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## LOZANO SMITH ATTORNEYS PUBLISHED IN AUGUST 2011 ISSUE OF AMERICAN SCHOOL

Michael E. Smith and Dulcinea Grantham, Shareholders in Lozano Smith's Fresno and Walnut Creek offices respectively, were published in the August 2011 issue of the [American School Board Journal](#), in an article entitled, "[Code of Conduct](#)".

The article discusses how reviewing and auditing the hiring and supervision practices for athletic coaches can better protect student athletes and significantly limit any potential liabilities.

The article provides an Audit Checklist for readers to better understand the audit process:

- Review your process for conducting background checks for employees and volunteers who supervise athletic activities
- Review job descriptions for athletic coaching positions and related application forms
- Review your process for screening applications and selecting candidates for an interview
- Review your policies for hiring athletic coaches and the process for notifying new hires of their employment status
- Review your policies and practices relative to training requirements for athletic coaches

The article, co-authored by Mr. Smith and Ms. Grantham, breaks down the process of reviewing hiring and supervision practices. In addition to the checklist provided, the steps for conducting such a review are clearly spelled out, in an effort to make the task more approachable. As stated in the article "Following this suggested audit process can help protect student athletes and reduce your school district's exposure to liability."

The [American School Board Journal](#) is an award-winning, education magazine published monthly by the National School Boards Association.

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