policy	7
Playing Time Policy	7
Loss of Participation Policy	8
Consequence of Acad. Probation	8
Academic Probation Policy	8
Uniform Policy	9
Transportation Policy	9
Physical Privacy and Sexuality	9
Student and Staff Relations	10
Varsity Letter Policy	11
Code of Conduct	11
Church Attendance	13
Foundational Statements	13
Mission	13
Foundational Commitments	13
Goals	14
Statement of Faith	15

At Veritas Academy, we believe that God uses athletics as a tool to disciple and equip students in many ways. To that end, we offer athletics as a way to help students develop their God-given physical abilities while teaching commitment, self-discipline, sacrifice, respect, responsibility, and cooperation.

For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them. Ephesians 2:10

Do you not know that in a race all the runners run, but only one receives the prize? So run that you may obtain it. Every athlete exercises self-control in all things. They do it to receive a perishable wreath, but we an imperishable. So I do not run aimlessly; I do not box as one beating the air. But I discipline my body and keep it under control, lest after preaching to others I myself should be disqualified. 1 Corinthians 9:24-27

ATHLETICS PROGRAM (PSH)

- A. Veritas Academy offers a variety of sports opportunities throughout the school year for students 5th -12th grade. These athletic endeavors provide the students with a way to develop their God-given physical abilities, character, and discipline as well as to enjoy camaraderie with fellow students as they seek after a common goal.
- B. Parents and students are asked to thoroughly review the practice and game commitments involved with each sport prior to signing up to play that sport.
- C. Registration for teams occurs in the summer prior to the start of the school year.
- D. There is a participation fee for each student for each season that must be paid prior to the first practice.
- E. Transportation for athletes to practices and games is the responsibility of parents.
- F. Medical physical examinations by a licensed physician are required for any athlete to participate in school sports.
- G. Students must submit an Extra-Curricular Permission slip signed by their parent(s) before they can participate in any extra-curricular activities.
- H. Academic credit in “Physical Education” will be given to 9th-12th grade students who participate in Veritas athletics. Students will receive 0.5 credits per sport or club per season for participation in a sport or club that practices and/or plays at least 2x/week for at least eight weeks. Physical education credits are not required for graduation, nor do they not count toward graduation requirements. Academic credit will be considered on a case by case basis for participation in non-Veritas athletics whenever Veritas does not provide a comparable option (e.g. ballet or area home-school leagues). Physical education credits shall be issued on a Pass/Fail basis and shall not be factored into grade point averages.

ATHLETIC DIRECTOR

The purpose of the Athletic Director is to promote the development of athletic endeavors among the Veritas students. The Athletic Director will:

- A. attend quarterly SPAL (Savannah Parochial Athletic League) meetings to remain informed of SPAL rules and regulations.
- B. attend GAPPS annual meeting and keep coaches informed.
- C. secure gym space as well as other areas needed for athletic practices.
- D. acquire and store necessary uniforms and equipment for all sports.
- E. secure Christian coaches for Veritas athletic teams and communicate expectations prior to and during the athletic season.
- F. acquire all certificates and paperwork needed for coaches.
- G. set-up CPR course at the school every two years for coaches.
- H. communicate with Veritas parents to make them aware of athletic opportunities and expectations.
- I. complete contracts for coaches.
- J. coordinate practice times with coaches.
- K. schedule and confirm athletic games and officials that coordinate with the Veritas school schedule as much as possible.
- L. management of game day hosting obligations, scheduling volunteers, and maintaining an orderly site for home events.
- M. plan and help execute any summer sports camps
- N. acquire all forms necessary for athletic participation.
- O. submit a monthly report to Headmaster and Board.
- P. setting and managing the athletic budget both short term and long term.
- Q. communicate with the bookkeeper to pay vendors.
- R. communicate with the office regarding rental agreements with gyms.
- S. plan and execute the awards banquet.

COACH'S EXPECTATIONS

- A. Spiritual Leadership
 - a. Devotes himself/herself to daily, personal reading and study of God's word and prayer.
 - b. Strives to consistently exhibit love, joy, peace, and spiritual maturity in his/her daily work and relationships with others in the school.
 - c. Follows the Biblical pattern of resolving conflict as instructed in Matthew 5:23-24, Matthew 18:15-17 and Galatians 6:1 and other Scripture passages and will always give a good report. All differences will be resolved by utilizing Biblical principles. He/She will observe appropriate confidentiality in regard to pupil, parent, board and school matters (cf. Titus 3:2, Galatians 5:15).

- d. Accepts without verbal or mental reservations the Veritas Academy or Veritas Academy Rhetoric School Statement of Faith (whichever applies) and Educational Philosophy and is committed to upholding both.
- e. Will with the best of his/her abilities perform all duties in accordance with the school's doctrinal and confessional standards.
- f. Serves Christ under the authority of a Christian church whose beliefs and teachings are in fundamental agreement with the Veritas Statements of Faith

B. Professional Expectation

- a. Reports directly to the Athletic Director. He may receive additional operational support and guidance from the headmaster.
- b. Demonstrates a biblical approach to his/her work by his/her punctuality, cheerful and compliant attitude, attention to duties, appearance, etc., and follows the guidelines as set forth in the Staff Handbook.
- c. Uses proper English in written and oral communication. He will speak with clear articulation.
- d. Develops and maintains appropriate and healthy relationships with students, parents, and other staff members to cultivate a true education.
- e. Must fulfill all obligations under state law regarding child abuse reporting requirements.

C. Qualifications

- a. Complete CPR certification every 2 years
- b. Complete Cardiac arrest and concussion training every 2 years
- c. Complete a background check
- d. Complete requirements for SPAL and/or GAPPS coaches

D. Duties

The duties of a coach are to conduct himself/herself in accordance with the general expectations and conditions for employment as stated below, the NFHS Code of Ethics (specifically for coaches), and to fulfill the following:

- a. To provide leadership that is God honoring to your team
- b. To properly plan practice
- c. To supervise activities /drills during practice
- d. To teach, guide and evaluate proper technique in given sport
- e. To evaluate athletes for injury/incapacity
- f. To condition properly

- g. To communicate expectations and other necessary information with students and parents weekly
- h. To gather and maintain all equipment necessary for given sport
- i. To evaluate equipment needs and complete a purchase request for the Athletic Director
- j. To acquire volunteers to work the gate, scoreboard, and books
- k. To ensure an AED is present at all practices and games
- l. To review the Heat policy and submit wet-bulb readings, if the sport is outside
- m. To maintain phone number of emergency contacts for all players
- n. To assign uniforms to players and keep track of the player, size, and number on the Uniform Spreadsheet
- o. To inform the Athletic Director of any incident and fill out the Digital Incident Report Form
- p. To communicate with the Athletic Director throughout the season
- q. To request and use Veritas cash as change for home tournaments/games and to request reimbursement forms, if needed.

NFHS CODE OF ETHICS

The function of a coach is to educate students through participation in interscholastic competition. An interscholastic program should be designed to enhance academic achievement and should never interfere with opportunities for academic success. Each student should be treated with the utmost respect, and his or her welfare should be considered in decisions by the coach at all times. Accordingly, the following guidelines for coaches have been adopted by the NFHS Board of Directors.

- a. The coach shall be aware that he or she has a tremendous influence, for either good or ill, on the education of the student and, thus, shall never place the value of winning above the value of instilling the highest ideals of character.
- b. The coach shall uphold the honor and dignity of the profession. In all personal contact with students, officials, athletic directors, school administrators, the state high school athletic association, the media, and the public, the coach shall strive to set an example of the highest ethical and moral conduct.
- c. The coach shall take an active role in the prevention of drug, alcohol, and tobacco abuse.
- d. The coach shall avoid the use of alcohol and tobacco products when in contact with players.
- e. The coach shall promote the entire interscholastic program of the school and direct his or her program in harmony with the total school program.
- f. The coach shall master the contest rules and shall teach them to his or her team members. The coach shall not seek an advantage by circumvention of the spirit or letter of the rules.
- g. The coach shall exert his or her influence to enhance sportsmanship by spectators, both directly and by working closely with cheerleaders, pep club sponsors, booster clubs, and administrators.

- h. The coach shall respect and support contest officials. The coach shall not indulge in conduct which would incite players or spectators against the officials. Public criticism of officials or players is unethical.
- i. The coach should meet and exchange cordial greetings with the opposing coach to set the correct tone for the event before and after the contest.
- j. The coach shall not exert pressure on faculty members to give student special consideration.
- k. The coach shall not scout opponents by any means other than those adopted by the league and/or state high school athletic association.

PARENT’S EXPECTATIONS

All parents of participants in Veritas athletics should agree with the school’s philosophy, handbook, and Code of Conduct (see code at end of this handbook). Parents should be careful to respect the authority of the coaches, realizing that they have delegated to the coach authority over their child(ren) in this activity. During competitions, parents should remember they represent Veritas (and, more importantly, Jesus Christ) and the school’s reputation can be affected by poor sportsmanship from a parent. A Veritas parent is not permitted to speak with/to referees/officials, as this is the role of the coach. Finally, in speaking to their athletes in the home about the athlete’s performance, their coach’s philosophy, etc., the parent must be careful to speak respectfully (without speaking untruthfully) about the school’s program, coaches, etc.

ATHLETE’S EXPECTATIONS

All participants in Veritas athletics should agree with the school’s philosophy, handbook, and Code of Conduct (see code at end of this handbook). The following qualities are a basic description of what we can tangibly hold each other accountable for as together we seek to represent the image of God in our play: commitment, self-discipline, sacrifice, respect, responsibility, and cooperation. In addition, athletes should be ready to accept numerous other challenges in their pursuit of Christ-likeness: humility, selflessness, leadership, diligence, faithfulness, commitment to the team’s success above individual success, and joy in playing with excellence.

ATHLETIC PHILOSOPHY POLICY (SPM 17)

- A. Our academic and athletic programs are not structured to be in competition with one another. We reject as a false dichotomy the idea that either the academics must serve athletics or vice versa. Our Mission, Foundational Commitments, and Goals statements express the educational mission of our school, and we seek to use both academics and athletics as instruments to help us accomplish those goals.
- B. If any element of our program begins to threaten our ability to fulfill our educational goals or mission statement, then that element will be altered or eliminated in order to achieve our mission.
- C. Our athletic and physical education activities are considered an important component of our classical and Christian curriculum. We recognize that the training of the body has been part of the classical approach to education from the very beginning. Further, our understanding of the Christian worldview does not permit us to artificially limit a course

of training to the mind only. Our goal has always been to educate our students in all aspects of life, with the Scriptures at the center of all things as the point of integration. We have the same standard for our athletic program and physical education classes and see this point of integration as particularly important.

- D. This policy applies to all physical education classes and athletic teams and clubs.

SCHEDULING POLICY

Practice schedules will be approved by the athletic director. NO practices will be held on Sundays. No practices will be held on a Wednesday, unless approved in advance by the Athletic Director. No mandatory practices will be held on holidays or holiday weekends.

COMMUNICATION POLICY

Athletic Department/Parents

The athletic department will make every effort to communicate with parents in a timely manner. We recognize that parents want and need information – practice schedules, game schedules, directions to games, concerns regarding their student athlete, etc. Game changes or practice cancellation decisions will be made in a timely manner in order to notify students and parents. Email has become an excellent form of communication for much of the information sent out by the athletic department, and the Veritas weekly memo contains game practices and schedules for the following week. Parents are encouraged to email or call the coach with any questions that may arise. If the coach is unavailable, then parents are encouraged to reach out to the Athletic Director.

Communicating Parental Concerns

Should a parent have questions concerning their student athlete during a sport season, their first line of communication should be with their student’s coach. If resolution of the concern is not reached, the parent and coach should meet with the Athletic Director for assistance.

Athletes/Coaches

Coaches will communicate clearly with the athletes at the beginning of the sport season their expectations, standards and rules for both practices and games. Coaches will communicate game schedules, practice times, and other logistical matters to parents at least one week in advance whenever possible.

PRACTICE AND GAME ATTENDANCE POLICY

Each athlete is expected to attend every practice and game unless excused prior to that practice/game session.

Permission to be excused must come from the coach of that team; in the case of teams coached by someone outside of school, emergency permission may be granted by the Athletic Director.

Each coach will set his or her standard procedure regarding missed practice or being late to practice, which must be established and communicated to the players and approved by the athletic director. Athletes should expect missed practices will result in a reduction of game playing time. Excused

absences include required school events, missing school and athletics due to sickness, scheduled college visits, or a planned family vacation. Student athletes with two or more unexcused absences are not eligible to receive a varsity letter or pin.

Students must attend class during the day in order to be eligible for participation in athletic practices or games that evening. With the exception of college visits, students not present for the beginning of the school day must check in by noon in order to be eligible for participation in an evening athletic event.

PLAYING TIME POLICY

Playing time in actual competition is based upon a great many factors, among them being:

- a. level of skill
- b. work ethic
- c. participation in practice
- d. nature of the competition

As athletes get older, it must be clearly understood that not every player will receive the same amount of playing time. It should not be lost upon parents, spectators, and participants that actual game time marks a very small percentage of the overall participation time of the athlete in a sport. Recalling the objectives of conditioning, cooperation, character and Christ-likeness will do much to temper expectations for playing time in actual competition.

There are three levels of participation at Veritas:

Grammar (grades 5-6) – a level for the beginner, in which coaches emphasize rules of the game, basic skills and fundamentals. Every athlete can expect to see some experience, but should not expect equality of playing time.

Logic (grades 7-8) – a level that expands basic skills and fundamentals and is preparatory for full varsity competition. Coaching will focus upon raising the competency of each athlete and stretching his/her capabilities. All athletes will be expected to see some game experience but should not expect equality of playing time.

JV/Varsity (grades 9-12) – the highest level of athletic participation. Athletes are expected to fully comprehend the rules and the fundamentals of the game. At the varsity level, competition for both positions and playing time can be expected. There should be no expectation regarding an equality of playing time.

The coach makes the ultimate decision as to who is placed in each position and receives what playing time. The coach reserves the right to make adjustments throughout the season as he/she deems best for the team. No outside pressure should be placed upon the coach regarding these decisions; however, parents should feel free to discuss any concerns they may have regarding their student and these concerns should be addressed in a professional, Christ-like manner.

LOSS OF PARTICIPATION POLICY

Students may lose the privilege of participation in extra-curricular activities in two ways:

1. A student who is placed on Academic Probation will be suspended from all extra-curricular activities.
2. A student whose attitude and/or conduct is judged to be unsatisfactory, and who is judged to be unresponsive to teacher, coach, and administrator correction will be suspended from all extra-curricular activities. This student's extra-curricular activities will be reinstated when he/she displays a humble and submissive demeanor before teachers and administrators.

ATHLETIC CONSEQUENCE OF ACADEMIC PROBATION

Academic suspension is intended to help students redirect more time to their academics. Coaches, players, and teachers should encourage the student to improve so they can return to full participation on the team. Team members on academic probation should continue to be included within the restrictions below.

The student on Academic Probation has the following athletic restrictions:

1. Does not attend team practices and is encouraged to focus on school work during the time they may otherwise practice.
2. Does not play during games. But is encouraged to "suit up" and be with the team on the sidelines.

ACADEMIC PROBATION POLICY (SPM 28.14)

These guidelines are intended to provide additional motivation to students whose academic achievements are not up to their capability. If implementation would be counterproductive to this end, the administration may decide not to place a student on probation. A written record explaining this decision will be signed by the administration and placed in the student's file.

Secondary students (7th-12th grade) are required to maintain at least a 2.0 grade-point average during any two, consecutive quarters. Exceptions will be made for students who have a grade point average of less than 2.0 but have not failed any courses during the quarter in question.

- A. Grade point averages (GPA's) for each secondary student will be calculated at the end of each quarter. Only core courses will be used in the GPA calculation. (Elective courses, independent study courses, and specialty courses such as art, music and physical education are not included in the GPA calculation.)
- B. If a student's GPA is at or below 2.0 (i.e., a "C" average), that student will be placed on academic probation during the following quarter. A parent-teacher conference will be arranged at this time.
- C. If at the end of the next quarter the student's GPA (for the quarter) has not risen to at least a 2.0, that student will be expelled.
- D. Students who are on academic probation are ineligible to participate in extra-curricular activities.

UNIFORM POLICY

- A. All athletic uniform purchases must be approved by the Athletic Director.
- B. Every attempt should be made to purchase uniform shorts which are fingertip length. If shorts are not long enough athletes are required to wear spandex / bike shorts underneath uniforms.
- C. Uniforms should fit properly and not be form fitting.
- D. Uniforms should be free of stains, holes and in good repair.

Uniform Restriction

- A. Each student is responsible for the care of uniforms and equipment assigned to them. Any damages and/or loss will result in repair or full replacement cost.
- B. Uniforms may be worn for athletic contests only. Wearing school-purchased athletic equipment and/or game uniforms at occasions other than scheduled contests or events prescribed by the coach is not permitted.

Uniform Collection

- A. Uniforms must be returned clean at the end of the season. Uniforms not returned in proper condition will not be accepted and a replacement fee will be charged.
- B. Parents and students are encouraged to wash uniforms in cold water and air dry uniforms to reduce wear and tear upon silk-screening and fabric.
- C. Veritas reserves the right to withhold report cards for any student who has not returned a uniform or paid the replacement fee.

TRANSPORTATION POLICY (SPM 23.1)

- A. Students will be transported to and from field trip destinations generally in parent or teacher-owned, parent or teacher-driven vehicles utilizing child restraint and/or booster seats when needed (as required by GA law). For field trips in close proximity to the school facilities, students may walk to the field trip destination. For ALL field trips ALL reasonable precautions will be exercised to ensure the safety of the students.
- B. Regarding transportation for athletics, Veritas Academy requires parents to transport their own child/children. As a school, Veritas does not advocate teens transporting teens or recommend carpooling to any athletic events, games, practices, and related meetings. Parents are solely responsible for planning and executing transportation for their child to athletic events, practices, and related meetings.

PHYSICAL PRIVACY & SEXUALITY POLICY (SPM 23.9)

- A. **PURPOSE:** In light of Veritas Academy's Statement of Faith and Parent-Student Handbook, and in recognition of personal physical privacy rights and the need to ensure

individual safety and maintain school discipline, this policy is enacted to advise members of the Veritas Academy community of their duties with regard to use of restrooms, locker rooms, showers, and any other spaces or facilities where individuals may be undressed in the presence of others.

B. DEFINITIONS:

- (i) “Sex” means the biological condition of being male or female as determined at birth.
- (ii) “Member of the Veritas community” means any Veritas Academy employee, volunteer, student, parent, or visitor.

C. SINCERELY HELD RELIGIOUS BELIEF ON SEXUALITY: Veritas Academy’s sincerely held religious belief is that God wonderfully and immutably creates each person as either male or female, and that these two distinct, complementary sexes together reflect the image and nature of God (Gen. 1:26-27). Rejection of one’s sex is a rejection of the image of God within that person.

D. POLICY:

- (i) Notwithstanding any other policy, Veritas Academy restrooms, locker rooms, and showers designated for one sex shall only be used by members of that sex.
- (ii) In any other facilities or settings where members of the Veritas community may be undressed in the presence of others (e.g., changing costumes during school theatrical productions), Veritas shall provide separate, private areas designated for use by members of the Veritas community based on their sex.
- (iii) Veritas Academy recognizes there may be instances where members of the Veritas community experience disparity between their sex and their feelings about their sex. This disparity can motivate them to behave in ways contrary to God’s Word and His plan for their lives. Veritas encourages members of the Veritas community who are struggling with their sexual identity to seek help from their pastor and other trained professionals who might best assist them in clarifying and defining their sexual identity in accordance with God’s Word.
- (iv) Veritas Academy will at all times interact with members of the Veritas community according to their sex. A member of the school community who wishes to express a gender other than his or her sex is understood to be rejecting the truth and the image of God within that person. Biblical Christianity requires the body of Christ to compassionately dwell in the truth and assist those we love in doing the same (Eph. 4:15).
- (v) A member of the Veritas community who openly and unrepentantly rejects their sex, either in or out of school, is rejecting the image of God within that person – behavior that dishonors the Holy Trinity and the Word of God. Such behavior constitutes a person’s failure to adhere to their commitment to abide by the behavioral standards established by Veritas which is cause for terminating their privilege of membership in the Veritas community.
- (vi) To preserve the function and integrity of Veritas and to provide a biblical role model to members of the Veritas community and the community-at-large, it is

imperative that all members of the Veritas community agree to and abide by this policy

- E. POSTING: Copies of this policy shall be provided to all Veritas employees, volunteers, students, and parents.

STUDENT AND STAFF RELATIONS POLICY (SPM 12)

To facilitate professional, friendly, and biblical relationships between staff members and students, the following guidelines shall be observed.

- A. Staff members are to remember that they serve as professional, adult role models before the students (Titus 2:7, 8). Relationships between staff members and students are to be friendly and courteous, but never familial or intimate.
- B. Staff members are to be careful that any physical contacts and verbal interchanges with each other and with students avoid even the appearance of impropriety (I Peter 2:12).
- C. Flirtation, sexual innuendoes, casual disrespect toward authority, excessive familiarity, etc. are examples of the kind of unprofessional and inappropriate behavior that will not be tolerated. Necessary and cautionary measures required to limit these kinds of behaviors should be corporately and individually taken.
- D. If it is necessary for a staff member to spend time alone with a student or staff member, especially with a student of the opposite sex, it should be arranged that they are easily visible to the public (e.g., an open door, windowed room, etc.)
- E. Staff members shall not travel alone in a car with one student without explicit permission from the parent of the student.

VARSIY LETTER POLICY

A varsity letter represents long, hard days of practice and study, and grueling contests and exams. It represents the loyalty and unselfish faithfulness of each student while in pursuit of a definite goal. It recalls cherished memories of experiences with coaches and teachers who worked, drilled, and planned to help develop student ability and skill. It represents each individual event, every specific opponent, and the strategic moments of glory in every contest in which they took part.

Varsity letters are earned for significant contributions to a varsity team (not sub-varsity) either in playing time or servant leadership. Varsity letters are to be considered a special award and are not given simply because a player was selected for a varsity team. The head coach and the Athletic Director will use the following criteria to determine if an athlete receives a letter or pin at the Athletic Banquet.

Requirements

- a. Team Commitment – no more than one unexcused absence and no academic suspensions
- b. Consistency of Character – no more than one behavioral issue (instances where a coach has to sit or suspend an athlete from either a practice or a game because of conduct – Coaches discretion)

- c. Completion of Season – Student athlete must be in good standing with the team and uniforms returned
- d. Servant Leadership – a student athlete can also earn a letter by serving a varsity team for two consecutive seasons as a manager. Managers will be held to the same commitment, character, and completion standards as our athletes.

CODE OF CONDUCT POLICY (SPM 8)

The lifestyle, words, and deeds of each board members, administrators, directors, teachers, staff members, students, and representatives of Veritas Academy shall exhibit 1) the ethical and moral principles of Scripture, 2) institutional preferences which foster an environment conducive to achieving the school’s goals, and 3) expectations for a climate of mutual respect, love and encouragement among students, teachers, staff, and board. Therefore, the following requirements shall apply to all board members, administrators, directors, teachers, staff members, students, and representatives of Veritas Academy:

- A. Since God is holy and since His name is to be revered, all board members, teachers, staff members, students, and representatives of Veritas Academy are expected to treat worship, prayer, and discussion of spiritual matters with proper reverence. Jokes, songs, conversation, or behavior that treat the Lord’s name, character, or institutions with triviality are not permitted.
- B. Since appropriate response to authority is biblically mandated and critical to a healthy Christian life, all board members, administrators, directors, teachers, staff members, students, and representatives of Veritas Academy must model proper submission to authority and encourage all students to obey their parents, teachers, supporting adults, and school policies promptly, willingly, completely and cheerfully. They shall cultivate and maintain an atmosphere of mutual respect and submission in the school. No student conduct or performance will be concealed from a student’s parents.
- C. Since fidelity to the truth is commanded by God and is the core of all meaningful relationships, all board members, administrators, directors, teachers, staff members, students, and representatives of Veritas Academy will demonstrate honesty and integrity in all their dealings with students, parents, administrators, the board, and one another.
- D. Since God created male and female in His image, equal in personhood, yet distinct in their manhood and womanhood and complementary in their roles, male administrators/directors/teachers/staff/board members and students will show appropriate honor for female administrators/directors/teachers/staff/board members and students by demonstrating gentlemanly etiquette at all times and female teachers/staff/board members and students will show respect for male teachers/staff/board members and students by exhibiting ladylike etiquette at all times.
- E. Since modeling Christian virtue, serving as Ambassadors of Christ, and representing the vision of Veritas to the community are intrinsic to enrollment and employment at Veritas, all board members, administrators, directors, teachers, staff members, students, and representatives of Veritas Academy staff members and students are to dress professionally, modestly, and neatly at all times and in accord with the Uniform Policy for students and Dress Code for teachers and staff. Staff member and student appearance shall be generally “conservative” and never distracting, overly trendy, or

worldly. The General Dress Code Policy for students in the Student Parent Handbook will apply to board members, teachers, and staff, as well as students.

- F. Since Veritas Academy cares deeply about the health and well-being of its students and staff, the possession and use of illegal drugs, alcohol, tobacco, or illegal weapons of any sort is strictly forbidden on school grounds. All board members, administrators, directors, teachers, staff members, students, and representatives of Veritas Academy Staff shall not abuse or illegally use drugs, alcohol, or weapons at any time.
- G. Since words have a power and integrity of their own and since God expects man to be stewards of thoughts and expressions, all board members, administrators, directors, teachers, staff members, students, and representatives of Veritas Academy will refrain from language and actions which are vulgar, inappropriate and demeaning to either God or mankind.
- H. Since Christians are to conduct themselves in a manner consistent with biblical principles of purity and holiness, all board members, administrators, directors, teachers, staff members, students, and representatives of Veritas Academy shall refrain from all forms of inappropriate sexual behavior. All immoral sexual activity, including fornication, promiscuity, cohabitation, viewing of pornography, immodest dress, rejection of one's biological sex, and homosexuality, is forbidden.
- I. Since spiritual disciplines (e.g. prayer, worship, Bible study, and fellowship) are essential to Christian growth and discipleship, all board members, administrators, directors, teachers, staff members, students, and representatives of Veritas Academy will strive to maintain a faithful daily walk with Christ and be active in a local evangelical church.
- J. Since all board members, administrators, directors, teachers, staff members, students, and representatives of Veritas Academy serve as ambassadors for Christ and representatives of the school at all times, it is expected that they will conduct themselves accordingly at all times, whether they are at school or away from school.

CHURCH ATTENDANCE POLICY (SPM 25.7)

- A. All staff members are required to regularly attend and, within one year of employment, join a local Christian (Reformed or Evangelical) Church (per the criteria in 25.5 or 25.6 above), therefore being under its care and discipline on a formal basis.
- B. Questions about which churches meet this criterion will be answered by the Headmaster with appeal to the Veritas Academy Board.

FOUNDATIONAL STATEMENTS (SPM 3)

MISSION (SPM 3.1)

The mission of Veritas Academy is to assist parents in the education of their children by cultivating truth, goodness, and beauty in students through a distinctly Christ-centered, classical, and covenantal education.

FOUNDATIONAL COMMITMENTS (SPM 3.2)

The foundational commitments of a classical, Christian, and covenantal school (or any other school) distinguish it as an institution and are the standards against which all new ideas and practices are tested. They are the core values to which the school (board, administration, teachers, and families) is committed and for which it is responsible to safeguard and promote for future generations.

- A. Christian Worldview: We believe that every aspect of our children’s education must be intentionally founded upon biblical truth.

We believe the focal point of all that is, has been, and ever will be is the person of Jesus Christ. We believe that the education of our children begins with this reality. God reveals Himself not only specially in His Word, but also generally in every facet of His creation. All knowledge is therefore interrelated and teaches us about God’s character, wisdom, and power. Ultimate reality exists only in Him, the Creator and Sustainer of all things, and therefore truth can be understood only as it relates to Him, the God of Truth and Sovereign Lord over all. The Scriptures teach that the fear of the Lord is the beginning of wisdom and knowledge. We believe therefore that every aspect of our children’s education must be intentionally grounded in and integrated with biblical truth.

At Veritas Academy biblical truth is understood and applied from the perspective of historic orthodox Protestantism in general, and Westminster Presbyterianism in particular.

- B. Classical Liberal Arts: We are committed to the traditional and long established, exemplary forms and standards in education handed down from ancient and medieval educators.

We are committed to a classical liberal arts education; the traditional and long established, exemplary forms and standards in education handed down from ancient (Greek, Roman) and medieval educators. Our methods and curriculum are modeled on the medieval Trivium. The Trivium is understood as an approach to instruction in which the tools of learning are imparted to students in stages that correspond with their natural pattern of cognitive development (grammar –the tool of knowledge, logic –the tool of reasoning, and rhetoric –the tool of communication). The goal of the Trivium is to educate students not in what to think primarily; but in how to think thoroughly, maturely and biblically. We understand that the liberal arts of antiquity denoted the education “worthy of a free man” (Latin liber, “free”) –an education intent upon cultivating wisdom, virtue, and eloquence through the pursuit of truth, goodness, and beauty. We emphasize and seek to preserve and pass on to successive generations the richness of our Christian and Western cultural heritage.

- C. Covenantal Family Based School: We seek to assist parents in their God-given task of educating their children in the Lord.

We believe that God’s covenant is family-based, embraces believers and their children in God’s redemptive purposes, and provides the key for understanding the status and duties of parents and children in the home, the church and school. We believe God has granted to parents the responsibility and authority for raising their children, including the responsibility of educating them. We seek to assist parents in this God-given responsibility. We also believe that God’s work in the life of children occurs primarily

in the home and through the ministry of local churches. We purpose to be an extension of the home and churches --educators who function as agents and servants of parents and churches. We endeavor to provide a model of educating children in which parental involvement is encouraged, indeed, even required. We are committed to fostering a covenantal community of like-minded families, who, with our teachers and staff, encourage one another in their calling to bring up their children “in the discipline and instruction of the Lord.”

- D. Wisdom and Virtue: We believe that true education culminates in wise and virtuous students who are being conformed to the image of Christ.

We believe each child is a living and eternal soul to be nourished, not a product to be manufactured. The purpose of education is not instilling knowledge alone, nor is it merely providing vocational skills. The purpose is inculcating wisdom and virtue in the life of each student. We seek true wisdom that begins with the fear of the Lord, is rooted in the Scriptures, and encompasses all of human experience. We aspire to virtue that reflects the moral excellence of Christ, expresses itself in faithful obedience to God, and demonstrates love to others. Wise and virtuous students will become understanding, thoughtful, and courageous leaders in our homes, churches, and communities.

- E. God-Honoring Excellence: We are dedicated to teaching and learning with excellence as unto the Lord.

We believe that all instruction must encourage students to love and honor God through their academic endeavors. God commands us to love Him with all our heart, soul, mind, and strength. Students must be challenged at all levels to do quality academic work "heartily, as unto the Lord" because God is worthy of their best. We employ gifted teachers who possess a passion for learning, a passion for teaching, and a passion for Christ. We want our students to possess a love of learning and be well equipped for their future callings.

- F. Appropriate Forms and Habits: We believe that true education recognizes that hearts and minds are shaped not only by ideas and knowledge, but also by practices, habits, routines, and liturgies.

We seek to deliberately develop a culture in the school in which every idea, truth, and concept has its fitting visible expression. We seek not the artificial formality of the arrogant, nor formality for formality's sake, but rather a wise attention to form that continually favors appropriateness over casual and comfortable complacency. We believe that true education recognizes that hearts and minds are shaped not by ideas and knowledge only, but also by practices, habits, routines, and liturgies.

GOALS (SPM 3.4)

Our aim, in conjunction with the family and church, is to graduate young men and women who:

- A. Love God with all their heart, soul, mind, and strength.
- B. Evaluate all human knowledge and experience in the light of the Scriptures.

- C. Are equipped to engage and shape the culture with the Truth of Scripture.
- D. Have their thinking and affections oriented by the truth, goodness, and beauty of God and His created order.
- E. Listen carefully, reason soundly, articulate precisely, and speak persuasively.
- F. Have mastered a core body of knowledge and are capable of discussing great ideas.
- G. Possess a life-long passion for learning and know how to apply the tools of learning.
- H. Lead and serve their family, church, community, and nation with humility, gratitude, and grace.

STATEMENT OF FAITH (SPM 3.5)

- B. The ultimate basis of the Corporation of Veritas Academy shall be the infallible and inerrant Word of God set forth in the Scriptures of the Old and New Testaments and the system of biblical doctrine of which is essentially summarized in the Westminster Confession of Faith and the Westminster Larger and Shorter Catechisms (collectively, “the Westminster Standards”).
- C. The mission, commitments, approach, and goals described above flow from the faith commitments of Veritas Academy. The program at Veritas is the direct consequence of its theological convictions.
- D. Our statement of faith does not exhaust the extent of our beliefs. The Bible itself, as defined by the 66 canonical books of the Old and New Testaments, is the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For the purposes of Veritas Academy’s faith, doctrine, practice, behavioral standards, policy, and discipline, our board of directors is the final interpretive authority on the Bible’s meaning and application.
- E. The Veritas Academy Statement of Faith is for convenience divided into three sections:
 - (i) Veritas Academy’s primary doctrinal foundation is the Westminster Standards (2007, ISBN 978-0-9793770-0-6). We believe this historic confession is a faithful, comprehensive, and reliable exposition of Biblical teaching. The theology of the Westminster Standards is the bedrock of our Christian worldview and gives shape and substance to the entire curriculum.
 - (ii) Because, for purposes of Christian brotherly love and unity, the Bylaws allow exceptions for some board members (*see* Bylaws section 5.1(B)) and some directors, teachers and staff members (*see* Bylaws section 10.1(c)) to serve without affirming all the doctrines of the Westminster Standards, this section of the Statement of Faith describes the beliefs that those board members and those directors, teachers and staff members must affirm. These beliefs are also contained within the Westminster Standards.
 - (a) We believe in God the Father Almighty, Maker of heaven and earth, and in Jesus Christ His only Son, our Lord. Jesus Christ was conceived by the Holy Spirit, and was born of a virgin, Mary. He suffered under Pontius Pilate, was crucified, died, and was buried. He descended into Hades, and on the third day He rose again from the dead. He ascended into Heaven, where He sits at the right hand of God the Father Almighty. From Heaven

He shall come to earth again to judge the living and the dead. We believe in the Holy Spirit, one holy catholic church, the communion of all true saints, the forgiveness of sins, the resurrection of the body, and the gift of everlasting life. (Apostle's Creed)

- (b) We believe that God reveals Himself through the creation, preservation, and government of the universe. We believe that God makes Himself more clearly and fully known through the Scriptures, which are the only inerrant and infallible Word of God, our ultimate and final authoritative rule for faith and practice. These Scriptures are made up of 66 books, from Genesis to Revelation, the authority of which depend not upon the testimony of any man or church and are all to be received as the Word of God.
- (c) We believe that there is but one living and true God, eternally existent in three Persons of one power, substance, and eternity—Father, Son and Holy Spirit. He is perfectly wise, the overflowing fountain of all good. He is omnipotent, omnipresent, and omniscient. In all things He is limited by nothing other than His own nature and character. We believe the God we serve is holy, righteous, good, loving, and full of mercy. He is the Creator, Sustainer, and Governor of all that has been made.
- (d) We believe in the true deity and full humanity of our Lord Jesus Christ, such that two distinct natures, divine and human, were inseparably joined together in one person, without conversion, composition, or confusion. We believe in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father and in His personal return in power and glory.
- (e) We believe that Adam was made from the dust of the ground and formed after God's image and likeness, which was good, righteous, and holy. Because of Adam's sin all mankind is in a state of rebellion against God. For the salvation of such lost and sinful men, regeneration by the Holy Spirit is absolutely necessary.
- (f) We believe that salvation is by grace through faith alone, and that faith without works is dead. We believe that God freely justifies His own, not by infusing righteousness into them, but by pardoning their sins, and by accounting and accepting their persons as righteous, for the sake of Jesus Christ alone.
- (g) Justification is by grace alone through faith alone and through it the undeserving sinner is clothed with the righteousness of Christ.
- (h) We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life, as the Spirit of Christ within us enables us to do freely and cheerfully what the will of God revealed in Scripture requires to be done. We believe that good works are only those which arise from true faith, conform to God's Word, and are done for His glory.
- (i) We believe God has appointed a day when He will judge the world in righteousness through Jesus Christ. We believe in the resurrection of both the saved and the lost; those who are saved to the resurrection of life, and those who are lost to the resurrection of damnation.

- (j) We believe in the spiritual unity of all believers in our Lord Jesus Christ. All who are united to Christ as Head of the Church are united to one another in love and have communion in each other's gifts and graces.
 - (k) We believe that God defined marriage as the life-long covenant between one man and one woman, and that all forms of sexual activity outside of marriage are sin.
 - (l) We believe that God immutably creates each person to reflect His image as male or female.
- (iii) The following section of the Statement of Faith contains Veritas Academy's Beliefs on the Sanctity of Life, Marriage, Gender, and Sexuality, which shall be affirmed and adopted by all board members, administrators, directors, teachers, and staff.
- (a) We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically and mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life.
 - (b) We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complimentary genders and sexes together reflect the image of God (Gen 1:26-17). Rejection on one's biological sex is the rejection of the image of God within that person.
 - (c) We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (I Cor 6:18; 7:2-5; Heb 13:4). We believe that God commanded that no intimate sexual activity be engaged in outside of marriage between a man and a woman.
 - (d) We believe that any form of sexual immorality (including adultery, fornication, homosexual; behavior, bisexual conduct, bestiality, incest, and use of pornography) is contrary to the Bible's teaching, is sinful, and offensive to God (Matt 5:18-20; I Cor 6:9-10).
 - (e) We believe that in order to preserve the function and integrity of Veritas Academy as a Christian school under the authority of the Scriptures, and to provide a biblical role model to our students and school community, it is imperative that all persons employed by Veritas Academy in any capacity, or who serve as volunteers in any capacity, agree to and abide by this Statement on the Sanctity of Life, Marriage, Gender, and Sexuality (Matt 5:16, Phil 2:14-16, I Thes 5:22).
 - (f) We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are not allowed, are to be repudiated, and are not in accord with Scripture and the beliefs of Veritas Academy.