

# **Code of Conduct Enforcement Procedure**

**The Enforcement Procedure serves the interests of all participants in the Soaring Capital Soccer Club. It is therefore in the interest of every participant to comply fully. The quality of any Code of Conduct is no greater than the means through which it is enforced. The purpose of enforcement is not solely the punishment of noncompliance, but also to facilitate compliance with this Statement by all participants.**

**Many acts of minor noncompliance with the Code of Conduct will be and should be resolved immediately and without any formal procedure, and will involve comparatively minor sanctions such as verbal correction. Such sanctions should be applied fairly and generally consistently, but the nature of the offense does not warrant formal procedures or other substantive due process.**

**At the other end of the spectrum, some acts of noncompliance will be so serious as to necessitate severe sanctions and formal processes to ensure that those alleged acts of noncompliance are investigated and adjudicated appropriately.**

## **Rules of Enforcement for Code of Conduct Violations**

1. A **First Violation** will typically result in a verbal warning to the Parent, Player or Coach by a Board Member, Director of Coaching (DOC), Team Manager or SCSC Coach (as appropriate given the circumstances).

The person giving the warning to the Parent, Player or Coach shall confirm the verbal warning by either letter or E-mail to the Parent, Player or Coach. The relevant DOC shall be copied on this written confirmation. The DOC will then send a letter to the Parent, Player or Coach notifying them of the SCSC Code of Conduct and advising of the consequences of any additional violations of the Code.

2. A **Second Violation** will result in Referral to the SCSC Board Executive Committee composed of the President, Vice President and the DOCs.

This Executive Committee shall determine the appropriate penalty which may include a warning, a written reprimand, a suspension from the Club for a period of games, or a suspension from the Club for the remainder of the season. The Executive Committee shall communicate the penalty to the offending Parent, Player or Coach in writing and shall warn the player or parent that any additional violations of the Code of Conduct could result in expulsion from the Club.

3. A **Third Violation** will result in an SCSC Board of Directors Review.

The offending Parent, Player or Coach shall receive written notice of the Board meeting and shall have the right to attend the Board meeting, offer his/her explanation for their conduct, and offer witnesses in their defense. The Board shall have the right to restrict the time provided to the offending party to present his case to the Board. Once the offending party has presented his or her case, they shall be excused from the meeting for the Board's deliberations.

The Board shall receive a recommendation from the Executive Committee as to an appropriate penalty which may include expulsion from the Club. The Board's decision shall be communicated to the offending party within one week of the Board meeting.

4. ALL Red cards shall be reported to the applicable DOC for Review and possible Code of Conduct Enforcement.

5. **As noted above, serious or egregious violations of the Code of Conduct may be immediately referred to the Board of Directors for review as set forth in No. 3 above and may result in expulsion from the club without regard to prior warnings or discipline steps.**