

**EAST MANATEE YOUTH FOOTBALL ASSOCIATION, INC.  
CODE OF CONDUCT, RULES & REGULATIONS**

**GENERAL PURPOSE & OBJECTIVES**

East Manatee Bulldogs Football & Cheer (EMB) is dedicated to promoting football and cheer among the youth of our community and providing instruction and understanding related to football and cheer in a safe, positive, and fun environment. Our objective is, not only to teach area youths the fundamentals and rules of both sports, but also to help each athlete achieve an understanding of how to develop and promote positive life qualities such as teamwork, discipline, respect, effort, perseverance, and physical fitness; qualities which they will practice both on the field and in life. We support our objectives through our commitment to:

- Inspire and encourage our youth participants, regardless of sex, race, creed, or color; and to bring area youths closer together through common interests, fellowship, and athletic competition.
- Strive to coach fundamentals, skills and rules related to football and cheer, as well as sportsmanship, teamwork, self-discipline, self-esteem, respect, physical fitness, and leadership.
- Promote the development of leadership, character, sportsmanship, tolerance, friendship, discipline, and athletic ability.
- Encourage adults to behave in an exemplary manner by demonstrating respect and courtesy, and to provide positive support, care and encouragement to each and every youth participant.
- Keep the health, safety, and welfare of each youth participant as our first priority, free from any adult compulsions for power, glory or personal desire to win.
- Help youth participants to develop a lifelong love of the game of football, cheer, and sports in general.

In order to achieve our objectives and promote the safety and spirit of youth football and cheer, EMB has adopted this CODE OF CONDUCT, RULES & REGULATIONS in addition to the Rules, Regulations and Code(s) of Conduct included within the By-Laws of the EMB, Pop Warner Little Scholars (PWLS) and the Foundation for Youth Development (FYD). The EMB CODE OF CONDUCT, RULES & REGULATIONS does not supersede or amend the Rules, Regulations, Code(s) of Conduct, or any other provisions included within the By-Laws of PWLS or FYD, and no provision herein shall be interpreted in such a manner. The EMB CODE OF CONDUCT, RULES & REGULATIONS is binding upon all EMB participants, including but not limited to, Board Members, Coaches, Football Players, Cheerleaders, Parents, Volunteers and Spectators.

Violations of this CODE OF CONDUCT, RULES & REGULATIONS will result in disciplinary action against the offender.

**GENERAL CODE OF CONDUCT**

All Members, Spectators, Participants and Volunteers are essential to establishing ethics and enforcing safety in youth football and cheer. Their conduct, ethics and attitude can directly affect

the emotional and physical welfare, and behavior of players in the program and/or under their supervision. In their capacity as representatives of the EMB, PWLS and FYD, they must always show proper respect to all and will be held to the highest standards of moral conduct and character both on and off the field. They must additionally always be aware that their behavior, decisions, and choices of action have ethical, moral, and physical implications relating to youth participants.

Therefore, all Members, Participants, Volunteers and Spectators:

1. Shall not smoke and/or use smokeless tobacco on the field.
2. Shall not possess or drink alcoholic beverages and/or use illegal substance(s) on either the game or practice fields.
3. Shall not criticize players/cheerleaders, coaches, officials or other members in public but shall reserve constructive criticism for private discussion.
4. Shall accept decisions of game officials and judges on the field and in competitions as being fair and called to their best ability.
5. Shall not criticize the opposing team, its players, coaches, cheerleaders, or fans by word of mouth or by gesture.
6. Shall refrain from any vulgar, lewd, obscene language or gestures while participating in, attending, or watching any league sponsored game, practice, event, or competition.
7. Shall not at any time push, shove, punch, kick, fight or be guilty of physical contact as an aggressor upon any official, coach, player, cheerleader, parent, volunteer, Member, or spectator.
8. Shall not verbally abuse, threaten, harass, or bait any official, coach, player, cheerleader, parent, volunteer, Member, or spectator.
9. Shall encourage good sportsmanship by demonstrating positive support and respect to all officials, coaches, players, cheerleaders, parents, volunteers, Members, and spectator.
10. Shall review and be familiar with the Rules, Regulations, By-Laws, and Codes of Conduct of both the EMB, PWLS and FYD.
11. Shall not act in any way that is detrimental to themselves, their team, the EMB, PWLS or FYD.

### **EXECUTIVE COMMITTEE AND BOARD OF DIRECTORS**

The Executive Committee and Board of Directors are essential in ensuring the functioning of EMB youth football and cheer. Their conduct, ethics and attitude are a direct representation of the organization and the values it represents and upholds. In their capacity as representatives of the EMB, PWLS and FYD, they must always show proper respect to all and will be held to the highest standards of moral conduct and character both on and off the field. They must always be aware that their behavior, decisions, and choices of action have direct ethical, moral, and physical implications on all members of EMB.

In addition to the General Code of Conduct, EMB specifically requires that all members of the Executive Committee and Board of Directors:

1. Shall conduct themselves as visible representatives of the organization and refrain from any activity, within or outside EMB, which, in EMB sole & absolute discretion, reflects negatively upon, or causes embarrassment to, the EMB organization.
2. Shall, at all times, promote sportsmanship and positivity, in word and action, for EMB, FYD and Pop Warner youth football and cheerleading.
3. Shall uphold and enforce the Constitution and By-Laws of East Manatee Youth Football Association, Inc.
4. Shall uphold and enforce these Codes of Conduct.
5. Shall uphold and enforce the By-Law and Codes of Conduct for FYD and PopWarner youth football and cheerleading.
6. Shall timely submit all reports, complaints, and necessary documentation, pursuant to their individual participation and position.
7. Executive Committee:
  1. Shall receive all complaints submitted to EMB for investigation and hearing.
  2. Shall maintain absolute confidentiality regarding complaints submitted for investigation and hearing.
8. Shall be responsible for all Final Decisions, pursuant to the By-Laws, regarding team rosters and player caps.

### COACHES

Coaches are vital to establishing ethics and enforcing safety in participants in youth football and cheer. Their conduct, ethics and attitude can directly affect the emotional and physical welfare, and behavior of players in the program and/or under their supervision. In their capacity as representatives of the EMB, PWLS and FYD, they must always show proper respect to all and will be held to the highest standards of moral conduct and character both on and off the field. They must additionally always be aware that their behavior, decisions, and choices of action have direct ethical, moral, and physical implications relating to youth participants under their guidance.

In addition to the General Code of Conduct, EMB specifically requires that all coaches:

1. Communication:
  1. Maintain proper communication with the parents and/or guardians of participants on their team/squad by keeping them informed and updated regarding game decorum, league and team rules, scheduling, changes, etc. and ensure that all questions and concerns of team parents are addressed to the best of their ability.
  2. Head coaches are further required to have at least one team meeting with parents to discuss these matters.
2. Compliance:
  1. Complete all required Coaches courses and certifications prior to the first official practice of the season.
  2. Ensure that each athlete on his/her team is compliant with all documentation requirements as set forth by EMB, FYD and Pop Warner prior to allowing athlete practice. Athletes not in compliance are not permitted on the practice or playing field.

3. Ensure that each player on his/her team is compliant with the Minimum Play Rule (MPR) set forth by EMB.
  4. Report any improper conduct, wrongdoing, Code of Conduct violations or team disciplinary action(s) to the Executive Committee via email or verbally at time of event.
3. Safety:
1. Abide by all EMB, PWLS and/or FYD approved protocols and procedures relating to safety matters, such as lightning, heat, dehydration, concussion and injuries.
  2. Shall not permit a player to re-enter any game or competition after he/she is badly hurt, bruised or injured.
  3. Shall place the health, safety and welfare of each member of his/her team or squad, and any other youth in the league, ahead of his/her own compulsions for power, glory or personal desire to win.
  4. Shall do his/her best to ensure that their team or squad participates in a safe and healthy environment, including, but not limited to, mitigation of verbal and/or physical altercations between players, reporting of any verbal/physical altercations between players to the Head Coach and Executive Committee and instituting any necessary discipline for conduct violations as determined by the Head Coach and Executive Committee.
  5. Shall place the health, safety, welfare, and development of their players ahead of his/her own compulsions for power, glory or personal desire to win.
4. Education:
1. Shall participate in all league-provided coach's training events.
  2. Understands that, with the development of our athletes, EMB works to develop our coaches. To that end, coaches will be responsible for fair and appropriate interaction, leadership and coordination of the athletes and other coaches within their responsibility.
  3. May be asked to resign their position should their development and/or team interaction fall to an unacceptable level, as determined by the Football Commissioner, President and, if applicable, Football Advisor.
5. Sportsmanship:
1. Not "pile it on;" not encourage their team to get a commanding lead and raise the score as high as it can. In these instances, every effort shall be made to let all players play.
  2. Not use abusive or profane language at any time.
  3. Refrain from engaging in any action within or outside Pop Warner which in PWLS sole & absolute discretion reflects negatively upon, or causes embarrassment to, the PW program.
  4. Emphasize that good athletes strive to be good students and that both are physically and mentally alert.
  5. Strive to make every football and spirit activity serve as a training ground for life, and a basis for good mental and physical health.
6. Recruiting:

1. Coaches are encouraged, for the purpose of promoting participation in youth football/cheer, to disseminate information regarding EMB, FYD & Pop Warner programs.
2. Coaches are not able recruit players for specific positions, provide guarantees for placement on a team or otherwise commit the organization to any participant.
3. Any recruited player shall be submitted to the Board for review and potential placement on the Early Registration List. Failure to submit these players in a timely manner will result in the player being ineligible for Early Registration.
4. Coaches do not have any direct authority regarding placement of participants on a team or wait list.
5. Coaches shall abide by a soft player cap of twenty-five (25). Any roster spots beyond the soft cap shall be presented to the EMB Board of Directors for review and approval.
7. Shall not receive any payment, in cash or kind, for services as a volunteer or participant in EMB, FYD, or Pop Warner Football/Spirit. This includes any coach, expert, consultant, or choreographer, regardless of his/her roster status.
  1. Shall not conduct outside camps or activities for roster players that oppose the rules set forth by Pop Warner and FYD.
  2. Shall not utilize the players, coaching staff, consultants, or choreographers associated with their EMB team to garner personal profit at any EMB or non-EMB event.
8. Participate in league approved sponsorship and/or fundraising activities or, if he or she is unable to participate, to do their best support, encourage and help those who do participate in such activities.

### **FOOTBALL PLAYERS AND CHEERLEADERS – CODE OF CONDUCT**

Youth football players and cheerleaders are the most important and integral part of the EMB organization. The role of a player/cheerleader is an honor and privilege and carries with it an enormous responsibility. Players and cheerleaders not only generate enthusiasm, but they also must control and direct it, so it always makes a loud and positive statement of good sportsmanship. As ambassadors of the EMB, PWLS and FYD, players and cheerleaders are quite visible in the public eye, so that what they do and say, whether good or bad, has tremendous consequences upon the respect ascribed to them, other participants, the EMB, PWLS and FYD organizations and the fans. The EMB strive to teach the values of hard work, teamwork, sound fundamentals, and dealing with winning and losing in a constructive way.

Therefore, Football Players and Cheerleaders:

1. Shall actively participate regular practices (make practice a priority).
2. Shall respect the property of all league franchises and the property of the residents living in the homes surrounding all game and practice fields.
3. Shall strive to be good students and comply with the scholastic fitness requirements of EMB, FYD and Pop Warner.
4. Sportsmanship:
  1. Shall promote interest and enthusiasm among fans at games (both home and away) and at competitions.

2. Shall encourage good sportsmanship for the opposing team, its cheerleaders, fans and officials by setting a good example.
  3. Shall support and be respectful to all coaches, board members, adult volunteers, teammates, parents, opponents, players and officials.
  4. Shall refrain from any vulgar, lewd, or obscene language or gestures while present at any league sponsored game, practice, event or competition.
  5. Shall not at any time push, shove, punch, kick, fight or be guilty of physical contact as an aggressor upon any official, coach, player, cheerleader, parent, volunteer, spectator or other Member.
  6. Shall be responsible, courteous and cooperative in dealing with coaches and teammates.
  7. Shall support their team or squad – win or lose.
5. Uniforms:
1. Shall respect their team or squad by wearing the appropriate team uniform and making sure their appearance is neat and clean.
  2. Football players must wear EMB, PWLS and FYD approved equipment and mouth guards while participating in practices and games.
  3. Cheerleaders must wear their hair up and/or pulled back while participating in practices, games and competition(s).
  4. Cheerleaders must not wear jewelry, nail polish and/or inappropriate attire while participating in practices, games and competition(s). Inappropriate attire includes but is not limited to: tummy shirts, tank tops, jeans, jean shorts, platform gym shoes and flip flops.

### **PARENTS – CODE OF CONDUCT**

Parents of youth football players and cheerleaders have a great influence on their child's enjoyment and success. Their support is essential to the success of any youth program. Not only should parents provide loyal and fair fan support in the stands on game day, but they should also provide support in such activities such as fund raising, promotion, equipment maintenance, team sponsorship and other volunteer activities. Whether sitting in the stands or helping out as a volunteer, parents should be models of good sportsmanship and lead by example both on and away from the playing field.

Therefore, the following conduct WILL NOT be permitted or tolerated at any league sponsored game, practice, event or competition. Parents:

1. Sportsmanship:
  1. Shall not criticize players/cheerleaders in front of coaches, parents, players, spectators, officials, etc., but shall reserve constructive criticism for private discussion.
  2. Shall positively support the coaches, players and officials and help teach the value of commitment to the teams, sportsmanship, ethical conduct and fair play.
  3. Shall accept decisions of game officials and judges on the field and in competitions as being fair and called to their best ability.
  4. Shall not criticize the opposing team, its players, coaches, cheerleaders or fans by word of mouth or by gesture.

5. Shall encourage good sportsmanship by demonstrating respect to all officials, coaches, players, cheerleaders, spectators and volunteers.
  6. Not “pile it on;” not encourage their team to get a commanding lead and raise the score as high as it can.
2. Parent/Coach Interaction:
    1. Shall not interfere with the operation of the team, during practice, games or team meetings, just because their son or daughter is a member of the team.
    2. Shall not be in the coaching box, players’ area, or on the game field before, during or after games or competitions.
    3. Shall not be in the player’s area or on the field during practice.
3. Personal Conduct:
    1. Shall have my child at every scheduled practice & game on time unless there is a valid excuse. I will notify the Coach in advance, if possible, should my child not be attending. The First unexcused absence will result in a warning. The Second unexcused absence will result in a loss of playing time. The Third unexcused absence will result in a one (1) game suspension. Continued unexcused absences will result in expulsion from the team.
    2. Shall never drop off and/or leave a child at practice or game unattended. It is my responsibility to ensure that my child leaves the practice or game field with an authorized family member or friend. It is not the responsibility of coaches, board, or staff to supervise my child off the field
    3. Shall refrain from any vulgar, lewd, obscene language or gesture while participating in, attending or watching any league sponsored game, practice, event or competition. I understand and agree that the Board has adopted a “zero tolerance” policy concerning any activity deemed detrimental or harmful to the program. Any infraction of the policy, including creating unnecessary drama or stirring controversy, will result in the immediate expulsion of parent/guardian & child(ren) from the program.
    4. Shall not at any time push, shove, punch, kick, fight or be guilty of physical contact as an aggressor upon any official, coach, player, cheerleader or spectator.
    5. Shall not verbally abuse, threaten, harass or bait any official, coach, player, cheerleader or spectator.
    6. Shall be responsible for actions of any family or friends attending an event that do not have children within EMB.
    7. Shall place the health, safety and welfare of their child(ren) ahead of his/her own compulsions for power, glory or personal desire to win.
    8. Shall communicate all procedures and policies to any guests attending EMB events.
4. Volunteering:
    1. Shall provide a Volunteer Deposit, at the time of collecting participant equipment, to EMB in the amount of \$350.00.
    2. Shall volunteer a minimum of ten (10) hours, throughout the course of the participant’s season, in an effort to ensure the continued operation and success of EMB.
    3. Shall surrender their \$350.00 volunteer deposit if no effort to volunteer has been put forth by October 1<sup>st</sup> in the participant’s current season. By the aforementioned

date, the parent/guardian shall have volunteered or signed up to volunteer a minimum of one (1) session.

4. Shall surrender their \$350.00 volunteer deposit if they fail to provide the minimum volunteer hours at the end of the participant's season.
5. Shall volunteer a minimum of (fifteen) 15 hrs. for each of my children that participates under a scholarship.
5. Equipment
  1. Shall provide an Equipment Deposit, at the time of collecting participant equipment, to EMB in the amount of \$200.00.
  2. Shall maintain all equipment provided to my child, by EMB, in a responsible and safe manner.
  3. Shall be responsible for any lost or damaged equipment, should the damage occur outside of the equipment's intended use.
  4. Shall promptly return all equipment at season's end or immediately upon dismissal from the team. Failure to do so will result in the surrender of the \$200.00 equipment check, plus the cost of equipment as well as legal & collection costs assessed to me.
6. Shall submit all concerns in writing to the Head Coach or an Executive Board member, understanding that neither will be available to address any concerns immediately upon verbal notice. I understand that Team Communication forums are not an appropriate place to discuss such matters.
7. Shall review the FOOTBALL PLAYERS AND CHEERLEADERS CODE OF CONDUCT with their child(ren) and encourage them to follow the Code during and throughout their participation in EMB programs.

### **SPECTATORS, FANS, AND VOLUNTEERS**

The conduct, expectations and attitudes of fans, spectators and volunteers have a significant bearing on youth football players' and cheerleaders' attitudes toward officials, coaches, players, cheerleaders, spectators and volunteers. Fans, spectators and volunteers should always provide positive support and encouragement not only for EMB players and cheerleaders, but also for members of the oppositions, as well. Whether or not they have a child in the program, they should always be models of good sportsmanship and lead by positive example.

Therefore, the following conduct WILL NOT be permitted or tolerated at any league sponsored game, practice, event or competition.

1. Criticizing coaches, officials, players, cheerleaders, spectators or volunteers (home or opposing) by word of mouth or gesture.
2. Interfering with the operation of any team or squad before, during or after games or competitions.
3. Using vulgar, lewd, and/or obscene language or gestures.
4. Pushing, shoving, punching, kicking, fighting or be guilty of physical contact as an aggressor upon any official, coach, parent, player, cheerleader, volunteer or spectator.
5. Verbally abusing, threatening, harassing or baiting any official, coach, parent, player, cheerleader, spectator or volunteer.



6. Be in the coaching box, players' area, or on the game field before, during or after games or competitions.

### **RULES PERTAINING TO USE OF INTERNET & ELECTRONIC COMMUNICATION**

Board Members, Coaches, Football Players, Cheerleaders, Volunteers, Parent(s) or any other persons associated with EMB shall not use the internet (including online communities or websites such as Facebook, Instagram, Twitter, etc.) or any other means of electronic communication (including text, email, group chat applications) to post or share negative or offensive content/comments directed toward any EMB, PWLS and FYD program, members or participants. "Negative or offensive" content/comments includes, but is not limited to, those which are derogatory, demeaning, malicious, defamatory, abusive, hateful, threatening, harassing, or which the EMB Board of Directors otherwise determines to be of such a serious nature that it negatively impacts and/or reflects on the EMB program, its image or reputation within the community.

### **DISCIPLINARY ACTION**

EMB has the authority to impose any disciplinary action(s) it deems necessary and appropriate for those who violate the EMB CODE OF CONDUCT, RULES AND REGULATIONS.

Disciplinary action(s) for any violation(s) may include:

1. A written and/or verbal warning.
2. Request to leave and/or removal from league sponsored activities, including games, practices, events or competitions. This applies to both the violating party and/or any participant related thereto.
3. A period of suspension applying to both the violating party and/or any participant related thereto.
4. Removal from the league of the violating party and/or any participant related thereto.

### **WARNING / REQUESTS TO LEAVE**

Multiple warnings or requests to leave/removal from league sponsored activities shall result in a suspension of one or more games, practices, competitions and/or other league sponsored activities. All written warnings will be kept on file with EMB. Any person who refuses to leave a league sponsored activity after being requested to do so by the EMB may be subject to removal by the local police authorities.

### **SUSPENSIONS**

Any person who receives a period of suspension by either the EMB, PWLS and/or FYD will be barred from participating in ALL league-sponsored activities and will not be permitted to be present as a participant, volunteer or spectator at any league sponsored game, practice, event, or competition until the period of suspension has ended. Two suspensions within the same season will result in immediate suspension for the remainder of the current participant's year.

## REMOVAL FROM THE LEAGUE

The following will constitute grounds for removal from the league, which are not subject to protest or review:

1. Removal from the league by the EMB, PWLS and/or FYD pursuant to the rules and regulations of its By-Laws.
2. Conviction of or pleading guilty to theft or illegal taking of funds or equipment from the EMB or any other organization.
3. Any action(s) resulting in a pleading of guilty and/or a legal conviction of a criminal act as determined by a court of law, which the EMB Board of Directors determines to be of such a serious nature that it negatively impacts and/or jeopardizes the EMB, PWLS or FYD programs, their image and reputation within the community, and/or the health, safety and welfare of their youth participants.

## COMPLAINTS & GRIEVANCES

EMB encourages its participants, parents, volunteers, and spectators to provide positive and constructive feedback, suggestions, praises, complaints, or other comments via email to the EMB Executive Board. All complaints, allegations or grievances must be made in writing and delivered personally or via email to the EMB Executive Board for official action to be taken. Improper conduct and/or wrongdoing should be reported to the EMB Executive Board no later than 48 hours after the incident.

The EMB Executive Board consists of the President, Vice-President, Treasurer, Secretary, Football Commissioner, and Cheer Commissioner. Contact information for each of these members is listed below:

The 2023 EMB Executive Board:

President:	<a href="mailto:president@eastmanateebulldogs.com">president@eastmanateebulldogs.com</a>
Vice-President: Te'ya O'Bannon-Martens	<a href="mailto:vp@eastmanateebulldogs.com">vp@eastmanateebulldogs.com</a>
Treasurer:	<a href="mailto:treasurer@eastmanateebulldogs.com">treasurer@eastmanateebulldogs.com</a>
Secretary:	<a href="mailto:secretary@eastmanateebulldogs.com">secretary@eastmanateebulldogs.com</a>
Football Commissioner:	<a href="mailto:football@eastmanateebulldogs.com">football@eastmanateebulldogs.com</a>
Cheer Commissioner:	<a href="mailto:cheer@eastmanateebulldogs.com">cheer@eastmanateebulldogs.com</a>

Any person making a complaint, allegation of misconduct, or grievance should be as specific as possible and include:

1. The date, time and location of the incident or conduct.
2. The name(s) of the person(s) involved.
3. The name(s) of any witness (es).
4. A description of the incident or conduct.
5. Their own contact information, including their name, address, phone number and email address.

Please note that EMB cannot/will not take official action based on oral complaints alone, anonymous complaints, or complaints based on hearsay (what others said). If requested, the EMB Executive Board will do its best to handle the complaint, allegation or grievance in as

confidential a manner as possible. In most such cases, the identity of the person(s) making the complaint will remain confidential. However, should the incident or conduct complaint warrant possible removal from the league, the EMB Executive Board may conduct a fact-finding hearing behind closed doors in which both sides may be asked to appear.

## **DISCIPLINARY & FACT-FINDING PROCEDURES**

The EMB Executive Board shall review any written complaint or grievance that is received. Thereafter, the Executive Board shall either (a) conduct an informal investigation or (b) provide written notice of a fact-finding hearing to all those involved. Written notices will be provided in-person, or via telephone, email and/or U.S. Mail delivery.

### **INFORMAL INVESTIGATION**

An informal investigation shall consist of a minimum of two (2) members of the EMB Executive Committee interviewing/talking to the person(s) involved, including one or more named witnesses, if any. Disciplinary action(s), if any, will be determined by members of the EMB Executive Committee who were involved in the investigation and presented to the remainder of the EMB Executive Committee for vote.

Notice of disciplinary action(s) will be given to the offender(s) either in the form of a verbal warning or in writing by the EMB Executive Committee. The EMB Executive Committee shall make every effort to complete its informal investigation and provide notice of any disciplinary action(s) to the offender(s) within seven (7) days of receipt of the written complaint, allegation(s) or grievance. Decisions made by the EMB Executive Committee regarding disciplinary action(s) ARE FINAL.

### **FACT-FINDING HEARING**

A fact-finding hearing may be requested by:

1. The EMB Executive Board if, in their opinion, the reported allegation(s) of improper conduct and/or wrongdoing warrants such a hearing prior to imposition of disciplinary action(s); and/or
2. EMB participants, including EMB Executive Committee, Board Members, Coaches, Football Players, Cheerleaders and Volunteers, accused of the improper conduct and/or wrongdoing and who are subject to possible removal from the league.

The ultimate decision whether or not to conduct a fact-finding hearing rests solely with members of the EMB Executive Board who will make the decision based on simple majority vote, with no ties. The President of the Board will only vote in the case of a tie.

Notice of the hearing will be provided in writing, via email, to all persons involved, and will include the date, time and location of the hearing.

The hearing will be conducted confidentially behind closed doors and will take place within a reasonable time period following the alleged incident, improper conduct, or wrongdoing.

## HEARING PROCESS

1. The fact-finding hearing shall be run and attended by the EMB Executive Board only. The President shall preside over said hearing.
2. The EMB Executive Board may then hear from other sides and/or witnesses in an orderly manner.
3. Following the hearing, the EMB Executive Board will determine if allegations of wrongdoing and/or improper conduct are, more likely than not, supported by the evidence and/or facts presented by a simple majority vote; no ties shall be accepted.
  1. The EMB Executive Board shall be the sole determinative body in the veracity of testimony and exhibits provided for the hearing.
  2. In making its determination(s) and/or decisions regarding disciplinary action(s), the EMB Executive Board may take into consideration either side's absence from the hearing should he/she/they fail or choose not to be present.
4. If discipline action is necessary, they will then, by simple majority vote, with no ties, impose any disciplinary action(s) they deem necessary and appropriate, and/or as specified in the EMB CODE OF CONDUCT, RULES AND REGULATIONS.
5. The President of the Board will only vote in the case of a tie.

\*THIS CODE OF CONDUCT, RULES AND REGULATIONS IS SUBJECT TO THE CODE OF CONDUCT, RULES AND REGULATIONS OF **POP WARNER** AND **FYD** AND SHALL NOT BE CONSTRUED TO CONTRADICT OR CONTRAVENE ANY CODE OF CONDUCT, RULES AND REGULATIONS OF **POP WARNER** AND/OR **FYD**.\*

\*\*This Code of Conduct, Rules and Regulation is subject to modification upon vote of the EMB Executive Committee to ensure continuing compliance with Pop Warner, FYD and Florida Law.\*\*