

Findlay Athletic Association

Policy Subject: Code of Conduct

Approved By: Board of Directors at June 29, 2008 general membership meeting.

Effective Date: June 29, 2008

Purpose

To establish Findlay Athletic Association's code of conduct.

Policy Statement

Findlay Athletic Association does not discriminate on the basis of race, color, religion, gender, sexual orientation, national origin, age, handicap, ancestry, marital status, or medical condition in the admission or access to membership, programs or activities.

Findlay Athletic Association expects its members, players, parents, guardians, volunteers, team managers, team coaches, Board of Directors and all others associated with Findlay Athletic Association to conduct themselves in a reasonable manner at all times.

Participation in a Findlay Athletic Association sponsored activity is a privilege that may be rescinded for unsportsmanlike conduct or discriminatory behavior. Those participating in an activity or program sponsored by Findlay Athletic Association shall demonstrate self-control and respect for others at all times, be they officials, managers, coaches, spectators, players, or others.

Findlay Athletic Association believes that sportsmanship is exemplified by the following principles of trustworthiness, respect, accountability, fairness, caring and good citizenship.

In addition to complying with applicable league rules, the Findlay Athletic Association does not tolerate any of the following during the course of programs, games, practices, meetings, or other activities sponsored by Findlay Athletic Association:

1. Any form of verbal or written behavior that is sexual, intimidating, threatening, abusive, derogatory or profane in nature;
2. Sexist, racist, or ethnic comments or gestures;
3. Aggressive physical contact;
4. Possession of weapons;
5. Criminal behavior;
6. Behavior or practices that endanger the health and well being of players;

Findlay Athletic Association

Code of Conduct Policy

Page 2 of 3

7. Destruction or non-return of Findlay Athletic Association equipment or property;
8. Intoxication or impairment from the use of alcohol or drugs;
9. The use of tobacco products consistent with Findlay Township "Tobacco Free Zone" policy; and,
10. Actions detrimental to the interests of the Findlay Athletic Association.

League rules, to the extent applicable to Findlay Athletic Association, shall govern the conduct and play of members, players, parents, guardians, team managers, team coaches, and league officials. When these rules fail to address a given circumstance, the applicable rules, policies, Constitution and By-Laws of the Findlay Athletic Association shall govern. If neither league rules nor the Findlay Athletic Association rules govern a given circumstance, a majority of the Board of Directors of the Findlay Athletic Association shall decide the most appropriate course of action.

Procedure

1. This Policy shall be made available to Findlay Athletic Association members either by verbal or written request, and posted on the Findlay Athletic Association web site.
2. Anyone associated with the Findlay Athletic Association who believes this Code of Conduct Policy has been violated must bring the issue to the Board of Directors within seventy-two hours of the alleged violation. The statement must be in writing and sent via U.S. mail to: Findlay Athletic Association, P.O. Box 443, Imperial, PA, 15126. The letter must document:
 - a. The date, approximate time and location of the alleged violation;
 - b. Who was present;
 - c. What factually occurred;
 - d. The conduct in question, and,
 - e. Be signed with a return mailing address.
3. If a team manager is informed of any violation of these policies, the team manager must inform the Board of Directors within twenty-four hours of notice.
4. The Board President will notify the rest of the Board of Directors within forty-eight hours. The Board President or other Board member may initiate an assessment or investigation of the report, by talking with who ever was involved including players, parents, team managers, team coaches, in order to obtain the facts of the alleged violation.
5. If time is of the essence (e.g., the health and welfare of a player is at risk), the Board President may call an emergency Board of Directors meeting to review the report and present the sequence of events and any assessment or investigation by the Board President. Otherwise, the report will be put on the agenda for the next regularly scheduled, general

membership meeting. In no event shall consideration of an alleged violation span greater than thirty days. The Board of Directors will use due diligence in reasonably ascertaining the facts of the event(s) and may request further information from those involved. The Board of Directors may invite the involved parties to attend the meeting as a means of further understanding the facts of the alleged violation.

6. The Board of Directors will make a determination by majority vote regarding the event(s) and may elect a range of consequences that include, but are not limited to, suspension from Findlay Athletic Association sponsored activities and / or revocation of membership.
7. The disposition of the Findlay Athletic Association Executive Board is final and shall be communicated by the President in writing via certified U.S. mail within seventy-two hours of the decision.

Non-Retaliation

Findlay Athletic Association prohibits retaliating against an individual(s) because they have in good faith reported a violation or cooperated with or led an investigation.

This Policy shall supersede any other related policies passed by the Board of Directors prior to the effective date listed above.