



DISCIPLINARY POLICY

IMPLEMENTED DECEMBER 2017

The following policy is to help protect the participants, parents, coaches, officials, staff, and volunteers of Grassland Athletic Association ("GAA") youth sports programs. In an effort to make our programs better, the following will be implemented for basketball, baseball, cheerleading, softball, tackle and flag football and any other future youth related sports leagues/events.

SUSPENSION POLICY FOR ALL YOUTH SPORTS LEAGUES

1. Any coaches, participants or spectators who are suspended from league play by any governing/sanctioning body, including but not limited to GAA or Williamson County Parks & Recreation ("WCPR"), will be ineligible to coach, participate and/or spectate for the duration of their suspension term. This includes any and all program related activities and events.
2. Any violation while under suspension will be treated as a 2nd offense and all penalties will apply, including extending the existing suspension.
3. Any suspension occurring with less than two games remaining in the regular season will result in suspension from all remaining regular season games, as well as any and all post-season tournament games.
4. Any ejection/suspension that occurs during the post-season tournament will result in suspension during the next sports season for which the individual participates.
5. Any suspension for a term of 6 months or more will require a written request for reinstatement to be submitted following the suspension term. The request may be emailed to president@playgrassland.com or mailed to Grassland Athletic Association, 2020 Fieldstone Parkway, Suite 900-233, Franklin, TN 37069, Attn: GAA President. GAA reserves the right to deny reinstatement and/or extend any and all suspensions.

EJECTION/SUSPENSION PROCEDURES

Once an ejection/incident happens:

1. Ejected individual must leave facility and premises immediately, or police will be called.
2. On-site representatives from either GAA or WCPR must complete an ejection/incident report completely. Noting items such as:
 - a. Individual(s) involved
 - b. Team affiliation
 - c. Purpose of Ejection/Incident
 - d. Facts/description of incident
3. Once report is completed by either GAA or WCPR, Program Director should review the report and send directly to GAA President.

Once ejection/incident report is received by GAA President:

1. President will contact official booking agent to retrieve reports from the officials that officiated the game when the ejection/incident occurred.

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2. All Statements will be given specific timelines as to when they are due.
3. All Statements will be reviewed by the Incident Review Committee with a specific timeline given as to when the review is to be completed.
4. Incident Review Committee ("IRC") will meet to determine any suspensions/warnings to be delivered.
5. Any suspensions/warnings will be delivered to individual(s) involved in the ejection/incident within six ("6") days following the game that the ejection/incident occurred.

When GAA receives a complaint/ejection report pertaining to a coach/player/parent that is requiring additional investigation, GAA will:

1. Gather information and/or eye-witness accounts of the event that took place from all parties involved. This may include the individual in question, other coaches/parents, site supervisor, game officials, and/or other staff present.
 - a. Statements from the following individuals will be sought at a minimum:
 - i. Ejecting official
 - ii. Ejected individual
 - iii. Both team coaches
 - iv. One on-site WCPR staff
2. If warranted, the individual will be contacted by phone and/or email by GAA, and will be asked to submit a written statement of events;
3. If any individual statement is sought but not received, GAA will document the effort to obtain the statement.
4. The IRC has the authority to determine the severity of the situation and to enforce the appropriate range of disciplinary actions. The IRC will report in brief, the nature of the complaint, the findings of the investigation and the sanction applied to the individual.

FACTORS CONSIDERED IN ALL DISCIPLINARY ACTIONS

When reviewing an ejection/incident and deciding what action is most appropriate in a given situation, IRC will take into consideration a variety of circumstances including, but not limited to the following factors (in no particular order):

- Violation of code of conduct
- Number of offenses on file
- Remorse or acknowledgement of behavior
- Child endangerment
- Violation of the law
- Prior complaints / review action
- Blatant disregard for the rules and policies

DEFINITIONS OF POSSIBLE DISCIPLINARY ACTIONS

1. **Verbal Warning:** GAA will verbally discuss undesirable conduct with the individual(s). This meeting will outline the expectations of GAA 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.

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2. **One or Multiple Game Suspension:** GAA 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. If a Parent/Coach is suspended, the individual(s) must complete the appropriate training, NYSCA/PAYS, before being allowed to participate in activities following the suspension period. Suspensions will be documented on file.
3. **Season Suspension:** GAA 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.
4. **Year Suspension:** GAA will suspend individual(s) for one calendar year, which will include all youth athletic events. After one calendar year, the individual(s) will then have to make a formal request to the GAA President to be reinstated into the program. The individual(s) will then have to meet with the President and IRC to determine if the individual(s) is/are capable of following the Code of Conduct.
5. **Indefinite Suspension:** GAA will suspend individual(s) from further involvement in any youth athletic event indefinitely.

OFFENSE & PENALTY

Level 1 - Standard			
Offense	Failure to follow established guidelines, rules, policies and procedures as applicable to related programming; failure to comply with GAA official's decision: taunting/mocking/harassment of players; disgruntled expressions such as rude gestures or comments, screaming and loudly disagreeing with others or obscene/profane/vulgar language; throwing/kicking/striking of bats, balls and other miscellaneous equipment; unnecessary roughness among participants	Penalty	Not necessarily preceded by a warning... immediate ejection and removal from the premises and a minimum two (2) game suspension.
Level 2 - Verbal			
Offense	Malicious obscene/profane/vulgar verbal 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 another with intention to offend, defame or embarrass.	Penalty	Not necessarily preceded by a warning... immediate ejection and removal from the premises and a minimum one (1) year suspension.
Level 3 - Physical			

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Offense	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.	Penalty	Not necessarily preceded by a warning... immediate ejection and removal from the premises and an indefinite suspension from all GAA youth sports programs.
Level 4 - Unlawful			
Offense	Any violation of Tennessee law; possession of firearms, knives, explosive devices, weapons or under the influence of alcohol, narcotics, controlled substances, chemical or paraphernalia; assault with or without a weapon.	Penalty	Not necessarily preceded by a warning... immediate ejection and removal from the premises and an indefinite suspension from all GAA youth sports program.

NOTE: Suspensions will be tracked and monitored. Individuals who have been suspended will be immediately placed on a probationary status for a period of one (1) year from the date of the offense. A second offense by the same individual within one (1) year, regardless of nature, will result in a minimum of double the term of the penalty and possible indefinite suspension.