

TNP Sports Club

CODE OF CONDUCT POLICY

TNP is committed to providing a positive sports participation opportunity to every child that registers for one of our programs. We have established a Code of Conduct Policy outlining how both players and their parent spectators/coaches are expected to conduct themselves. If you feel that a player, parent, coach, or spectator has violated some aspect of the Code of Conduct and wish to file a complaint, please review our *Complaint Handling Policy* below.

This Policy applies to all levels of involvement in this organization, including the Recreation leagues, Recreation Plus leagues, Select leagues, League Boards, the TNP Board of Directors as well as all associated personnel. Players and parents will be required to acknowledge the conduct policy during registration.

Coach Code of Conduct

I hereby pledge that:

- I will provide positive support, care and encouragement for the children participating in youth sports.
- I will be responsible for all the kids on my team.
- I will do my best to insure that all the kids have fun playing sports.
- I will treat all kids with respect and avoid negative criticism.
- I will teach all kids the skills of the game, the values of teamwork and the meaning of good sportsmanship.
- I will lead by example and always demonstrate good sportsmanship during games.
- I will provide fair or equal amount of playing time when coaching at the recreation level unless otherwise noted.
- I will provide only encouragement and positive direction to players during games.
- I will know the rules and always play by the rules.
- I will respect the officials and their authority during games.
- I will communicate with the parents on my team and inform them of all team rules, practices and games.
- I will respect all facilities and equipment made available for my team to practice and play games.
- I will not use profanity, abusive language or threatening behavior towards any player, parent, coach or official.
- I will refrain from use of drugs, alcohol and tobacco at all TNP sanctioned activities.
- I will remember that I am a youth coach, and that the game is for children and not adults.
- I will provide a safe play situation and use coaching techniques appropriate for each player.

Parent Code of Conduct

I hereby pledge that:

- I will provide positive support, care and encouragement for my child participating in youth sports.
- I will encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice, or other youth sports events.
- I will place the emotional and physical well-being of my child ahead of personal desire to win.
- I will insist that my child play in a safe and healthy environment.
- I will support coaches and officials working with my child, in order to encourage a positive and enjoyable experience for all.
- I will demand a sports environment for my child that is free of drugs, tobacco, and alcohol, and will refrain from their use at all TNP sanctioned activities.
- I will remember that the game is for youth – not for adults.
- I will do my very best to make youth sports fun for my child.
- I will ask my child to treat other players, coaches, fans, and officials with respect regardless of race, sex, creed or ability.
- I promise to help my child enjoy the youth sports experience by doing whatever I can, such as being a respectable fan, assisting with coaching, or providing transportation.
- I promise to communicate through the team coach. Concerns or constructive criticisms are welcome, and should be expressed away from training sessions and games.
- I promise to share my concerns pertaining to the behavior of referees, other league officials, coaches, spectators or other volunteers with the appropriate League Commissioner.
- I promise to fulfill all financial obligations.

Player Code of Conduct

I hereby pledge that:

- I will be positive about my youth sports experience and accept responsibility for my participation by following this Players' Code of Conduct Pledge.
- I will encourage good sportsmanship from fellow players, coaches, officials and parents at every game and practice by demonstrating good sportsmanship.
- I will attend every practice and game that I can, and will notify my coach if I cannot.
- I will do my best to listen and learn from my coaches.
- I will treat my coaches, other players, officials and fans with respect regardless of race, sex, creed, or abilities, and I will expect to be treated accordingly.
- I deserve to have fun during my sports experience and will alert parents or coaches if it stops being fun!
- I deserve to play in an environment that is free of drugs, tobacco, and alcohol and expect adults to refrain from their use at all TNP sanctioned activities.
- I will encourage my parents to be involved with my team in some capacity because it is important to me.
- I will do my very best in school.
- I will remember that sports are an opportunity to learn and have fun.

Conduct Unbecoming

The following conduct will be subject to disciplinary procedures:

- The physical abuse of any person.
 - This includes, but is not limited to, hitting, slapping, kicking, jerking or any other physical contact designed to discipline or humiliate.
- The verbal abuse of any person.
 - This includes disparaging or derogatory comments directed at players, coaches, referees, officials or parents.
- The consumption or possession of firearms, weapons, illegal substances, alcohol or tobacco at any TNP sanctioned activity.
- The unsafe use of a motor vehicle at any TNP sanctioned activity.
- The abuse of property, vandalism or theft while participating in any TNP sanctioned activity.
- The failure to leave the playing field or sideline immediately when instructed to do so by a game official, referee, coach or any TNP Board member or League Official.
- Incurring intentionally large scores/lopsided defeats.
- Disruptive attempts to coach from the sideline.
- Any extreme or unusual practice or drill that could be harmful.
- Players leaving any activity prior to its completion without permission from the manager, coach, or volunteer in charge.
- Dishonesty or cheating.
- The use of profanity.

Other forms of conduct, not specifically described above, may be subject to disciplinary action from the Association and/or the sport leagues.

Misconduct as outlined above may be subject to but not limited to the following levels of disciplinary action:

- Coach and/or commissioner conference with player's parent or guardian;
- Ejection from a game;
- Suspension from practice(s) or game(s);
- Suspension from the grounds for a specified time;
- Expulsion from TNP

Determination of the disciplinary action issued for any code of conduct violation is at the sole discretion of the appropriate league official(s) or their representatives.

Complaint Handling Policy

These guidelines are intended to inform those who would like to understand how complaints are handled by the TNP and its associated organizations. Specific details about an individual complaint may vary from these guidelines on a case-by-case and or a sport-by-sport basis.

Background

Each of the TNP sponsored sport leagues and the TNP Board of Directors is responsible for maintaining a Complaint Review Committee (CRC). These review committees will be chaired by the league's Vice President. The league's Secretary and President will also participate on the review committee. Complaints, constructive criticism, or any notification of a problem should be submitted to the appropriate CRC for review.

Our members are encouraged to try and resolve any and all issues at the lowest levels of the organization prior to submitting a complaint. Issues should be initially discussed with:

- Your child's team coach or assistant coach.
- Your sports specific league commissioner.
- Your sports specific league officers (Secretary, VP, or President).
- TNP complaint review committee (Secretary, VP or President).

It is our sincere hope that any issues arising at an TNP sanctioned activity can be resolved between those directly involved.

Complaint Submission Process

However, if any issue arising at an LTYA sanctioned activity can not be resolved between those directly involved, complaints can be submitted to any sports league official or LTYA Board Member. All officials, their respective e-mail addresses and phone numbers, can be located via the LTYA website. Complaints can be submitted in any of the following areas:

- Individual's safety in an LTYA sanctioned sport or at an LTYA facility.
- Operations as they relate to rules and procedures for a league.
- Conduct of an individual or a group.

Complaints must be received in writing. Once a complaint is received it will be passed to the respective sport's CRC. A copy of the complaint may then be forwarded to the appropriate league official who will be addressing the issue if they are not on the CRC.

When submitting a complaint please include information about the time, date and location where the incident occurred. If other individuals are involved in the complaint, please include who they are and how they can be reached. Finally, include how and when it would be best for someone to contact you for a follow-up. This follow up information is very important since complaints received will be directed to the lowest appropriate level within the sports organization for review, recommendation and initial investigation and the CRC will need to contact you with the results of their review.

Complaint Resolution Timing

All complaints received in writing will be responded to by the appropriate sport league or TNP official within 10 days of the written complaint being received. This initial response may be given via phone, e-mail or standard mail. Subsequent responses, if needed, will be issued

every 10-14 days until the complaint has been resolved. Complaints not resolved within 30 days of being initially received may be elevated to the TNP Board of Directors CRC for review.

Please note that not all complaints may be fully resolvable within the 30 day period. However, the TNP will make every effort to keep those needed informed should issues go beyond the 30 day period.

Possible Outcomes

Complaints that deal with safety issues will be assessed and remedied if possible within the season. Safety issues that require significant monetary expenditures may take longer to resolve.

Complaints about league operations will be reviewed by the individual sport league and may lead to changes during the current season. However, it is more likely any operation changes that take place will not be implemented until the following season.

Complaints that deal with code of conduct issues may result in penalties for the individuals named in the complaint. All penalties as a result of an issued complaint will be in accordance with guidelines given in the code of conduct penalties section of the appropriate sport.

Note: Any code of conduct penalties issued by a specific sports board, as determined by the sport's governing board by vote or recommendation, to an individual or group will be reported to the TNP. These reported penalties and the individuals and groups included in this complaint will be subsequently reviewed and distributed to all TNP sports boards for reference.

Other miscellaneous complaints will be dealt with on a case by case basis.