

**GLENSIDE YOUTH ATHLETIC CLUB
AMENDED AND RESTATED BYLAWS**

Dated as of January, 2015

**GLENSIDE YOUTH ATHLETIC CLUB
BYLAWS**

DATED AS OF JANUARY __, 2015

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GLENSIDE YOUTH ATHLETIC CLUB

BYLAWS

ARTICLE I

NAME

The name of this organization shall be “Glenside Youth Athletic Club” (“GYAC”).

ARTICLE II

MISSION STATEMENT

2.1 *Mission.* GYAC aspires to be an outstanding educational-athletic organization that provides a high-quality experience, in which every athlete:

- (a) Has fun playing the game;
- (b) Feels like an important part of the team regardless of performance;
- (c) Learns "life lessons" that have value beyond the playing field;
- (d) Learns the skills, tactics and strategies of the game and improves as a player; and
- (e) Is prepared for participation at the next level of play.

2.2 *Commitment.* To accomplish these goals, GYAC is committed to:

- (a) Providing a quality instructional program that teaches fundamental skills, tactics, and rules of the game;
- (b) Increasing skill and knowledge through safe, healthy techniques and providing safe, non-threatening environments;
- (c) Supporting the ideal that the winning of games is secondary to the molding of exceptional citizens;
- (d) Promoting and developing core values such as respect, teamwork, sportsmanship, courage, effort and commitment that will benefit the athletes’ futures and the communities in which they live;
- (e) Establishing standards of participation and conduct for all volunteers, board members, coaches, officials, athletes and spectators;
- (f) Encouraging a positive atmosphere by showing support and patience for all athletes and volunteers; and
- (g) Creating a culture in which volunteers, coaches, parents, officials and athletes work together to achieve GYAC’s mission.

ARTICLE III
GYAC MEMBERSHIP

3.1 *General.*

(a) Term. The organization's year will be defined as running from October 1st through September 30th. A new Term will begin on every October 1st.

(b) Eligibility. Any person sincerely interested in the mission of GYAC, interested in active participation to effect the mission of GYAC, and is of good character may apply to become a member of GYAC.

3.2 *Classes of Membership.*

(a) Player Members: Any player who resides within the authorized boundaries of the league shall be eligible to compete in the league.

(b) Regular Members: Any person actively interested in furthering the objectives of GYAC may become a Regular Member. The Secretary shall maintain the roll membership to qualify voting members. Only Regular Members in good standing are eligible to vote at the annual meeting. All Officers, Board Members, Managers and other elected or appointed officials must be active Regular Members in good standing.

As used hereinafter, the word "Member" or "Members" shall mean a Regular Member unless otherwise noted.

3.3 *Voting Requirements.* New Members will become eligible to vote for officers after the Member has (1) attended five meetings during the current league year; and/or (2) volunteered and worked on any GYAC committee. All members are expected to serve on a committee or lead an initiative. Individuals that attend at least five meetings, but refuse or fail to work on a committee or lead an initiative may be declined a vote by a seventy-five percent (75%) vote of the Executive Board.

3.4 *Participation.* All eligible Members can participate in Board Meetings, and vote for Board Officers. A proxy vote will be accepted for election of Officers if the eligible voting Member has a legitimate reason. Proxies must be submitted to the President prior to the day of the Board Meeting.

3.5 *Suspension or Termination.* Membership may be terminated by resignation or action of the Board of Directors.

(a) The Board of Directors, by a two-thirds (2/3) vote of those present at any duly constituted meeting, shall have the authority to discipline, suspend or terminate the membership of any Member of any class when the conduct of such person is considered detrimental to the best interests of GYAC.

(b) The Member involved shall be notified of such meeting, informed of the general nature of the charges and given an opportunity to appear at the meeting to answer such charges.

Board of directors and executive board of directors

3.6 *Board of Directors.*

(a) Eligibility. To be approved to run for Board of Directors (the “Board”), the person must be considered a Member in good standing, and must submit the name for consideration one (1) week prior to elections.

(b) Board Responsibilities. The general management of GYAC shall be vested in the Board; the Board shall be responsible for, among other things:

- (i) Adding or removing program offerings;
- (ii) Appointing standing Committees as the Board determines appropriate and delegating the necessary authority to such committees as the Board deems advisable;
- (iii) Reviewing and approving Committee Chairpersons and Members;
- (iv) Reviewing Committee minutes;
- (v) Reviewing and approving Board minutes;
- (vi) Reviewing and approving Program budgets;
- (vii) Reviewing and approving financial reports and budgets;
- (viii) Reviewing and approving capital improvements and purchases in excess of five hundred dollars (\$500);
- (ix) Setting direction for GYAC that the Board considers to be in the best interests of all GYAC participants, and not what is best for individual teams or athletes;
- (x) Upholding the mission statement outlined in the Bylaws; and
- (xi) Meeting every three years to review and/or update the Bylaws.

(c) Special Meetings. “Special Meetings” may be called from time to time when the Board deems necessary. All members of the Board must be notified of any Special Meetings called. A Member may request attendance at a Board meeting to present a specific problem. Said Member, however, may not be present during any vote. The Board shall hold the final say on all matters brought to it for review. The Board shall have the power by a two-third (2/3) vote at a Special Meeting to discipline, suspend or remove any Board or committee Member of GYAC.

(d) Board Composition. The Board shall be comprised of 17 members, consisting of: President, (2) Vice Presidents, Treasurer, Fundraising Chair, Recording Secretary, Facilities Chair, Baseball Chair, Basketball Chair, Softball Chair, and Volleyball Chair. The Board may be increased by two-thirds (2/3) vote of the Board but shall not exceed twenty (20) members.

(e) Financial Policy. The Board shall decide all matters pertaining to the finances of the organization and it shall place all income in a common treasury, directing the expenditures of the same in such a manner as will not give individuals or teams an advantage over any other as to equipment, training, etc. The Board shall not permit the contributions of funds to individuals or teams, but shall solicit contributions for the common treasury of the organization. All capital expenditures above five hundred dollars (\$500) need to be approved by the Board.

3.7 *Executive Board of Directors.*

(a) The GYAC Executive Board of Directors (the “Executive Board”) is a subset of the Board. The Executive Board shall be convened at a minimum once per year, and as needed. The President has the authority to convene the Executive Board to resolve matters referred to the Executive Board for action. The Executive Board shall also meet as needed to set direction for GYAC activities. The President shall decide which votes will be brought to the Executive Board.

(b) The Executive Board shall be composed of 5 members, consisting of: the President, two (2) Vice Presidents, the Treasurer and the Recording Secretary

(c) All Members of the Executive Board must be notified of any meetings of the Executive Board called.

(d) A Member may request attendance at an Executive Board meeting to present a specific problem. Said Member may not be present during the vote. The Executive Board shall hold final say on all matters brought to it for review.

ARTICLE IV **NOMINATIONS FOR BOARD POSITIONS**

4.1 *General.*

(a) Nominations for Board positions and Executive Board positions shall be held at the August Board meeting. Nominations may also be submitted via email directly to the President. Voting shall take place at the September Board meeting, or at a Special Meeting convened for the sole purpose of voting. Anyone nominated will have seven (7) days to accept the nomination. It shall not be permitted for any Member to hold two Executive Board positions. The term for persons elected to Board positions or Executive Board positions shall commence October 1.

(b) Nominees shall be given the opportunity to address the voting Board prior to the elections to present their vision and to answer questions. The Executive Board reserves the

right to remove a nomination from the ballot if the Executive Board determines that election of such nominee is not consistent with the GYAC Mission Statement. Unanimous consensus must be reached by the Executive Board in order to remove a candidate from the ballot.

4.2 *Voting.* All Board members shall be entitled to one vote on all positions.

4.3 *Terms.*

(a) All Executive Board members and chair positions may serve unlimited terms. At large Members are limited to three (3) consecutive terms.

(b) In order to maintain continuity and stability of the board, all Board positions will be for two years, with no limit on the number of terms to which a person could be elected. Because the purpose of this proposal is to maintain stability, half of the members of the board should be subject to re-election in any given year, while the other half would maintain their position.

(c) Currently holding two year positions that will be up for election in September 2015 for a new two-year term:

- (i) President – Chuck Dougherty
- (ii) Vice President – Jay Fiandra
- (iii) Treasurer – Fran Hoffman
- (iv) Facilities Chair – Marvin Overton
- (v) Basketball Chair – Andy McGrath
- (vi) Volleyball Chair – Chuck Dougherty
- (vii) At Large – Chris Small (Website)
- (viii) At Large – Craig Ecker
- (ix) At Large – Pat Doyle
- (x) At Large – Jim Sullivan

(d) Currently holding two year positions expiring in 2016:

- (i) Vice president – Bill Matthews
- (ii) Secretary – Brian Martin
- (iii) Baseball Chair – John Burkholder
- (iv) Softball Chair – Alan Rice

- (v) At Large – Ed Hughes
- (vi) At Large – Steve Beal
- (vii) At Large – Terry Dzielawa
- (viii) At Large – Doug Muhl

At Large positions will come with the expectations that the he/she will also perform another needed task as defined by the List of Tasks.

4.4 *Election cycles.* In the event that an Executive Board Member resigns during their term, an election shall be held within 60 days to fill the position until the end of the term, or the Board may choose to appoint an interim successor until the next election cycle. Any vacated board position will be put to a full vote at the next election cycle, regardless of how many years remain in the term.

ARTICLE V

BOARD MEETINGS

5.1 *General.* The Board shall meet the third Tuesday of every month at the Knights of Columbus at 235 Limekiln Pike, Glenside, PA 19038 at 8:30pm or such at other time and place as set by the President or, in his absence, a Vice President. The agenda for the meeting shall be published on the GYAC website or some other public placement that is communicated prior to the meeting. Meetings will be open to the public, but only elected Board members may vote. The format of the meetings will be to present the status of each of the sub-committees. Non-board members may participate in the discussion, but the Board reserves the right to table any discussion that may prevent the Board from completing the agenda as published. Minutes for each Board meeting will be recorded and published for public review on the GYAC website. The Board reserves the right to amend the Board meeting schedule, topics and format at the Board's sole discretion.

5.2 *Quorum.* Nine active board members shall constitute a quorum for Board meetings. There must be a quorum present to conduct any valid vote.

5.3 *Absentee Ballot.* For the expressed purpose of accommodating a Board or Committee member who cannot be in attendance at the prescribed meeting location, an absentee ballot may be electronically submitted prior to meeting commencement to meeting attendees and recorded in the minutes.

ARTICLE VI

OFFICERS, CHAIRPERSONS AND COMMISSIONERS

6.1 *Duties of Officers, Chairpersons, and Commissioners.*

(a) The President shall preside at all general membership meetings and at all Board meetings. The President shall be ex-officio member of all committees. The President shall

be empowered to appoint special committees as the occasion arises. The President shall resolve any Board voting stalemates.

(b) The Vice President shall assume all the duties of President in the President's absence, including conducting meetings, appointing members to committees and resolving any Board voting stalemates in the absence of the President.

(c) The Recording Secretary shall keep the minutes and track attendance of all meetings, oversee awards and issue all correspondence through proper channels. The Recording Secretary shall produce a list of all Members eligible to vote thirty (30) days prior to an election.

(d) The Treasurer shall have custody of all funds belonging to the organization. These funds are to be deposited in the name of the organization in a bank or trust company that shall be approved by the membership. The Treasurer shall have custody of all securities belonging to the organization. The Treasurer shall make a report of the financial condition of the organization at least monthly. The Treasurer shall pay all bills approved by the Finance Committee. All disbursements require the dual signatures of both the current President and Treasurer of GYAC. The Treasurer's accounts shall be audited annually by a committee appointed by the President.

(e) The Individual Sport Chairpersons (Baseball, Softball, Basketball, Volleyball) (the "ISC") shall be responsible for forming the individual sport committee. The ISC shall conduct committee meetings as necessary and produce minutes. Status will be given at all Board meetings. The ISC shall work with the Treasurer to review expenses and set registration fees. The ISC shall work with the Treasurer to establish a budget and track that budget during the course of the season. The ISC shall work with the Equipment/Clubhouse chairperson to determine equipment needs and order new equipment that fits into the program budget. The ISC shall work with the Facilities Chair to allocate fields to each program and league and coordinate field times as needed. The individual sports committees shall be responsible for approving coaches and working to ensure all league commissioner duties are performed.

ARTICLE VII **COMMITTEES**

7.1 *General.*

(a) The following standing committees ("Committees") are to be appointed by the Board for a period of one year:

- (i) Finance;
- (ii) Facilities;
- (iii) Baseball;
- (iv) Softball;
- (v) Basketball;

- (vi) Volleyball;
- (vii) Fundraising/Sponsorship;
- (viii) Equipment/Clubhouse; and
- (ix) Marketing/Communication.

(b) Committees will be given responsibility, authority and accountability for their function.

7.2 *Committee Meetings.* Each Committee Chair will schedule meetings at the Committee leader's sole discretion.

(a) All decisions made at these meetings will be documented and presented to the Board at a future board meeting. Voting will be done consistent with the GYAC Board meeting format, and only appointed Committee members may vote. Working meetings may be open or closed to public, but periodic meetings shall be open to the public.

(b) Rules of Order. Roberts Rules of Order shall govern the proceedings of all meetings, except where the same conflicts with these Bylaws.

7.3 *Committee Composition.* Committees will be comprised of members as defined by the Committee Chair, and the structure will be reviewed and approved by the Board. Committee Chairs will be approved by the Board and will select the members to serve on the Committee. Committee membership will be approved by the Board. Minutes of each Committee meeting shall be created and shared with the Board at monthly meetings.

ARTICLE VIII **REGISTRATION**

8.1 *Participant Members.* By registering for a GYAC activity/sport children and parents/guardians will become "Participant Members in the organization. As Participant Members, registrants will be offered the rights outlined above and subject to the conduct rules and regulations of GYAC. Participant Members will be offered the same due process for dispute resolution as is offered to all Members per Article XI of these Bylaws.

8.2 *Waiver of Registration Fees.* The Executive Board shall approve any waiving of registration fees (hardship or other) for a player.

ARTICLE IX **AMENDMENTS TO BYLAWS**

The Bylaws committee shall meet every (3) years to review and/or update the Bylaws. Any Member who wishes to amend or make additions to the Bylaws must present the proposed amendments or additions, in writing, to the Bylaws committee. There shall be no amendments and/or additions to the Bylaws without the approval of two-thirds (2/3) of the Board.

ARTICLE X
CONFLICT RESOLUTION

10.1 *Bona Fide Grievances.* Bona fide grievances most often concern an incident during a game or practice, the club's program in general or inappropriate behavior by a coach, player, parent or other individual affiliated with or attending a GYAC intramural or travel event. Bona fide grievances do NOT include parental concerns that involve questioning the tactical judgment, decision making, coaching philosophy or other similar decisions made by the coach or assistant coaches. Questions relating to coaching style should be addressed by speaking directly with the coach in a non-judgmental, respectful and appreciate manner.

10.2 *Grievance Committee.* The Grievance Committee shall consist of two Vice Presidents and the Recording Secretary. The Grievance Committee will record all grievances received and submit a report to the Board. All grievance decisions by the Grievance Committee will be submitted in writing to the grievance parties and the Board, and all decisions shall be considered final and un-appealable.

10.3 *Grievance Procedure.* It is the policy of the GYAC to provide its players, managers, coaches, parents and interested members of the public with a reasonable procedure for addressing and resolving bona fide grievances. In all instances, the informal resolution of complaints is strongly encouraged, and only after the inability to resolve such complaints informally, may the formal resolution procedure be initiated. To initiate a formal resolution procedure, submitting grievance party should file a formal complaint, by email, to **grievances@GYAC.org**; the formal complaint must include the following information:

- (i) Name;
- (ii) Date;
- (iii) Phone;
- (iv) E-mail;
- (v) Description of complaint; and
- (vi) Resolution sought.

The submitting grievance party shall submit all formal complaints within thirty (30) days of becoming aware of the matter giving rise to the grievance, and any resolutions shall be made within thirty (30) days of receiving the formal complaint. The formal grievance process shall include, when necessary, in-person interviews with all parties of the grievance in a fair and just manner. The Grievance Committee shall have the power to make an interim decision/suspension while the formal grievance process is being conducted.

10.4 *Confidentiality.* All grievances will be confidential within the submitting grievance parties and the Grievance Committee, unless the issue involves a criminal act that would need to be brought to the attention of the authorities.

ARTICLE XI
CODE OF CONDUCT

By registering your child for any GYAC programs, or by participating as a Member in GYAC, you agree to the Code of Conduct (the “Code”), as attached hereto as Exhibit A. All parents, coaches, officials and players must abide by the Code or it could jeopardize a child’s opportunity to play, a parent’s opportunity to attend, a coach’s opportunity to coach and an official’s opportunity to officiate at any GYAC activities or events. GYAC has formulated the Code and requires that you commit to be responsible for your words and actions while attending, coaching, officiating or participating in GYAC events and that you conform your behavior to the Code.

ARTICLE XII
BACKGROUND CHECKS

All head coaches will be expected to submit to a background check to be performed as part of their registration. Background checks shall be performed in conformity with applicable law and may be modified from time to time in the Board’s discretion. GYAC reserves the right to deny or remove any coach based on the results of the background check. Background check results will only be visible by the President and one individual designated by the President to manage said background checks.

EXHIBIT A

GLENSIDE YOUTH ATHLETIC CLUB CODE OF CONDUCT

Dated as of January __, 2015

Section 1. *General.*

Youth sports play an important role in promoting the physical, social and emotional development of young people who can recognize choices, think about consequences and base their actions on that information. It is essential, therefore, for parents, coaches, spectators and officials to encourage youth athletes to embrace the values of good sportsmanship. Furthermore, parents, coaches, spectators and officials involved in youth sports events should be models of good sportsmanship and should lead by example by demonstrating fairness, respect and self-control.

The GYAC is a volunteer-staffed organization that offers recreational sports activities for children of the community. The primary goal of the GYAC programs is to provide a safe, enjoyable environment in which our children can develop sports skills, as well as experience in a positive manner the emotional and social benefits of team play.

Section 2. *The Parent/Guardian/Adult Code.*

By registering your child for any GYAC programs, you agree to the Code of Conduct as applicable to all adults (the "Adult Code"). All parents/guardians/adults must abide by the Code or it could jeopardize your player's opportunity to play and your opportunity to attend and be a spectator at GYAC activities that your player is involved in. GYAC has formulated the Code and requires that you commit to be responsible for your words and actions while attending, coaching, officiating or participating in GYAC events and that you conform your behavior to the Code.

- a. I will treat everyone whom I encounter with respect.
- b. I will not engage in unsportsmanlike conduct/behavior towards any coach, player, parent, participant, official or any other attendee.
- c. I will encourage fair play and good sportsmanship from my player, other players, coaches, officials, and parents
- d. I will not engage in any behavior which would endanger the health, safety or well-being of any coach, parent, player, participant, official or any other attendee.
- e. I will not use drugs, alcohol or tobacco products while involved in any activities, whether training, attending games or officiating.

f. I will not use profanity, obscenity or any other offensive language while involved in any activities, whether training, attending games or officiating.

g. I will endeavor to ensure that no parents, spectators or anyone associated with my team uses profanity, obscenity or any other offensive language while within the hearing of players or officials.

h. I will not engage in verbal or physical abuse towards any other coach, player, parent, participant or official.

i. I will respect each player's rights to voice their opinions and give them opportunities to voice concerns.

j. I will be accepting, non-judgmental and inclusive of all individuals, and challenging of negative or inappropriate behavior.

k. I will operate within the law and report any serious crimes immediately to the authorities.

Section 3. *Player Code of Conduct.* In addition to the Parent's Code there are additional items applicable to players, parents and coaches, outlined below in the Player Code of Conduct. The following standards are established by the GYAC and govern the behavior of all GYAC players before, during and after GYAC events:

a. I will attend every practice and game that I can, and I will notify my coach if I cannot make a practice or game.

b. I will come to practices and games on time and ready to learn. I accept responsibility for bringing any equipment necessary for practice and games.

c. I will be generous when I win; I will be gracious when I lose.

d. I will obey the rules of the game and be fair always, no matter what the cost.

e. I will follow coaching direction and will not be disruptive during practice or games, nor will I "mouth off" or use bad language.

f. I will treat other players, teams, coaches, officials and fans with respect regardless of race, gender or ability, and I will expect to be treated accordingly.

g. I will respect the authority of the official, even though I may sometimes disagree with the call.

h. I deserve to have fun during my GYAC experience. I will alert parents or coaches if it stops being fun.

i. I will conduct myself with honor, dignity and treat other players as I would like to be treated. I will remember at all times that I am representing GYAC, my team and my community.

j. I understand that poor behavior during practices, games or tournaments may result in lost playing time and/or expulsion from the team.

Section 4. *Volunteer Code of Conduct.*

GYAC is a volunteer-staffed organization that offers recreational sports activities for the children of our community. The primary goal of GYAC programs is to provide a safe, enjoyable environment in which our children can develop sports skills, as well as experience in a positive manner the emotional social benefits of team play.

The role of volunteers is critical to the success of the GYAC program. It is, therefore, important that all volunteers follow the guidelines set forth below.

- a. Fulfill any volunteer obligations willingly, knowing that the effort you put forth will directly impact the player's GYAC experience.
- b. Always keep in mind that GYAC is a recreational sports program with an emphasis on developing skills and having fun. Although competition is a natural part of sports activities, do not make winning the primary goal for you or any of the athletes.
- c. Support the athletes and their teams in a positive manner. Cheer for the athletes and/or their team, not against the opposing athletes or team.
- d. Always show respect for all players, coaches, game officials and other fans. Allow for the fact that anyone can make a mistake. Set a positive example for our children with your behavior.
- e. Ensure that the athletes and all of their equipment get to games and practices on time when it is your responsibility to do so.
- f. Pick up the athletes promptly at the end of games, practices or other team functions when it is your responsibility to do so. Do not make the coaches wait for you.
- g. Coaches are in charge of overall team direction and instruction during play and practice.
- h. Disagreements with the coach do not belong on the field before, during or after a game or practice. Questions and comments should be voiced later in an adult atmosphere.

Section 5. *Code of Conduct for Coaches.*

As a volunteer organization, GYAC relies on parents, guardians and other individuals to volunteer to be coach for various sports programs. As coaches there is a great emphasis placed on your personal behavior as you are role models and teachers for the athletes. It is important that coaches foster a safe and inclusive environment for all players to participate.

The role of coaches is critical to the success of the GYAC program. It is, therefore, important that all coaches follow the guidelines set forth below.

- a. All players participating in GYAC's programs are guaranteed playing time, to ensure all participants' enjoyment of the sport.
- b. Set a good example for all athletes and fans to follow.
- c. Take considerable effort to learn all rules of the sport and enforce the rules with your players.
- d. Respect officials and their judgment and abide by the rules of the event.
- e. Treat your team and opposing team coaches, parents, athletes and spectators with respect.
- f. Instruct athletes in sportsmanship and demand they display good sportsmanship.
- g. Coach in a positive manner and do not use derogatory comments or abusive language.
- h. Although competition is a natural part of sports activities, do not make winning the primary goal for the athletes.
- i. Identify your role as a coach to parents/guardians of players.
- j. Maintain a proper coach/player relationship with the athletes; do not participate in inappropriate behavior.
- k. Seek parental consent for any activity away from the usual meeting place of a group, or any activity involving the transportation of the athletes, or any planned activity involving any element of risk.
- l. Ensure there is at least two adults present at all practices and events.

Section 6. *Conduct towards Umpires/Referees/Officials.*

- a. There are no circumstances in which a coach, parent, fan or player should confront an umpire, referees, or any other official during or after a game. Coaches must engage umpires, referees and other officials in a respectful manner consistent with the rules of GYAC and the leagues' individual sanctioning bodies (e.g., Cal Ripken Baseball, etc.).
- b. There are no circumstances in which a coach, parent, fan or player should verbally harass an umpire, referee or any other official. If a coach, parent or player disagrees with a call, he or she should do so quickly, calmly and then allow the game or event to move on. Officials will make mistakes and it is only a game.
- c. Coaches will take reasonable action to ensure that parents comply with this portion of the Code of Conduct. A coach who, in the opinion of the official, commissioner or other GYAC Board Member, fails to act against unruly parents or fans may be subject to discipline.

Section 7. *Conduct towards facilities.*

GYAC strives to maintain quality fields and facilities, and thus all Members of GYAC will be held to the following code of conduct towards facilities:

- a. If you are in doubt about the condition of a field, stay off the field and contact the Facilities Committee.
- b. Obey all signage and instructions regarding use of the facilities.
- c. Vandalism in any form will not be tolerated.
- d. Clean up after yourself, your team and your player.

Section 8. *Failure to Conform to Code of Conduct.*

Anyone who fails to conform to the preceding Code of Conduct while attending, coaching, training, officiating or participating in an event sanctioned by GYAC will be subject to disciplinary action through the grievance policy outlined in the bylaws.

Any complaints concerning a coach/parent/guardian/child who has violated this code shall be handled by the above outlined grievance policy.