

Policy No. 005
 Issue No. 1
 Date 7/17/18

Code of Conduct Policy



Overview To protect the athletes, coaches, spectators, officials, volunteers, and the overall PFJT program and the development of youth athletes.

Policy This policy defines conduct that is not acceptable within the PFJT&C program and the resulting penalties. This policy applies to all athletes, coaches, spectators, officials, and volunteers. Any conduct that is detrimental to the program and the participants will not be tolerated.

Policy Guidelines Any athletes, coaches, spectators, officials, or volunteers who are suspended from league play will be ineligible to participate, coach, or spectate for the duration of their suspension term. This includes any and all PFJT&C program related activities and events (i.e., practices, games, banquets, etc.). The PFJT&C Executive Board reserves the right to deny re-instatement and/or extension of any and all suspensions.

Suspension Levels

OFFENCE	PENALTY
Level 1	
<ul style="list-style-type: none"> • Failure to follow established guidelines, rules, policies, and procedures as applicable to the PFJT&C program. • Failure to comply with official’s decision (i.e., taunting, mocking, harassment of players). • Rude gestures or comments. • Use of obscene, profane, or vulgar language. • Use of alcohol, tobacco, e-cigarettes, vaping, non-prescription drugs, and/or appears intoxicated. • Throwing, kicking, or striking miscellaneous equipment. • Unnecessary roughness with athletes, coaches, spectators, officials, or volunteers. 	<ul style="list-style-type: none"> • Not necessarily preceded by a verbal warning. • Immediate ejection and removal from the premises. • A minimum two (2) game suspension. • Probation
Level 2	
<ul style="list-style-type: none"> • Malicious verbal (i.e., obscene, profane, vulgar, etc.) abuse directed towards another individual. • Verbal epithets related to race, color religion, creed, gender or sexual orientation. • Verbal communication of threats, physical violence, or acts of insulting an individual with the intention to offend, defame, or embarrass. 	<ul style="list-style-type: none"> • Not necessarily preceded by a verbal warning. • Immediate ejection and removal from the premises. • A minimum one (1) season suspension. • Probation



OFFENCE	PENALTY
Level 3	
<ul style="list-style-type: none"> Physical aggression towards another. Pushing, shoving, striking, or touching another individual with the perceived intent to incite, inflicts or cause harm; invading another individual's personal space during a dispute. 	<ul style="list-style-type: none"> Not necessarily preceded by a verbal warning. Immediate ejection and removal from the premises. An indefinite suspension from the PFJT&C program.

Penalty Definitions

Verbal Warning – The Directory of Coaching or appointed PFJT&C Executive Board member and Head Coach will verbally discuss undesirable conduct with the individual(s). This meeting will outline the expectations of the department and reinforce to the individual(s) that conduct detrimental to the program will not be tolerated and could result in further disciplinary action. Verbal warning will be documented on file.

Game Suspension(s) – The PFJT&C Executive Board will suspend individual(s) one or more games. Any individual(s) that has been suspended will lose the privilege of attending or participating in any practices or games during the suspension period. Any suspension, occurring with less than two games remaining in the regular season, will result in suspension from the next consecutive games, including any regular season, post-season, and next season, until suspension served.

Season Suspension – The PFJT&C Executive Board will suspend individual(s) for the remainder of that sports season. Any individual(s) suspended for the season will be banned from the facilities, games, and practices for the remainder of the season. Depending on when the offence occurs during the current season, the PFJT&C Executive Board can extend the suspension to the next season. Following the suspension period, the individual(s) will need to make a formal request to the PFJT&C Executive Board to be -re-instated into the program. The individual(s) will then have to meet with the PFJT&C Executive Board to determine if the individual(s) is/are capable of following the Code of Conduct.

Indefinite Suspension – The PFJT&C Executive Board will suspend individual(s) from further involvement in any PFJT&C events indefinitely.

Probation – Any individual(s) who has been suspended, will be immediately placed on a probationary status for a period of one (1) season from the date of the offense. A second offense by the same individual within one (1) season, regardless of nature, will result in a minimum of double the term of the penalty and possible indefinite suspension.



Game Day Incident

When an incident occurs, follow these steps:

1. On game day, notify the PFJT&C Executive Board member monitoring the Post Falls field.
On a non-game day, notify the Director of Coaching (or appointed Executive PFJT&C Board member).
2. The offending individual(s) must leave facility/premises immediately, or the police will be called.
3. The PFJT&C Executive Board member will complete an incident report completely. Items to be noted include, but are not limited to the following:
 - Individual(s) involved (offending and receiving parties);
 - Date, time, and location of the incident;
 - Purpose of Ejection/Incident; and
 - Gather factual information and eye-witness accounts of the incident. This may include the individual(s) in question, other coaches/parents, officials, and/or volunteers.

Review of Incident

1. Once the incident report has been completed, the Director of Coaching (or appointed PFJT&C Executive Board member) will:
 - Contact officials from the game when the incident occurred to obtain their statements related to the incident.
 - Contact coaching staff associated with the individual(s) involved in the incident and request statements from all parties involved and/or witnesses of the incident. All statements will be given specific timelines (date and time) as to when they are due.
2. Once all statements have been gathered, the full incident report will be reviewed by the PFJT&C Executive Board. When reviewing an incident report to decide the appropriate penalty for a given incident, the PFJT&C Executive Board will take into consideration a variety of circumstances including, but not limited to the following (in no particular order):
 - Violation of code of conduct,
 - Number of incidents on file,
 - Remorse or acknowledgement of behavior,
 - Violation of the law, or
 - Blatant disregard for the rules and policies.
3. The Director of Coaching (or appointed PFJT&C Executive Board member), with PFJT&C Executive Board approval, has the authority to determine the severity of the situation and to enforce the appropriate penalty level. The

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individual(s) will be informed of the nature of the complaint, the findings of the investigation, and the penalty decided on by the PFJT&C Executive Board.

Tracking All warnings and penalties will be tracked and monitored by the Director of Coaching.

Associated Policies, Procedures, and Forms Incident Report Form
Team Suspension Policy Agreement Form

Approving Authority PFJT&C Executive Board

Responsible Party PFJT&C Director of Coaching