

PARENT & PLAYER HANDBOOK -

1. Introduction

Welcome to Game Plan Athletics' 1st season! We are so excited to welcome you to our family. We hope you are looking forward to helping create a tradition of excellence both on and off of the court as much as we are. This Handbook was put together to inform you about not only the policies of our Club, but also about the foundation of Game Plan Athletics and our goals for both the athletes and their families. This Handbook will act to serve as a guide for our participating athletes and families. Game Plan Athletics reserves the right to amend this Handbook at any time in its sole discretion.

Game Plan Athletics is an Ohio Limited Liability Company ("GPA" or "Game Plan"). Breyona Colley is the Owner, Managing Member, and acting Director of GPA. The Game Plan logo is a trademark of our company and shall not be used without the expressed written consent of GPA.

2. Game Plan Athletics" Mission Statement

Our mission is not only to provide comprehensive programming to help clients succeed in life but also to prepare tomorrow's youth, and foster leadership and accountability for every client. At Game Plan we are dedicated to providing more than playing opportunities, but to instill our clients with high - level technical training that elevates the value of teamwork, responsibility, self-discipline, and leadership while helping to achieve the best version of themselves outside of and within the realm of sports. We develop more than the skills of the game - we develop well rounded athletes ready to tackle the world. Game Plan will provide a state-of-the-art training facility to enhance athletic performance by helping athletes surpass the goals they have set for themselves while simultaneously creating a foundation to strive for excellence and becoming better versions of themselves. With us, you're more than just a number, you are building a stronger mind, body, heart, and ultimately your best version of you.

3. Website

Our website address is [\(add website hyperlink\)](#). Each team will have a page for their roster, schedule, etc. Each athlete will have a profile page on the website. It is the athlete's responsibility to contact GPA with changes, additions, and corrections to their profile page.

4. General Rules and Regulations

GPA will be using a temporary location this season for practices until our facility has been completed. The following rules, regardless of practice location, are expected to be upheld by the athletes, families, coaches, spectators, and staff in order to help keep the facility clean and safe for everyone who enters:

1. Following each training session, athletes are responsible for cleaning up all belongings, trash, and equipment used during the session.
2. Family and friends are permitted to watch training sessions as long as they do not interfere with the training. Administrative offices and conference rooms are NOT permitted as open areas to athletes or their families.
3. Profanity, derogatory remarks, obscene gestures or threats will not be tolerated at any time on the courts, in the stands, in the common areas of the facility, or the parking lot. Patrons or guests using such language or gestures will be asked to not return.
4. Those who choose to damage the facility, including but not limited to graffiti, or any part thereof will be charged janitorial and/or damage fees and may be asked not to return to the facility.
5. Anyone caught removing, without authorization, or stealing equipment from our facility will be charged for replacement of the items taken and may be asked not to return to our facility.

NOTE: Those athletes, families, or spectators who continuously violate the above rules may be removed from GPA without refund or relief from financial responsibility.

5. Philosophy of Playing Time

At Game Plan we strive to implement a comprehensive training program catered to each individual athlete and their personal goals, while simultaneously fostering leadership and accountability for every athlete on and off the court/field. While we will instill high-level technical training that elevates the value of teamwork, responsibility, self-discipline, and leadership, ultimately playing time is always earned and never given. During practices, playing time should be the same for all players; in competition, playing time is at the discretion of the coach and not guaranteed. The allocated playing time philosophy changes based upon the division in which your athlete participates:

National - Playing time is earned and not guaranteed. Direct feedback on how to improve will be given to the athlete to earn more playing time, however, Coaches and Directors will not discuss play time directly.

American - Playing time may be more balanced, however, it is not guaranteed. Again, Coaches and Directors will not directly discuss playtime, but will provide feedback on how to gain more opportunities to earn more playing time.

Regional - Playing time should be fair for all athletes. Please keep in mind that due to the nature of the position in which an athlete may hold, playing time may not be equal; however, we want every athlete to have a positive experience by learning through game-play.

6. Communication

1. Athlete to Coach. It is important to establish good communication between the coach, athlete, and families. Both athletes and coaches are responsible for establishing a relationship of trust and mutual respect. Addressing concerns of the athlete is the responsibility of the athlete to bring to the attention of the coach. Parents are not to address the coaches, trainers, or directors with a concern if the athlete has not first verbally addressed the concern. Our coaches and trainers aim to provide and create a safe and approachable environment that allows athletes to present those concerns. Playing time specifics or other athletes will not be addressed, however, an athlete who is not satisfied with the coaches' or trainers' decisions must first engage to identify the issue with the respected coach or trainer using the following steps:
 - a. The athlete must initiate a verbal dialogue.
 - i. Athletes are often unclear on what they need to improve, and an early conversation can address these questions. The expectation is that athletes should start this conversation by asking what they need to do to improve and how to work towards playing a larger role in contributing to the overall success of the team.
 - b. If the concern is still unanswered or unresolved, the athlete can request a meeting.
 - i. The athlete, coach, parent, and a club administrator will all be in attendance.
 - ii. NO meeting will be granted with the family if an athlete is not in attendance.

It is a necessary life skill to have the ability to confront and discuss potentially emotional topics; and while we do realize there are times a problem needs to be addressed and athletes cannot bring themselves to approach the coach, it is highly encouraged that parents contact the coach directly to help produce the best environment for their athlete.

2. Family to Staff. We encourage appropriate communication between our families and the staff. Below are examples of appropriate communication.
 - a. Information about the athlete's health.
 - i. Recent illnesses, medical restrictions, allergies, medication needs, etc.
 - ii. Physical limitations that would restrict or prevent the athlete from practice or game participation.
 - iii. Emotional health needs (ex: a recent death in the family, struggling in school, dealing with another emotionally charged issue).
 - b. A "head's up" that your athlete is struggling to communicate with the coach.
 - i. While we begin this conversation with the athlete first, it is appreciated being notified.

There are topics of communication with the coach which are not appropriate or there is a more appropriate venue to make that contact:

- c. Conversations about playing time:
 - i. If your athlete is receiving playing time consistent with this Handbook and has not tried to discuss the athlete's role on the team with the coach, it is inappropriate for you, the parent, to do so at any time.
 - d. Other athletes on the team
 - i. Your personal opinions of other athlete's attitudes, skill, performance, or conduct are not appropriate topics of conversation for you to have with anyone (ex: coaches, directors, other parents, athletes, etc.).
 - ii. There are some exceptions. For example, any issues relative to drugs, alcohol, sexual conduct, or weapons should be brought up with a Director immediately.
 - e. Coaching technique, tactics, systems, game-time decisions, etc.
 - i. These are all issues that are not open for discussion or negotiation. There are opportunities at the end of the season for parents to provide feedback on these topics on the coaching staff to the Director.
3. Staff to Family: There are multiple resources that may be utilized when Game Plan needs to deliver information to our families.
 - a. The use of social media may be utilized to send general information about Game Plan, special events that may be occurring, or spotlighting an athlete or team.
 - b. The use of our website. The website should be one of the first resources used to determine information pertaining to your athlete.

- c. The use of our phone tree. Our Game Plan teams will utilize the resources of our phone tree that will be distributed to our parent reps after the final creation of our teams. The phone tree can be utilized to quickly disperse important information such as cancellations or practice time changes. The phone tree is NOT to be utilized to inform the coach or trainer of an expected missed practice or tournament.
- 4. Meetings Times. Here are some guidelines for finding the best time to meet:
 - a. If there is a question about player development and the athlete's role on the team, communication early in the season is ideal.
 - b. We have a 48-hour rule. This means 48 hours following the conclusion of the tournament. This allows emotions to subside, resulting in a more productive conversation. The conversation addressing an issue should be first initiated by the player.
 - c. Prior to the meeting, notify the coach of the requested meeting topic. Avoid lengthy emails or phone messages, these tend to be too emotional and accusatory.

7. Social Activity Online & Offline

GPA recognizes the prevalence of electronic communication and social media in today's world. Many of our student athletes use these means as their primary method of communication. While we can acknowledge the value of these methods of communication, GPA also realizes that there are associated risks that must be considered when adults use these methods to communicate with minors.

All communications between a coach or other adult and an athlete must be professional in nature and for the purpose of communicating information about team activities. For example, as with any communication with an athlete, electronic communication should not contain or relate to any of the following:

1. Drugs or alcohol use;
2. Sexually-oriented conversation; sexually explicit language, sexual activity;
3. The adult's personal life, social activities, relationship or family issues, or personal problems; and
4. Inappropriate or sexually explicit pictures.

Note: Any communication concerning an athlete's personal life, social activities, relationship or family issues or personal problems must be transparent, accessible and professional. Whether one is an athlete, coach, or parent, the guiding principle to always use in communication is to ask: "Is this communication something that someone else would find

appropriate or acceptable in a face-to-face meeting?” or “Is this something you would be comfortable saying out loud to the intended recipient of your communication in front of the intended recipient’s parents, the coaching staff, or other athletes?”

With respect to electronic communications, a simple test that can be used in most cases is whether the electronic communication with athletes is Transparent, Accessible and Professional (“TAP”):

- **Transparent:** All electronic communication between coaches and athletes should be transparent. Your communication should not only be clear and direct, but also free of hidden meanings, innuendo and expectations.
- **Accessible:** All electronic communication between coaches and athletes should be considered a matter of record and part of GPA’s records. Include another coach or parent in the communication so there is no question regarding accessibility.
- **Professional:** All electronic communication between a coach and an athlete should be conducted professionally as a representative of GPA. This includes word choice, tone, grammar and subject matter that model the standards and integrity of a staff member.

If your communication meets all three of the TAP criteria, then it is likely your method and manner of communication with athletes will be appropriate.

FACEBOOK, INSTAGRAM, BLOGS AND SIMILAR SITES: Coaches may have personal Facebook (or other social media site) pages, but they are not permitted to have any athlete of Game Plan join their personal page as a “friend.” Coaches and athletes are not permitted to “direct message” each other through Facebook, Instagram, Blogs and similar sites. Game Plan Athletics has an official Facebook and Instagram page that athletes and their parents can “like” or “friend” for information and updates on team-related matters. Athletes are also encouraged to set their pages to “private” to prevent adults from accessing the athlete’s personal information.

TWITTER: Coaches and athletes may follow each other on Twitter. Coaches cannot re-tweet an athlete’s message post. Coaches and athletes are not permitted to “direct message” each other through Twitter.

TEXTING: Subject to the general guidelines mentioned above, texting is allowed between coaches and athletes. Texting only shall be used for the purpose of communicating information directly related to team activities. When communicating with a coach through text, a parent or another coach/director must be included in the text.

EMAIL: Athletes and coaches may use email to communicate. When communicating with a coach through email, a parent, another coach/director must also be copied.

REQUEST TO DISCONTINUE ALL ELECTRONIC COMMUNICATIONS: The parents or guardians of an athlete may request in writing that their child not be contacted by coaches through any form of electronic communications. Immediate compliance without repercussion must be granted.

MISCONDUCT: Social media and electronic communications can be used to commit misconduct (e.g. emotional, sexual, bullying, harassment and hazing). Such communications by coaches, staff, volunteers, administrators, officials, parents or athletes will not be tolerated and are considered violations of the SafeSport Handbook.

VIOLATIONS: Violations of Game Plan's Social Media and Electronic Communications Policy should be reported to the Director. Complaints and allegations will be addressed following the appropriate procedure.

An athlete or parent of an athlete who violates this policy is subject to appropriate disciplinary action, including but not limited to: suspension, dismissal and/or referral to law enforcement authorities.

8. Training Expectations

Please note: At no time should an athlete train at another club, individually or in a group setting, while under contract with Game Plan Athletics. This includes early commits.

Game Plan aims to offer high - level training and believes that the aspect of training is one of the most important factors for the success of our athletes. At Game Plan we believe that all of our athletes, regardless of sport, position, or playing level, should receive as much comprehensive training as possible. No athlete should remain on the sidelines the majority of practice; all athletes should have an opportunity to grow in their skills of their desired sport and gain the chance to earn playing time for games during practice. It is the responsibility of the athlete to make sure that they are getting those opportunities by inserting themselves onto the court during designated phases of drill/positional changes. It is never the responsibility of the coaches, trainers, or staff to position an athlete into an active drill sequence. Athletes will get as much out of practice as they are willing to put in. Ultimately the overall experience of a training/practice session is the responsibility of the athlete.

The following are the expectations for each practice/training session with GPA. Game Plan reserves the right to release any athlete from the program, without refund or relief from

financial responsibility, should violations of these expectations become a habit or a hindrance to GPA or the team in which the athlete is on.

1. Each athlete is expected to be “practice” ready for practice or the training session at their designated start time. Thus, athletes are fully equipped and ready to engage in the session at the designated start time, not still getting ready or walking in the door. Athletes who are consistently late will risk losing playing time and potentially their spot on the team.
2. Each athlete is expected to be properly equipped in their practice uniform.
3. Athletes are expected to attend every training session. If an athlete has to miss a training session, the athlete is expected to notify the staff as soon as possible and submit an online attendance form. Excused absences include family emergency, illness followed by a doctor’s note, in-season school sports, mandatory school or church functions. All other absences need pre-approval by a director. Athletes who have 5 or more absences risk losing playing time. It is expected that all National division team members will not miss practices or tournaments during the qualifying or national preparation season.
4. Families are not expected to stay and watch training. At NO time should parents be on the court and/or disrupt training. Parents are not to approach a coach or staff member during a training session. If athletes have any issues or questions, they may talk to their coach or trainer.
5. Schedule changes or cancellations will be on the website as soon as possible. If the weather is poor or school has been canceled, the athlete or family should check the website before coming to practice. We also use our social networks and email tree (parent reps) to communicate these changes.

9. Tournament Expectations

The following are the expectations for every tournament. Game Plan reserves the right to release athletes from the program, without refund or relief from financial responsibility, should violations of these expectations become a habit or a hindrance to GPA or the athlete's team.

1. Athletes are expected to be dressed in uniform ready to play at the time and location designated by the GPA guidelines. It is required that athletes bring ALL of their jerseys each day of a tournament. It is inexcusable for athletes to arrive late. Athletes who are consistently late or miss will potentially risk their playing time or spots on the team.
2. When athletes are not playing in matches, warming up, officiating, or scouting with their team, they are expected to be supporting at an assigned court. Athletes can

get food, and then report to the support location as a team. At NO time during a tournament is an athlete to leave their team until their coach releases them at the end of the day. We arrive, play and leave the event as a team. Athletes who need to leave the court must notify their coach of where they are going and take at least one teammate or adult with them.

3. Cell phones are NOT permitted during a tournament. Family representatives will either collect phones prior to the start of the day and return them at the end, OR request that all phones stay in the car or hotel. If an athlete needs to use a phone to contact a parent, then they can ask to briefly use the phone.
 - a. If an athlete is caught with their phone, the first sighting will be a verbal warning. If a second sighting occurs, the phone will be taken and kept with either the coach or parent until the end of the tournament and the player will miss the subsequent game of play as a consequence.
 - i. We understand that we can not completely control all distractions that can and will occur during our tournament ventures; however, we can strive to eliminate as many as within our control, allowing our athletes to remain focused on the tournament and perform at peak performance.
4. Parents, athletes, friends, and family members are NOT permitted to approach a coach, director, or staff member during a tournament to discuss coaching decisions in person or electronically. The proper protocol for communicating concerns is set forth in this Handbook. Those athletes or families who break this rule will be given one warning. If it happens a second time, GPA reserves the right to remove an athlete from the tournament and/or team without relief from financial responsibilities or a refund.
5. Parents, friends, and family members are expected to cheer for the team and Club in a positive manner. Those who direct negative language, obscene gestures or derogatory remarks towards athletes, coaches, officials, or spectators will be asked to leave the tournament venue. At all times, adults are expected to serve as positive role models. GPA reserves the right to remove an athlete from the team if they or members of the family demonstrate inappropriate behavior and/or unsportsmanlike conduct.
6. Sightseeing is acceptable AFTER the tournament has concluded for the athletes. Athletes should not visit amusement parks or sightsee (ex: long walking activities) the day prior to or during the day(s) of play. We expect athletes to be fully rested.
 - a. Athletes are NOT permitted to swim during their day(s) prior to and during play. Again, we expect our athletes to be fully rested.

10. Team Travel Policy

Game Plan has some teams that travel regularly during their season; some teams travel a few events per season, and some teams there are only local travel. GPA prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment, and hazing, all as described in this Handbook. GPA has established policies to guide our travel, minimize one-on-one interactions, and reduce the risk of abuse or misconduct. Adherence to these travel guidelines will increase athlete safety and improve the athlete's experience while keeping travel a fun and enjoyable experience.

1. "Local Travel" occurs when GPA does not sponsor, coordinate or arrange for travel.
 - a. Parents/guardians are responsible for making all arrangements for Local Travel. It is the sole responsibility of the parents/guardians to ensure the person transporting the athlete maintains the proper safety and legal requirements, including but not limited to, a valid driver's license, automobile liability insurance, a vehicle in safe working order, and compliance with applicable state laws.
 - b. The employees, coaches, and/or volunteers of Game Plan or one of its teams, who are not also acting as a parent, should not drive alone with an unrelated athlete unless they have prior written permission from the parent/guardian.
2. "Team Travel" is overnight travel that occurs when GPA arranges accommodations for travel so that teams can compete locally, regionally, or nationally. Because of the greater distances, staff may travel with the athletes.
 - a. GPA will provide reasonable advance notice before Team Travel, including designated team hotels for overnight stays. Parent representatives will help with lodging details. All athletes are required to stay with the location GPA provides unless otherwise stated. All athletes must arrive at the designated hotel and check-in the night before play (for any tournament that is 4+ hours away) no later than 11 p.m., regardless of the wave or start time of competition.
 - b. Parents/guardians are solely responsible for the transportation of their athlete(s). If a parent/guardian cannot accompany an athlete, they are responsible for finding a teammate or family member that the athlete can travel and stay with.
 - c. Regardless of gender, a coach shall not share a hotel room or other sleeping arrangements with an athlete (unless the coach is the parent, guardian, or sibling of the athlete) regardless of written consent by the family.
 - d. Club families will conduct themselves in a respectable manner while staying at hotels. We will treat ourselves as guests of the hotel, and we will respect all employees and other guests. The GPA family will be expected to follow

the hotel curfew for the lounge areas, and all athletes will be in their rooms no later than 11 p.m. regardless of wave or competition start time (coaches may set an earlier curfew). Any athlete, parent, or guardian that demonstrates unacceptable behavior at the hotel may be removed without the release of financial responsibility or refund.

- e. Meetings between a coach and a team may not occur in hotel sleeping rooms and must be held in public settings or with additional adults present, with at least one of those adults being the same gender as the athlete.
- f. No coach or chaperone shall at any time be under the influence of drugs or alcohol while performing their respective coaching and/or chaperoning duties.
- g. If disciplinary action against an athlete is required while the athlete is traveling without his/her parents, then the Family will be notified before any action is taken, or promptly after when immediate action is necessary.
- h. While staying at hotels (or likewise), athletes will not use the swimming pools or hot tubs for any reason the day before or during a tournament. All swimming or sunbathing may be done following the final match of the tournament.

11. Uniforms

The uniform package is different for each level and each sport team. Please visit our website for details on your team's uniform package: [\(website hyperlink\)](#). Athletes may purchase additional items from our Spirit Wear Team Store [\(attach a hyperlink\)](#).

1. All athletes will wear the assigned practice shirt each day. Athletes are required to wear blue or black spandex (for our volleyball program) and blue, black, or white socks. During individual or small group training sessions, athletes are permitted to wear any shirt or attire that is appropriate for the respective training session.
2. For tournaments, GPA requires that each athlete wear the-issued uniforms. Ankle supports are encouraged but not required. During tournaments, athletes are required to wear their warm-up and match their teammates if not playing. The jersey schedule for each tournament will be given to the family of the athlete prior to Day 1.
3. Athletes who lose or damage part of their uniform will be charged a fee to replace the lost or damaged item. Practice t-shirts are considered damaged if they are cut or ripped in any way.

12. Game Plan Athletics Logo/Brand Use

Use of the Game Plan Athletics logo is strictly prohibited unless approved by Breyona Colley. This includes, but is not limited to, apparel, water bottles, car stickers, photographs, printed materials, and websites.

Only items made and sold through Game Plan Athletics are permitted. If GPA representatives, employees or coaches observe unapproved items with the Game Plan Athletics logo, GPA reserves the right to confiscate the item with no reimbursement. Anyone who sells Game Plan Athletics branded items without written approval is subject to legal action and fines.

13. Club Dues

Club dues include facility fees for practice, uniform packages, registration fees for coaches, coaches' salaries, tournament entry fees, administrative fees, coaches' uniforms, and some of the coaches' travel expenses. The payment of dues does not guarantee an athlete's tournament playing time.

1. Dues should be paid online or by check. Checks should be made payable to "Game Plan Athletics" and mailed to:

3737 Easton Market #1453
Attn: Game Plan Athletics
Columbus, OH 43219
2. The payment schedule is posted on team pages or in contracts. Alternate payment plans may be arranged with Breyona Colley; please email GamePlan_Athletics@outlook.com for that purpose. Those who set up and follow their payment plan will not be fined the late fees outlined below in subsection 4.
3. Teams may choose to adjust their schedule to add more tournaments. Additional tournaments will not be added to a team's schedule without the unanimous consent of the team. The dues of that team will be adjusted as needed to accommodate the addition of more tournaments.
4. Payments are due on the 15th of the month. If payments are not received within five (5) days, they will be considered past due. Once past due, the athlete will sit out of practice and there will be a \$50 late fee. The \$50 fee will be added for each month the payment(s) are past due.
5. Any athlete who has not paid dues on a past season or other delinquent training balances may be asked to sit out of practice and may not receive the uniform package. Athletes can begin practicing and will receive uniforms once payments have been submitted and have brought their account to a current standing.

6. Athletes will receive no compensation for travel reservation expenses to tournaments during the time they are suspended. Payments that go unpaid for more than 60 days may be reported to a collection agency.
7. Fees will not be refunded or reduced for athletes who leave before the end of the season. We operate on a very tight budget; therefore, we cannot refund or reduce fees when an athlete decides not to play or is unable to play. Signing a contract commits the athlete and the family to full financial responsibility regardless of their participation.
8. There is a convenience fee for paying dues online. If you'd like to avoid the fee, please mail your payment to the address listed above.

14. Mentorship (need a new title)

One of the pillars of Game Plan is mentorship. We encourage our athletes to partake in the various opportunities presented throughout the season to engage in our mentorship programming. We want our older athletes to pave the way for our younger athletes while fostering a bond between the ages. Throughout the year we will offer different programs for various internships in different fields, classes to help deepen the understanding and knowledge of the game our athletes have come to love, and provide opportunities to pair our athletes with other professionals to engage and help foster their leadership abilities. Some of these opportunities may include working with younger athletes to help run drills, practice teaching the skills they have been implementing, and run youth tournaments. Other opportunities may be working closely with adults in different fields gaining hands-on experience into a world of interest.

15. Hazing.

"Hazing" means any intentional, knowing, or reckless act directed against an athlete, by one person alone, or acting with others that endangers the mental or physical health or the safety of an athlete for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are to include other athletes. The term includes but is not limited to:

1. Any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body or similar activity.
2. Any type of physical activity, such as sleep deprivation, exposure to the elements, and confinement in a small space, calisthenics, or other activity that subjects the athlete to an unreasonable risk of harm or that adversely affects the mental or physical health or the safety of the athlete.

3. Any activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance that subjects the athlete to an unreasonable risk of harm or that adversely affects the mental or physical health or the safety of the athlete.
4. Any activity that induces, causes, or requires the athlete to perform a duty or task that involves a violation of the applicable laws of the State of Ohio.

No athlete, coach, or GPA employee or representative shall engage in any form of hazing, nor encourage or assist any other person in hazing. Acts of hazing and failure to report known hazing may result in suspension from that athlete's team or Game Plan Athletics.

16. Harassment Policy.

Game Plan prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment, and hazing. Harassment is defined as any unwanted physical or verbal conduct that offends or humiliates the recipient, that interferes with their ability to play and learn or leads to adverse consequences, and that any reasonable person ought to have known would be unwelcome. It does not include the legitimate exercise of coaching authority regarding performance feedback, game evaluations, or valid disciplinary measures. It may create an intimidating, hostile, or offensive team setting. Examples of harassment include, but are not limited to, racial or sexual slurs, name calling, racist or sexist jokes, negative stereotyping, physical assault, bullying, threats, demeaning pictures, posters and graffiti.

Harassment includes the following categories of behavior, whether the behavior occurs one or many times:

1. Discriminatory behavior: Discrimination refers to treating people differently, negatively, or adversely because of one or more of the following: race, color, ancestry, place of origin, political belief, religion, age, sex, sexual orientation, marital status, family status, or physical or mental disability.
2. Personal harassment: Personal harassment includes objectionable conduct, comment, or display made on either a one-time or continuous basis that demeans, belittles, or causes personal humiliation or embarrassment on the part of the recipient. It may or may not be linked to discriminatory behavior.
3. Sexual harassment: Sexual harassment refers to any conduct, comment, gesture, or contact of a sexual nature, whether on a one-time basis or a series of incidents, that might reasonably be expected to cause offense or humiliation or that might reasonably be perceived as placing a condition of a sexual nature on participation. Examples of behavior that can constitute sexual harassment include, but are not limited to:

- a. unwanted touching, patting or leering;
 - b. sexual assault;
 - c. inquiries or comments about a person's sex life;
 - d. telephone calls or other forms of communication with sexual overtones;
 - e. gender-based insults or jokes causing embarrassment or humiliation;
 - f. repeated unwanted social or sexual invitations; and
 - g. inappropriate or unwelcome focus/comments on a person's physical attributes or appearance.
4. Bullying: Bullying consists of behavior to attack and diminish another by subjecting the recipient to unjustified criticism and trivial fault-finding, humiliating the recipient (especially in front of others), and/or ignoring, overruling, isolating and excluding the recipient.
5. Poisoned team environment: A poisoned team environment is characterized by an activity or behavior, not necessarily directed at anyone in particular, that creates a hostile or offensive environment (whether on the court, at tournaments, or in meetings). Examples of a poisoned team environment include but are not limited to: graffiti, sexual, racial or religious insults or jokes, abusive treatment of an athlete or parent, and the display of pornographic or other offensive material.

Game Plan is fully committed to preventing harassment in any form in its program. We try to be very sensitive to conduct that may be seen as creating an environment that is discriminatory or harassing. This includes unwanted letters or cards, telephone calls, texts or email of a personal nature, unwarranted inquiries about personal life or sexual habits, repeated jokes with sexual content, and sexual comments about a person's appearance or body. In addition, GPA places the safety of the young athletes entrusted to our care and instruction as our highest priority. We do not tolerate verbal or physical behavior that compromises that priority. We watch team activities and interactions closely to try to prevent miscommunications that cause discomfort to any of the athletes or parents.

1. Reporting Harassment: If you see an employee behave in a way you believe appears to be inappropriate, or if you experience behavior from another athlete, coach or administrator that you believe is inappropriate, report it immediately to a Director. All complaints will be investigated. Any employee found to be in violation of the harassment policy will be subject to discipline, which may include dismissal. There will be no retaliation against any complainants or any witnesses who participate in an investigation of a harassment charge.

17. Miscellaneous.

1. Game Plan complies with Lindsay's Law. Please watch the [Lindsay's Law video](#). This is required yearly. Once viewed, please [submit this form](#).
2. Game Plan complies with the Ohio Concussion Awareness Law. Please review the Ohio Department of Health Information Sheet and [complete this form](#).

18. Closing Remarks.

Playing sports and other organized activities is a critical component to a child's development. It is an additional opportunity to develop themselves further outside the classroom or home. The lessons from sports; winning and losing, striving for personal development, and learning to deal with others, are key emotional skills needed throughout their lifetime. The lessons children learn in sports stay with them throughout their lives.

Thank you again for participating in Game Plan Athletics. We wish you and your athlete a safe and successful season.

ATHLETE STATEMENT OF UNDERSTANDING

As a Game Plan Athletics athlete, I, the athlete named above, have read and understand the Game Plan Athletics Family and Athlete Handbook. I understand that I am responsible for my conduct while participating. I understand that I risk being removed without refund if I violate any part of the Handbook.

By signing below, I am confirming that I have read the Family and Athlete Handbook in full and agree to the "Statement of Understanding" terms above. By printing my name below, I am submitting my online signature.

FAMILY STATEMENT OF UNDERSTANDING

As the parent or guardian of the above-referenced Game Plan Athletics athlete, I have read and understand the Game Plan Athletics Family and Athlete Handbook. I understand that the athlete is responsible for their conduct while participating. I understand that I am responsible for my own conduct while the athlete is participating, as well as, the conduct of the friends and family members that attend tournaments, training sessions, and other events. I understand that I risk having the athlete removed if I, or they, violates any part of the Handbook. I understand that if the athlete is removed from or quits for any reason, I am still obligated for full financial responsibilities to Game Plan Athletics.

By signing below, I am confirming that I have read the Family and Athlete Handbook in full and agree to the “Statement of Understanding” terms above. By printing my name below, I am submitting my online signature.