OGLA GENERAL CODE OF CONDUCT AND SPORTSMANSHIP POLICY

This policy applies to all players, coaches, officials, board members, officers, administrators, trainers, volunteers, parents, spectators, or any other persons who are related to or affiliated with, in any way, the OGLA, OGLA-approved high school or youth lacrosse teams, or who participate in, or attend, OGLA-sponsored events (the “Lacrosse Community Members” or “LCMs”). This policy establishes expectations for behavior in all interactions between or among Lacrosse Community Members, regardless of timing, venue, or mode of interaction, and independent of whether such interactions are direct or indirect. To be clear, OGLA will not tolerate any acts of unsportsmanlike conduct or bullying between or among LCMs, in person, written, or via social media. OGLA encourages all LCMs to honor the game by maintaining the integrity of the sport of girls’ lacrosse. It is always the responsibility of all LCMs to honor the traditions of the game and be respectful of all other LCMs. OGLA will actively manage and evolve this policy as it deems necessary to conform with the expectations of US Lacrosse and with applicable Federal and State Laws.

OGLA expects all LCMs to abide by the following Code of Conduct (“Code”) at OGLA-sanctioned events and at all times in all interactions with all other LCMs:

1. LCMs will not engage in, or encourage other LCMs to engage in, unsportsmanlike conduct with any other LCM.
2. LCMs will not engage in, or encourage any other LCMs to engage in, any behavior which would endanger the health, safety or wellbeing of any other LCM.
3. LCMs will not use drugs or alcohol or encourage any other LCMs to use drugs or alcohol, while at an OGLA-sanctioned event and will not attend, coach, officiate or participate in an OGLA-sanctioned event while under the influence of drugs or alcohol.
4. LCMs will not use or encourage any other LCM to the use profanity at any OGLA-sanctioned event or in any direct or indirect communication with any other LCM(s).
5. LCMs will treat any and all other LCMs with respect and will not engage in discriminatory harassment or bullying behavior while at any OGLA-sanctioned event or while interacting, directly or indirectly with other LCMs. Discrimination is defined under Oregon Law (OAR 581-021-0045(1)(a)) as "any act that unreasonably differentiates treatment, intended or unintended, or any act that is fair in form but discriminatory in operation, either of which is based on age, disability, national origin, race, color, marital status, religion, sex, and sexual orientation." Harassing conduct may take many forms, including verbal acts and name-calling; graphic and written statements, which include use of cell phones or the internet; or other conduct that may be physically threatening, harmful, or humiliating. Examples include but are not limited to hazing, intimidation, bullying, cyberbullying, or menacing another, or engaging in behavior reasonably deemed to endanger the safety or well-being of LCMs, self, or others. Harassment does not have to include intent to harm, be directed at a specific target, or involve repeated incidents. Harassment creates a hostile environment when the conduct is sufficiently severe, pervasive, or persistent,
to interfere with or limit the ability to participate in or benefit from the services, activities, or opportunities sponsored or sanctioned by the OGLA and/or offered by its member teams. This includes the use of, or engagement in, abusive verbal expression or physical conduct, especially if that conduct interferes with the performance of LCMs.

6. LCMs will not engage in and will not encourage any other LCMs to engage in, verbal or physical threats or abuse aimed at any coach, parent, player, official or any other LCM and shall ensure that all cheers, comments, and actions shall be in direct support of one’s team. No cheers, comments, or actions, in violation of the spirit or letter of this Code, shall be directed at one's opponent or at contest officials. Some examples or unacceptable conduct include but are not limited to: disrespecting players by name, number or position; negative cheers or chants; throwing objects on the playing surface; use of derogatory or racially explicit language; discriminatory harassment or conduct that creates a hostile environment that is disruptive to the performance or progress of an OGLA-sanctioned event. Spectators shall not be permitted to use vulgar/offensive or racially/culturally insensitive language or engage in any racially/culturally insensitive action.

7. LCMs will not initiate, nor encourage any other LCM to initiate, a fight or scuffle with any other LCM.

While the OGLA requires all LCMs to conform to the Code, the OGLA vests specific LCMs who are, or should be, in position to positively influence other LCMs’ conformance to the Code, with certain responsibilities and/or authorities under this policy. Failure to exercise these responsibilities may be considered a violation of the Code and this policy.

Club or Team Administrators (“C/TAs”). C/TAs are persons in positions of leadership or management of an OGLA-approved team, including but not limited to athletic directors and related school administrators of school-sponsored teams, and club board members, officers, executives, and/or managers of non-school-sponsored teams. C/TAs are responsible for ensuring that LCMs affiliated with their respective teams are aware of, and conform with, the Code. OGLA strongly recommends that C/TAs require signed acknowledgment of the Code and conformance to the Code as a condition of participation on their lacrosse teams or in OGLA-sanctioned events.

Head Coaches (“HCs”). OGLA holds HCs responsible for their behavior, as well as the behavior of their assistant coaches, players, trainers, parents, volunteers, and spectators, both during and outside of OGLA-sanctioned events. OGLA acknowledges the special position of influence of HCs with respect to most LCMs related to or affiliated with their team(s), expects HCs to always model behaviors consistent with the Code, and to actively require and encourage others to behave in a manner consistent with the Code. In particular, it is critical that HCs support the Code in the following ways:

1. Behave, at all OGLA-sanctioned events and in all interactions with LCMs, in a manner consistent with the Code.
2. Take direct responsibility for ensuring that players, coaches, and all affiliated LCMs understand and abide by the Code.

3. Actively attempt to de-escalate any potentially-volatile situation before it results in a violation of the Code, provided that such attempts do not require the HC to jeopardize the safety of their players, coaches, or themselves. Reasonable CO de-escalation actions may include, but are not limited to:
   - Active management of players, assistant coaches, or other game personnel exhibiting signs of escalating negative emotion of demonstrating or encouraging excessively physical play
   - Use of timeouts to meet with officials and/or captains to address concerns
   - Requesting that a game administrator and/or designated “sideline manager” be deployed to control spectator behavior

4. Provide follow-up information in a timely manner, as requested by OGLA, during any OGLA investigation of a Code violation at an OGLA-sanctioned event where the HC was present.

Certified Officials (“COs”). OGLA vests COs with the authority to interpret and manage conformance to the Code at OGLA-sanctioned events involving COs. COs authority at OGLA-sanctioned, officiated events extends from thirty (30) minutes prior to the start of the event until thirty (30) minutes following the conclusion of the event. During this time period, in addition to all other duties of an official as specified by US Lacrosse, COs are expected to, and given authority to, support the Code in the following ways:

1. Behave, at all OGLA-sanctioned events and in all interactions with LCMs, in a manner consistent with the Code.

2. Actively attempt to de-escalate any potentially-volatile situation before it results in a violation of the Code, provided that such attempts do not require the CO to jeopardize the safety of their partner(s) or themselves. Reasonable CO de-escalation actions may include, but are not limited to:
   a. Issuance of verbal warnings to coaches or players
   b. Temporary suspension of play to meet with coaches and/or captains to address CO concerns
   c. Requesting that a game administrator and/or designated “sideline manager” be deployed to control spectator behavior

3. Issue yellow or red cards, as they deem appropriate, for Misconduct, for violations of the Code, including for violations that occur during the thirty minutes preceding or following an OGLA-sanctioned event.

4. Report all cards issued for Misconduct, along with a written description of the events and circumstances that lead up to and resulted in such cards, to the Oregon Women’s Lacrosse Umpires Association within four (4) hours of the conclusion of any OGLA-sanctioned event where cards for Misconduct were issued. COs acknowledge and agree that these reports will be made accessible to the OGLA and may become part of investigations into violations of the Code or this policy.
5. Provide follow-up information in a timely manner, as requested by OGLA, during any OGLA investigation of a Code violation at an OGLA-sanctioned event where the CO was present.

OWLUA Local Board Chair ("LBC"). The LBC and other members of the Oregon Women’s Lacrosse Umpires Association ("OWLUA") are responsible for establishing and enforcing standards of behavior among COs and developing and executing processes to manage complaints and grievances against COs ("Umpire Grievances" or “UGs”).

OGLA shall develop and maintain processes designed to support compliance with the Code and to sanction LCMs and their applicable teams, for violations of the Code. In addition, the OGLA expects any organization fielding OGLA-approved lacrosse teams to develop and maintain analogous policies and processes designed to support compliance with the Code. OGLA wishes to learn about all alleged violations of its Code and encourages all LCMs engaged in, subject to, or witnessing potential Code violations to report the incidents. The following process should be used for reporting suspected Code violations:

1. Determine whether the incident should be reported, and, if so, to whom. Any complaint against a CO should be reported to OWLUA according to the Grievance process published on the OWLUA website (www.owlua.com) with a copy sent to OGLA (oregongirlslax@gmail.com). OWLUA will be responsible for managing complaints against COs. It is incumbent upon all LCMs to understand the Code well enough to decide whether the incident(s) are reasonably likely to be considered violations of the Code. Disagreements/incidents between Teams and/or LCMs that may merit complaint, but do not rise to the level of Code violations ("non-Code Incidents" or “NCIs”) should be handled through the following process:
   - LCMs involved in or witnessing NCIs should report them to their HC or CTA.
   - HCs or CTAs should reach out directly to the HC or CTA of the other team involved in the NCI and try to resolve any issues informally.
   - NCIs that cannot be resolved informally between or among Team HCs and/or CTAs within forty-eight (48) hours of reporting should be escalated to League Representatives (LRs); LRs should try to develop or mediate an informal solution.
   - NCIs that cannot be resolved with LR involvement within seventy-two (72) hours of escalation should be reported to OGLA.
   - If any HC, CTA, or LR believes an NCI is, in fact, a likely Code violation, the incident should be reported to OGLA.

2. Suspected Code violations should be reported to OGLA (oregongirlslax@gmail.com) with the word CODE in the subject line.

3. A valid report ("Report") must be submitted in writing and include the following information:
   - Name and contact information for the person reporting the alleged violation (the “Reporter”). No anonymous or ghost-written reports will be accepted.
   - The date, time, and place of the alleged violation
   - The names, numbers, or any other information that might help identify the LCMs
involved in the alleged violation

• A detailed description of the alleged violation.
• A list of others who might have witnessed the alleged violation(s)

4. OGLA will acknowledge the receipt of a Report within twenty-four (24) hours.

5. OGLA will make best efforts to notify appropriate CTAs and HCs that a Report has been filed that involves their team or affiliated LCMs.

6. Each Report received will be reviewed by no fewer than three OGLA board members or designees who are responsible for determining whether the incident(s) reported rise to the level of a violation of the Code or this policy (the “Initial Disposition” or “ID”). The ID shall be completed within seventy-two (72) hours of the receipt of the Report and shall minimally involve the OGLA President, the OGLA Vice President of either High School or Youth (depending on the nature of the report), and the OGLA Sportsmanship Chair, or their respective designees. Where practical, those involved in the ID should be vetted with the goal of minimizing or eliminating perceived or actual conflicts of interest. Should any one of the participants in the ID believe that the Report should be processed and investigated as a potential Code violation, OGLA will invoke and execute a formal investigation (“Formal Investigation” or “FI”) and adjudication process outlined below. Reports not accepted for formal investigation and adjudication may be returned to the Reporter will an explanation, or, may be referred to League Representatives, CTAs, or HCs with requests or recommendations for informal handling. Reports involving complaints against COs will be referred to OWLUA.

7. OGLA will make best efforts to complete the investigation and adjudication of all Reports selected for FI within two (2) weeks of the relevant ID. OGLA will select at least one board member or designee, who may or may not have been part of the ID, to function as lead investigator and collect information, as necessary to more fully document the facts and opinions surrounding the case. All LCMs are expected to fully cooperate with and OGLA FI. Failure to do so may result in sanctions under this policy. Upon completion of the investigation, the OGLA will create and convene a meeting of the OGLA Sportsmanship Committee to review and adjudicate the matter. The Sportsmanship Committee must be comprised of at least three Board Members and/or individuals designated and approved by the OGLA Board, vetted to minimize conflict of interest, and not including those who actively investigated the Report under FI. The Sportsmanship Committed will first determine, by majority vote, whether a violation of the Code took place and then determine the severity of the violation.

8. Violations of the Code determined under FI will be dispositioned in a manner that equates them to cards issued by COs for Misconduct. Code violations, therefore, can be deemed as equivalent to either yellow cards or red cards for Misconduct.

9. OGLA reserves the right, in its sole discretion, to impose sanctions on LCMs or teams/clubs as it believes are fair and required to ensure the integrity of the game. Sanctions against individual LCMs deemed to have violated the Code may include, but are not limited to, written warnings or suspension/bans from participation
and/or attendance at OGLA-sanctioned events. Sanctions against teams or clubs may include, but are not limited to, written warnings, imposition of requirements that teams or clubs create (subject to OGLA approval) and implement specific corrective action plans to address the attitudes and/or behaviors that led to the Code violations, financial fines, forfeiture of games, loss of eligibility for playoff contention, or suspension/termination of the right to participate in current or future contests. In addition, any cards for Misconduct issued by COs after the end of an OGLA-sanctioned event and/or any card-equivalents resulting from FI, will be enforced in the next OGLA-sanctioned contest.

10. Each card for Misconduct of card-equivalent from FI has a point value. A yellow card or card-equivalent is worth one point. A red card or card-equivalent is worth two points. Note that all red cards will be deemed Misconduct. Sanctions will generally escalate as a function of the severity and frequency of Code violations (the accumulation of points) attributable to a team or club for incidents during the one year prior to and including the last contest date of the current season (the “Code Year” or “CY”). The OGLA reserves the right to roll unresolved incidents or unfulfilled sanctions into the subsequent CY. This means that LCMs and their teams or clubs should not necessarily assume they will start with a clean slate in an upcoming CY. The following guidelines are provided to help LCMs understand the potential consequences of Code Violations to their teams.

- 1 point = written warning
- 2 points = written corrective action plan for each incident, fine up to $250
- 3 points = written corrective action plan for each incident, fine up to $500
- 4 points = written corrective action plan for each incident, fine up to $1,000, loss of post-season privileges
- 5 points – suspension of OGLA membership; termination of all rights for season, hearing required for future membership reinstatement.

11. OGLA reserves the right to implement all sanctions for Code violations immediately. LCMs or their teams can formally appeal OGLA decisions by filing an appeal. All appeals must come from the LCM against which sanctions were levied or a CTA, in the event that sanctions were levied against a team (“Appellant”) and be sent to OGLA in writing by emailing oregongirlslax@gmail.com and including the word APPEAL in the subject line. OGLA will acknowledge appeals within twenty-four (24) hours and make best efforts to complete the appeals process within two (2) weeks. An appeals process shall be managed that allows the accused LCM and/or team representatives to present alternate facts/opinions related to the incident before an OGLA Judiciary Committee. The OGLA Judiciary committee shall consist of no fewer than five (5) individuals and consist of one OGLA Board Member, one OWLUA Board Member, one representative of US Lacrosse (someone who serves USL in an official/managerial capacity), a former OGLA Board Member with no direct ties to current players, coaches, or officials in Oregon, and one at-large member who has no conflicts of interest. The Appellant shall have the right to submit evidence or testimony in writing and participate in a live forum (which may be a conference call) to plead his/her case. The OGLA lead investigator during the relevant FI(s) must also
be present to answer questions by the Judiciary Committee. The Judiciary Committee can only overturn OGLA decisions related to a) whether a Code violation occurred and b) whether a Code violation merited yellow or red-card equivalence. Should the Judiciary Committee choose to overturn or modify a Sportsmanship Committee decision, any impact to team point totals will be respected and sanctions modified or reduced accordingly.