

CATTARAUGUS COUNTY MIDGET FOOTBALL LEAGUE PERSONAL CONDUCT POLICY

Personal conduct policy

All persons associated with the CCMFL are required to avoid “conduct detrimental to the integrity of and public confidence in the Cattaraugus County Midget Football League.” This requirement applies to players, coaches, officers, game officials and all others privileged to participate in and as a part of the Cattaraugus County Midget Football League.

It is well understood that rules promoting lawful, ethical, and responsible conduct serve the interests of the league, its players, and fans. Illegal or irresponsible conduct does more than simply tarnish the offender. It puts innocent people at risk, sullies the reputation of others involved in the game, and undermines respect and support for the CCMFL.

Standard of conduct:

While criminal activity is clearly outside the scope of permissible conduct, and persons who engage in criminal activity will be subject to discipline, the standard of conduct for persons associated with the CCMFL is considerably higher. It is not enough simply to avoid being found guilty of a crime. Instead, as a representative of the CCMFL or a member club, you are held to a higher standard and expected to conduct yourself in a way that is responsible, promotes the values upon which the league is based, and is lawful. Incorporated in this standard of conduct is the Code of Ethics signed by each participating member of the CCMFL.

Persons who fail to live up to the standard of conduct are guilty of conduct detrimental and subject to discipline, even where the conduct itself does not result in conviction of a crime.

Discipline may be imposed in any of the following circumstances:

- 1) Criminal offenses including, but not limited to, those involving: the use or threat of violence; domestic violence and other forms of partner abuse; theft and other property crimes; sex offenses; obstruction or resisting arrest; disorderly conduct; fraud; racketeering; and money laundering;
- 2) Criminal offenses relating to steroids and prohibited substances, or substances of abuse;
- 3) Violent or threatening behavior, whether in or outside the scope of duties as participant in the CCMFL;
- 4) Possession of a gun or other weapon in any setting involving the CCMFL, including but not limited to playing fields, team practice facilities, parking lots, team meeting areas, etc., or unlawful possession of a weapon outside of those areas;
- 5) Conduct in any setting involving the CCMFL that poses inherent danger to the safety and well-being of another person; and
- 6) Conduct that undermines or puts at risk the integrity and reputation of the CCMFL, CCMFL

officers, CCMFL clubs, or CCMFL players.

Evaluations, counseling and treatment:

Apart from any disciplinary action, persons arrested, charged or otherwise appearing to have engaged in conduct prohibited under this policy may be required to undergo a formal clinical evaluation before any further participation in any CCMFL activities. Based on the results of that evaluation, the person may be encouraged or required to participate in an education program, counseling or other treatment deemed appropriate by health professionals. The evaluation and any resulting counseling or treatment are designed to provide assistance and are not considered discipline; however, the failure to comply with this portion of the policy shall itself constitute a separate and independent basis for discipline.

Discipline:

Upon learning of conduct that may give rise to discipline, the league may initiate an investigation to include interviews and information gathering or medical, law enforcement, and other relevant professionals. On matters involving CCMFL players, the league will timely advise such player's coach and parents of the investigation and outcome. As appropriate, the participant will also have the opportunity to address the conduct at issue. Upon conclusion of the investigation, the Commissioner will have full authority to impose discipline as warranted.

Discipline may take the form of fines, suspension, or banishment from the league and may include a probationary period and conditions that must be satisfied prior to or following reinstatement. The specifics of the disciplinary response will be based on the nature of the incident, actual or threatened (whether or not criminal charges were filed), and other relevant factors.

Unless the available facts clearly indicate egregious circumstances, significant bodily harm or risk to third parties, or an immediate and substantial risk to the integrity and reputation of the CCMFL, a first offense generally will not result in discipline until there has been a disposition of the preceding (or until the investigation is complete in the case of noncriminal misconduct).

With respect to repeat offenders, the Commissioner may impose discipline on an enhanced and/or expedited basis. In such cases, the timing and nature of the discipline will be determined by the Commissioner based on several factors including but not limited to: the severity of the initial charge and later charged; the facts underlying the later charge; length of time between the initial offense and later charge; and the player or employees compliance with counseling and other programs. Following a full desiccation and/or resolution of the proceedings, the Commissioner will review the matter and make any appropriate adjustments.

Reinstatement:

Any person suspended indefinitely or for at least one year may seek reinstatement beginning one month prior to the one-year anniversary of the suspension.

Other provisions:

Covered persons -this policy applies to all players; all coaches; all game officials; all booster club members; all officers and directors of CCMFL;

“Probationary period” - persons found to have violated this policy may be placed on a period of probation as determined by the Commissioner. During such period, restrictions on certain activities, limitations on participation in club activities, or other conditions may be imposed.

Repeat offenders - persons who have previous violations of the law or of this policy they be considered repeat offenders. When appropriate, conduct occurring prior to the persons Association the league will be considered.

Reporting of incidents - the league must be advised promptly of any incident that may be a violation of this policy, and particularly when any conduct results in an arrest or other criminal charge. All persons associated with the CCMFL must report any such incident to an officer of CCMFL. Failure to report an incident will constitute conduct detrimental and will be taken into consideration in making disciplinary commission under this policy.

Assistance - Clubs are encouraged to provide players with education and counseling that will help in avoiding misconduct that may result in discipline.

Receipt of policy - All participants in CCMFL shall be notified that this policy is posted on the web site of CCMFL, and shall acknowledge having read this policy or having had the policy read to them at the time of signing the Code of Ethics Pledge.