



BELPRE

SOCCER



CLUB



BELPRE SOCCER CLUB

CODE OF CONDUCT POLICIES

Belpre Soccer Club shall maintain a published Code of Conduct policy that shall be kept on premises and online. This document shall define and oversee all matters pertaining to conduct, sportsmanship, and bullying that arise.

This policy shall include the process to report problems, evaluate the situation, and create solutions in an unbiased manner. This club and all its members shall abide by this policy, which must comply with the minimum required policies established by state and federal laws.

This club shall not take it upon itself to act in manners beyond established protocols, nor shall the club be required to act on matters that occur outside of our fields. At no point shall the club assume responsibility for matters of a personal nature beyond our control.

ARTICLE ONE: DEFINITION

Due to an increasing emphasis nationwide on both sportsmanship and bullying, this club shall establish a policy to set up the basis to handle occurrences that are brought to the Board's attention in a **TIMELY** manner and in accordance with Article Two (2) below.

- A. Sportsmanship shall pertain not only to players, but to coaches, parents, friends, and ALL spectators or any variety present during ANY/ALL organized team activities.**
 - i. Activities shall be defined as any gathering of team members for practices or games.**
 - ii. Activities shall only be governed by these policies on Belpre Soccer Club grounds.**
- B. Bullying shall pertain to an offensive act performed by any individual (adult or child) against another individual. That shall include but not be limited to players, coaches, AND referees.**
- C. Online/phone bullying between coaches and players shall not be permitted, by phone, text, email, or social media. The BSC reserves the right to discipline matters brought to our attention but shall recognize the limitations of authority and shall defer matters beyond that authority to other proper authorities or law enforcement.**

ARTICLE TWO:

PROCEDURE FOR HANDLING THE SITUATION.

Procedures to deal with an active situation shall be put into place, to be enforced by the coach, referee, and/or board members.

- A. Coaches shall be responsible for maintaining the behavior of their players and the families/spectators of said players to a level of reasonable ability.
- B. Referees shall have the ability to enforce whatever actions they deem necessary to maintain control of a game situation, including but not limited to ejection of player(s), coach(s), parent(s), or spectator(s).
 - i. The game may be halted until the individual(s) involved leave the premises.
 - ii. IF before halftime, the referee may award the opposing team a penalty kick (one (1) attempt for every three (3) minutes) that said party refuses to leave.
 - iii. IF after halftime, the game result may be recorded as final, and the game ended.
 - iv. ALL situations shall be reported immediately to the Referee Coordinator, who will assess the situation and forward a report to the President for Disciplinary actions.
- C. All instances shall be reported to the club President within 48 hours of the occurrence for review.
- D. Any Board Members present shall attempt to “cool down” the situation,
 - i. Board Members shall be conscious not to issue words that may be construed as biased or issuing judgement.
 - ii. Board Members shall be careful not to inflame the situation.
 - iii. Involved parties will be asked to issue a statement, either by complaint form, text, or email. Statements shall include pertinent information such as names, dates, and times where available.

ARTICLE THREE: BULLYING POLICY

Our club will follow the lead of our other affiliated organizations, such as OSA and US Soccer where applicable. We recognize and will work to prohibit all forms of harassment, as defined in the glossary at the end of this document.

- A. Bullying shall include but not be limited to:**
- i. Harassment, including all unwelcome conduct, whether verbal, by text/email/phone, or by physical actions.**
 - ii. Sexual Harassment, including but not limited to unwelcome comments, jokes, physical contact, or behavior.**
 - iii. Child Sexual Abuse is strictly prohibited and will be immediately reported to the proper authorities.**
 - iv. Bullying, including all persistent, repeating physical and verbal behaviors.**
 - v. Hazing, as a team or group behavior.**
- B. Any/all occurrences of the above behaviors will be reported to the club President IMMEDIATELY or within 24 hours of when knowledge of said occurrence occurs.**
- i. The person responsible for said occurrence will automatically be on probation pending club Disciplinary review.**
 - ii. Coaches may be removed pending the discretion of the club President and the Director of Coaching.**
 - iii. Immediate support shall be offered to the affected party/parties.**
 - iv. The Disciplinary Board shall have all options available to it, including removal from club activities and revoking of club membership. Extreme occurrences shall be reported to the proper authorities, including National Hotlines.**

ARTICLE FOUR: DISCIPLINARY BOARD

The Disciplinary Board, hereafter referred to as the D.B., shall concern themselves only with those violations dealing with specific actions that cause damage to BSC fields and/or facilities, breaking of BSC established rules and protocols, bullying and/or harassment, and player/coach eligibility. Under no circumstance shall the aspect of a decision made by a referee be considered. In the event a disciplinary hearing has been requested, the D.B. may request all parties to take part in supervised mediation for conflict resolution.

- A. The Disciplinary Board shall consist of the President, Vice-President, Secretary, Registrar, and the Director of Coaching. Only executive positions will be allowed and be a part of the D.B. during a meeting.**
- B. At any point should a member of the D.B. be involved in the matter(s) being brought to the attention of the D.B. as either a**

witness or a direct participant, that board member shall not be eligible to participate.

- i. That member shall be replaced by the next available member of the board as listed in the Bylaws.
- ii. All board members as witnesses or participants shall be required to attend and give their detailed statement of occurrences to the D.B.

C. All instances must be reported to the club President or Secretary within 48 hours of the occurrence.

- i. The President shall assemble the D.B. at the earliest convenience to all parties involved, within two (2) weeks of the occurrence.
- ii. The affected party/parties must be informed of the review within 48 hours of occurrence and be presented in writing a list of offenses to be reviewed.
- iii. All parties shall be given fair opportunity to "defend" themselves of their actions and give "their side of the story".
- iv. Email is an acceptable form of communication if it has been confirmed that all parties received said email.

D. Attendance at the D.B. hearing shall be restricted to only those persons directly involved or by request of the Board of Directors or the involved parties. Special attention shall be given to ensuring the privacy of all matters involved.

E. If the President is not available for any reason to preside over Disciplinary hearings, the Board may elect the "most qualified" Board Member to preside in his/her place.

F. Only the person presiding may hold any investigation of the matters involved. Involvement of other parties may be considered tampering and result in separate disciplinary actions.

G. The D.B. shall use the BSC Bylaws, the Recreational Soccer Guidelines, this Code of Conduct, and any other applicable club rules or policies and protocols to decide whether a violation has occurred.

H. The D.B. may impose any discipline outlined in the BSC Bylaws, Recreational Guidelines, and this Code of Conduct. The parties involved shall be issued written/email notice of the B.D.'s decision by 11:59 PM of the day following the hearing.

I. The D.B. shall concern themselves with the following situations:

- i. Interruption of a game for any disciplinary reasons. The referee shall present a written report to the Referee Coordinator including the names of the involved parties

and specific instances involved, which shall be forwarded to the club President.

- ii. Any occurrence of withdrawal as a means of protest, whether by not showing up for the game without proper notice/approval, or by not participating in the end of game "handshake", shall be considered poor sportsmanship, and may be considered as a 0-1 forfeit.
 - iii. Failure to play a player the minimum proper established playing time, 50%, shall be considered negligent of club policies and be reviewed by the D.B. with a possible forfeiture awarded.
 - iv. Any violation of the BSC Bylaws by a club member shall be reviewed by the D.B. and appropriate action administered. This may include any sanctions, suspensions, or expulsion based upon the severity of the infraction.
 - v. Coaches, players, or spectators who exhibit behavioral tendencies (such as bullying or berating others) which are detrimental to the enjoyment of the game by others are subject to removal from the premises and/or suspension from the Club. Specific problems are to be reported to the D.B.
 - vi. Any gross unsportsmanlike conduct resulting in an ejection (such as a red card) during a game may result in referral to the D.B. per Referee Coordinator discretion.
 - 1. A mandatory suspension for the next two consecutive halves of game play shall be enforced.
 - 2. Any team allowing the suspended player/coach to participate in a game shall forfeit said game and be subject to further disciplinary actions.
 - vii. Once on probation, members are held to a higher standard until which time their probation has been completed.
 - 1. Violations of probation shall be discussed by the B.O.D.
 - 2. Further actions whether to extend, maintain or end the probation shall be considered.
 - 3. A second Disciplinary hearing may be held if the board feels that it is justified.
- J. Board members, Coaches, and other representatives of the club in any capacity are to be held to a higher standard than other club members. Any documented "unbecoming" behavior shall result in the board member being placed on an AUTOMATIC fourteen (14) day probationary period, to be notified of immediately by the club President.

- i. Any second occurrence during the probationary period will result in immediate referral to the D.B.
 - ii. Any complaints of this behavior shall be reported directly to the club President or Secretary.
 - iii. Should the President be the offender, their duties in this matter shall be referred to the next Board Member in line.
- K. The D.B. reserves the right to extend actions and investigate matters involving other club members based on evidence that comes to light in the process of the disciplinary proceedings.
- L. The D.B. reserves the right to revisit a ruling if new information or evidence is provided that may potentially alter the original decision or outcome.

ARTICLE FIVE; PROTESTS AND APPEALS.

All club members shall maintain a right of appeal to matters pertaining to the actions of the B.O.D./D.B.

- A. The League Advisor shall appoint a BSC Arbitration Committee (hereinafter referred to as the A.C.) to perform delegated judicial functions. The A.C. shall be comprised of a chairman (League Advisor if available) and three (3) additional members, none of which shall be members of the B.O.D. The chairman shall have no vote except in the case of a tie.
- B. The purpose of the A.C. shall be to hear protests/appeals resulting from the prior Disciplinary hearing(s).
- C. The objective of the A.C. is to provide fair, swift, and just hearings for all protests and appeals reaching this committee. Its decisions shall be based on current Club, State, and National guidelines, rules and regulations. All avenues below the A.C. must be exhausted before the A.C. will consider hearing an appeal.
- D. The A.C. shall adjudicate and arbitrate all protests and appeals that arise within the structure of the BSC. The proper line of protests/appeals shall be:
 - i. The Disciplinary Board
 - ii. The Arbitration Committee
 - iii. The Original Incorporators
- E. The Protest/Appeal filing Procedure shall:
 - i. Follow the line of authority as outlined above.
 - ii. Be in writing and describe in detail the grounds for the protest/appeal.

- iii. **Parties filing a protest/appeal shall have access to all pertinent information regarding their protest/appeal.**
 - iv. **One copy of the protest/appeal must be submitted to the club President within 5 days (ending at 11:59 PM) from the date of delivery of the decision of the previous authority.**
 - 1. **If there is a tournament/competition pending, the timeframe may be reduced as applicable to accommodate.**
 - v. **A protest/appeal fee of \$25 may be asked for, in the form of a money order, cashier's or certified check, to cover incurred expenses during the hearing, such as building rental fees.**
- F. The Board of Directors has the right to refuse the appeal to the A.C. and Incorporators if:**
- i. **The appeal does not pertain to the original protest.**
 - ii. **The appeal is filed by a party other than the original parties to the protest/appeal.**
 - iii. **The proper procedures have not been followed.**
- G. At all youth levels of the appeals process, if a decision is not reached within thirty (30) days of the receipt of written appeal, the party filing may submit the appeal to the next higher level without determination.**
- H. Decision of the B.O.D./A.C. shall be binding at all levels. Failure to abide by the decision of the committee shall be grounds for suspension or expulsion and further disciplinary action as prescribed by the Belpre Soccer B.O.D.**

GLOSSARY/DEFINITION

The BSC prohibits all forms of harassment, such as bullying, hazing, sexual or racial misconduct, whether it is by emotional or physical means. These types will be defined as follows:

- A. Harassment:** Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person's protected status. Among the types of conduct prohibited by this Policy are epithets, slurs, negative stereotyping, or intimidating acts based on an individual's protected status. Prohibited conduct can also include jokes, kidding, or teasing about another person's protected status.
- B. Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature constitute sexual harassment when:
 - i. Unnecessary touching, patting, hugging, pinching, or brushing against a person's body.
 - ii. Staring, ogling, leering, or whistling at a person.
 - iii. Continued or repeated verbal abuse of a sexual nature.
 - iv. Sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes.
 - v. Graphic or degrading comments about a person's clothing, body, or sexual activity.
 - vi. Suggestive or obscene letters, notes, or invitations.
 - vii. Harassing use of electronic mail, electronic or instant messaging, or telephone communication systems.
 - viii. Other physical or verbal conduct of a sexual nature.
- C. Child Sexual Abuse:** Any sexual activity with a child is prohibited. This includes sexual contact with a child that is accomplished by deception, manipulation, force, or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception, or the child understands the sexual nature of the activity.
- D. Bullying:** Intentional, persistent, and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation, or physical harm to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership are prohibited. Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

- E. Hazing: Coercing, requiring, forcing, or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members are prohibited. Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.**