

**CODE OF CONDUCT &
DISCIPLINARY GUIDELINES POLICY
for
West Jefferson Youth Athletic
Association, Inc.**

For Kids, About Kids

Adopted June 2015

By Law- CODE OF CONDUCT AND DISCIPLINARY GUIDELINES - POLICY

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I. CODE OF CONDUCT

1. Coaches, parents, volunteer, visitor, players and spectators **SHALL NOT:**

A. Use foul, abusive, derogatory, or offensive language. **No exact standard exists nor will the association attempt to list every word or phrase that would be considered a violation of this provision. The WJYAA Board of Directors will consider the context and circumstances the violative words or phrase are used relative to any disciplinary action, if any.*

B. Taunt, verbally harass, threaten, bullying or degrade any other player, coach, parent, spectator, or any official, umpire or referee. **The WJYAA Board reserve complete discretion in determining a violation of this provision.*

C. Hit, strike, kick, assault, or offensively touch any other player, coach, parent, spectator, official, umpire or referee regardless of the intent to injure. Players would be considered violative of this provision if the contact were considered outside the normal contact of the game. **Due to unforeseen circumstances and the context of the contact, the WJYAA Board reserves complete discretion in determining if the contact is violative of this provision.*

D. Engage in any conduct that would be considered unbecoming, unsportsmanship-like, or offensive including, but not limited to, spitting, throwing equipment or other objects, offensive and/or threatening gestures, kicking dirt, and "getting into the face" of another person. ** The WJYAA Board cannot contemplate every scenario or act that would be considered violative of this provision. Therefore, the Board does reserve complete discretion in determining any violations.*

E. The use or possession of alcohol, drugs or being under the influence of drugs or alcohol at any WJYAA event or function by any Player, Coach, Parent or visitor or other person is strictly prohibited by the WJYAA.

2. The game umpire/official/ referee is given complete control of the game and the field or area of the game from the time the players and coaches enter the area of the game and until the players and coaches leave the area of the game following the end of the event.

- A. The umpire/official/referee has complete control to eject any player, coach, parent or spectator from the area of the game and surrounding area in his/her discretion if the player, coach, parent or spectator is in violation of 1 A, B, C, D or E of this Code with or without any prior warning.
- B. If any coach, parent, player, or spectator of any given team refuses to leave the facilities after being ejected and told to leave the area of the game and surrounding area, then his/her team will forfeit the game and the official/umpire/referee will get a board member, hold the game until the board member or police has situation. Automatically without any notification of a meeting the coach, parent, boardmember, player, or spectator, visitor asked to leave the area shall leave. Automatically shall be suspended from all W.J.Y.A.A. functions for one (1) week (effective immediately). Only a spectator may ask for an appeal by contacting a Board member within two (2) days after the infraction. The Board will meet and hear the appeal. Immediately after in a closed session the Board will vote to see if the one (1) week suspension is upheld and notify the spectator of the decision. The above suspension is based on 24 hours days (one week is 7, 24-hour days). The suspension is not over until the 8th day at 12:00am, with a minimum of 1 game suspension. Any reoccurring instances throughout a year time in one or other events or other sport activity, WJYAA Executive board reserves the right to provide suspensions as in Article IX MISCELLANEOUS
- C. The game umpire/official/referee shall upon completion of the game submit a written Code of Conduct Violation report to the WJYAA Board or representatives of the Board of any violation of 1 A, B, C, D or E of the Code by any player, coach, parent, or spectator for further action to the WJYAA Board.
3. Any violation of this Code can be reported by anyone with information of any violation of this Code verbally or in writing to the Board President or any Board representative. The respective Boards shall diligently investigate any complaints and determine if any action should be taken, if any, against the respective player, coach, parent, spectator or umpire/official/referee.
4. Each Commissioner or Board Member will be responsible for written notification to the President of a Code of Conduct Violation report submitted by any umpire, official, referee or member regarding the violation of the Code of Conduct. This report includes information describing the incident, any witnesses to the violation, any action taken, the date and time of the incident, and the nature of the violation.

II. PROCESS FOR CONSIDERING DISCIPLINARY ACTION

1. The Executive Board shall consider all reports of any member's violation of the code of Conduct. The board members shall meet according with the guidelines per the By Laws as soon as reasonably possible to consider any reports and determine by a majority

vote of a majority of those in the meeting of the Board whether disciplinary action may be warranted. All Board members shall be noticed according with the By Law for any meeting to consider any alleged violation as per the rules.

2. If a majority vote of the Board votes that disciplinary action may be warranted, then the member shall be contacted immediately by letter of the alleged violation which should include, but not be limited to, the specific alleged violation of the Code the member is accused of violating and informing the member of his election to request a fact finding hearing before the Division Board to dispute the allegations.
3. Any member who receives a letter describing a violation of the Code of Conduct shall have 72 hours to request a hearing upon receipt of the letter. The member's failure to respond will be deemed as an admission to the allegations and the Board shall then consider the appropriate disciplinary action under Section III of the guidelines.
4. A requested hearing by any member after receiving a violation letter shall be conducted by the Executive Board no later than 10 days after a requested hearing by a member. The hearing date and time shall be set and the member notified. The hearing will be conducted by the president who will set time limits for witness testimony, the number of witnesses to be called, and any statement to be made by the member or his/her representative.
5. A majority of the Board shall vote at the conclusion of the hearing to determine if disciplinary action warranted against the member pursuant to Section III. A majority vote of a quorum of the WJYAA Board shall decide the outcome of any action, if any.
6. The member shall be given written notice (by certified mail) of the outcome of the hearing within 72 hours after the hearing. Minutes of the hearing shall be filed by WJYAA secretary within a couple hours of the hearing.
7. No disciplinary action shall be taken against any member until the member is afforded the opportunity of a hearing. However, the president shall have discretion to temporarily suspend coach, parent, player or member pending a hearing depending on the nature of the violation, safety of other members and whether the member has violated the Code of Conduct in the past.

III. DISCIPLINARY GUIDELINES

1. The WJYAA Board has the sole discretion with these as **minimum** guidelines to discipline any member for a violation of the Code of Conduct as follows:

A. Use of foul, abusive, derogatory or offensive language.

Warning, ejection from game/location or one (1) game suspension.

*Repeat violators are subject to season suspensions at the discretion of the Board.

*Three (3) violations shall be an automatic suspension for one (1) year.

B. Taunt, verbally harass, threaten or degrade any player, coach, manager, umpire, referee, official or team member.

Warning, ejection from game/location or one (1) game suspension.

*Repeat violators are subject to season suspensions at the discretion of the Board.

*Three (3) violations shall be an automatic suspension for one (1) year.

C. Hit, strike, kick, assault, or offensively touch any player, coach, manager, spectator, umpire, referee, official or member.

One (1) game suspension up to season suspension. Depending on severity of incident, the Board may consider expulsion from association.

D. Unbecoming behavior, unsportsmanship-like, or offensive conduct.

Warning, ejection from game/location or to one (1) game suspension.

*Repeat violators subject to season suspension or expulsion.

E. Under the influence of/possession of alcohol, drugs. Automatic suspension from the association for one (1) year or expulsion from the association.

F. Parents, Participants, Coaches, Officials, Spectators or any other volunteer or visitor while attending or participating at a WJYAA event or sport function shall not be authorized to Conceal to Carry ("CTC") any firearm normally allowed under the laws of the State of Ohio, "CTC Law". Property or buildings we utilize maybe public or private property not owned by WJYAA and generally may authorize patrons to conceal carry weapon under the State of Ohio CTC Law. Let it be known that during any event or sport function WJYAA endorses, WJYAA sets their own rules while operating on these LEASED OR BORROWED grounds as per the Laws of the State of Ohio and the United States Federal Code for Non Profit Youth Sporting League/Organization or other lease or authorization or agreements. Anyone violating this rule and carrying a concealed weapon will be asked to leave the premises to safely secure the weapon at their home. If they choose not to leave than the local police authorities with jurisdiction will be summoned and formal charges will be sought for trespassing or inducing panic. Normal disciplinary suspension guidelines should be served on the individual as per Article IX MISCELLANEOUS #5.

WJYAA may consider and reserves the right to determine that a violation of the Code of Conduct may warrant additional or harsher penalties.