

Foothills FURY Fastpitch Association



Policies and Procedures

March 2019

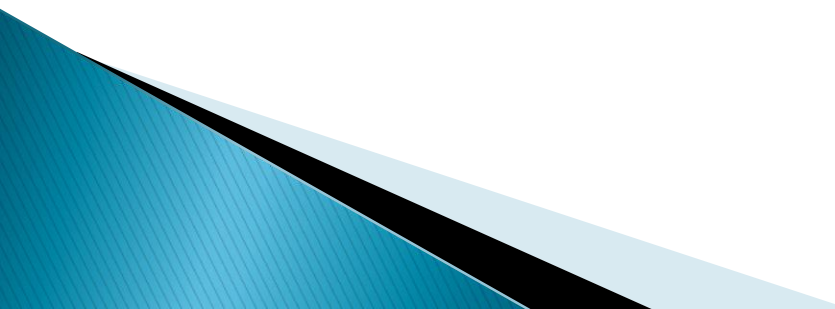
Introduction

- ▶ The Foothills Fury Fastpitch program welcomes all children aged 7-19 who live within the M.D. of Foothills, Alberta. Areas include Okotoks, High River, Black Diamond, Turner Valley, Millarville and De Winton. We are an association solely focused on the long-term development of fastpitch players in the Foothills. Children of all skill levels are invited to join our teams. Our program offers players a way to develop new skills, create new friendships, and above all have fun.

Mission Statement

- ▶ Foothills FURY Fastpitch Association exists to foster and encourage the growth and enjoyment of the sport of Softball. By teaching the value of sportsmanship, skills, commitment, and competition, we seek to be regarded as leaders in athlete and coach development, thus resulting in an increased confidence in our athletes.
- ▶ The philosophy of the Foothills FURY Fastpitch Association is to provide the tools required for our athletes to take their softball talents to whatever level of competition they may choose. Although the sport of softball is our main focus, youth athletics in general creates leaders in their schools and their communities. Through proper guidance and exemplary leadership, the FURY will assist youth in developing the qualities of citizenship, discipline, teamwork, and physical well-being. By espousing virtues of character, courage and loyalty, the Foothills FURY Fastpitch Association is designed to help develop superior citizens, as well as superior athletes.

Our Purpose

- ▶ To ensure the growth of the game of softball in the Foothills for years to come.
- 

Policies and Procedures Index

- ▶ Financial Assistance Procedure
- ▶ Registration Cancellation Policy
- ▶ Evaluation Procedure
- ▶ Play up/Play Down Policy
- ▶ Athlete Affiliation Procedure
- ▶ Volunteering Procedure
- ▶ Coaching Policy and Procedures
- ▶ Equipment Policy
- ▶ Team Management Policy and Procedures
- ▶ Fundraising and Team Finances Policy
- ▶ Social Media Policy
- ▶ Substance Use Policy
- ▶ Abuse and Harassment Policy
- ▶ Safety and Injury Policies and Procedures
- ▶ Conflict Resolution and Disciplinary Procedures
- ▶ Code of Conduct – Coaches*
- ▶ Code of Conduct – Parent(s)/Guardian(s)**
- ▶ Code of Conduct – Athlete**

*The Agreement Form for the Coaches Code of Conduct must be filled out and returned to the Association prior to the start of the season.

**The Agreement Forms for these Codes of Conduct must be filled out and returned to your coach and/or team manager prior to the start of the season.

Financial Assistance Procedure

- ▶ Purpose – To provide any and all children with the opportunity to play organized sports by removing financial barriers.
- ▶ The Foothills Fury Fastpitch Association is pleased to work alongside KidSport Okotoks.
- ▶ You can apply online through their website
 - <http://www.kidsportcanada.ca/alberta/okotoks/>
- ▶ You can also apply by printing out the paper application form and follow the directions online for returning your application.
- ▶ If you have any further questions, please give KidSport a call at (587) 433-KIDS (5437)



Registration Cancellation Policy

- ▶ Purpose – To handle requests to withdraw an athlete from the program in a fair and reasonable manner.
- ▶ The registration cancellation policy is intended to deal with extenuating circumstances. The Foothills Fury Fastpitch Association prides itself in commitment to teammates, the team and the game itself, therefore, the Foothills Fury Fastpitch Association will only consider a withdraw for the following reasons:
 - A move/job transfer to another town or city. The new residence of the athlete MUST be outside of the registration boundaries of the Association.
 - Medical reasons. A doctor's note/certificate must be included with the letter submitted to the Association for the request
 - If the extenuating circumstance does not fit the above criteria, it may be brought forward to the board to review.
- ▶ In order for an athlete to withdraw from the program the parent/guardian for an athlete, MUST submit a letter to the Foothills Fury President outlining the situation and reason for the request. This can be emailed to fury@foothillssoftball.ca.
- ▶ The request will be reviewed within 14 days of the submission.
- ▶ Refunds
 - Request for an athlete to withdraw received prior to the 2nd Friday of March will be subjected to a cancellation fee of 25% of the registration fee paid.
 - Request for an athlete to withdraw received after the 2nd Friday of March and before the commencement of the season, will be subjected to a cancellation fee of 50% of the registration fee paid.
 - Request for an athlete to withdraw received after the last day of March, will not be eligible for a refund.

Evaluation Procedure

- ▶ Purpose – To assist the association in properly placing athletes at the most appropriate level for their skills and experience.
- ▶ All of our teams play in the CMSA (Calgary Minor Softball Association) league. CMSA has create tiered divisions, thus we are required to tier our teams where we expect to have more than one team.
- ▶ Athletes **MUST** try out for, and be selected to play on a tiered team. Prior to coming to evaluations, please fill out the Player Evaluation Form found under the forms section on our website.
- ▶ Athletes should arrive 30 minutes prior to the evaluation time to register and to warm up. Comfortable clothing, running shoes and water are highly recommended.
- ▶ Athletes will be evaluated in 2 stages
 - 1st Stage = Basic softball skills in a station format. Eg. Throwing/Fielding/Hitting/Running. Points will be awarded to the precision/timed drills
 - 2nd Stage = Game Play with defensive/offensive situations and simulation.
- ▶ Upon completion of the skills evaluation, players advancing to the 2nd stage will be notified by email. The top 5 athletes in each division will have the first right of refusal to be on the top tiered team.
- ▶ The 2nd stage of evaluations is invitation only. This will result in the final picks for the team. Head coaches will be determined prior to the 2nd stage and must attend the Game Play session.
- ▶ There will also be a separate evaluation for pitchers.
 - Athletes are responsible for bringing their own catcher for warm-ups.
 - Athletes are still required to attend the 1st stage of evaluations.
 - If pitching is one of the athletes primary position desire, then they should attend the pitching evaluation.
- ▶ Once teams are selected, coaches will contact parents following the end of all evaluations.
- ▶ Once selected to play on a tiered team, the athletes must be completely committed to their team for the duration of the season.
- ▶ We do not share evaluation results with anyone.

Play Up/Play Down Policy

- ▶ Any players who are interested in trying out for an older age category are invited to do so.
- 1. Athletes wishing to play up (or down) MUST contact fury@foothillssoftball.ca and inform of their wishes. Please note, we must balance teams and any athlete that wants to play out of their age category MUST evaluate to ensure they can safely play with older/younger athletes. There is no guarantee that a player will be granted a spot on a team for an age category above or below where they belong.
- 2. Athletes can only try out to play up if they are a second year in their age category.
For example, a U10 can try out for a U12 if they are born in 2009
- 3. For an athlete to play up on a Tier 1 team, they MUST evaluate in the **top 3** overall of the age category they wish to play in

Athlete Affiliation Procedure

- ▶ Purpose – To help teams by replacing players temporarily that are unable to play due to injuries, illness or suspensions. It also enables an athlete to be exposed to, and experience a higher level of play.
- ▶ At the beginning of each softball season, higher division coaches may approach lower division coaches looking for players to affiliate. Teams whose rosters may not be very big will look for back up players in case of injuries or sickness that could befall some of their players. The coaches should confer on possible choices and then the parents should be consulted as to their interest in being an affiliate player. The process and times of possible affiliation should be explained to both parents and players so there is no misunderstanding.
- ▶ The lower division coach of an affiliated athlete must agree to let the affiliated athlete play in the higher division. Only if and when there is a conflict in tournament or a regular league game play, the lower division coach can decline the request for the athlete to play for the higher division team.
- ▶ When an affiliated athlete's name is on the official score sheet and lineup card, they are considered to have played in the game. This participation shall be noted on the official score sheet and lineup card with an "AP" beside their name.
- ▶ Athletes will be affiliated in the following manner:

Current Level	To	Affiliate Team
U10 Tier	To	U12
U12	To	U14
U14	To	U16

Volunteering Procedure

- ▶ Purpose - to ensure the growth of softball in the Foothills. Volunteering can be a great way to meet new people, learn new skills and gain valuable experience.
- ▶ There are many different types of volunteer positions within the Foothills Fury Fastpitch Association both at the Association level and at the team level. No experience is required or necessary to become a volunteer and most opportunities require little or no training. We will provide you with any necessary training with plenty of support and encouragement!

Association Level Examples	Team Level Examples
President	Coach
Vice President	Assistant Coach
Treasurer	Team Manager (Mandatory)
Secretary	Scorekeeper
Fundraising Committee	Umpire

- ▶ Volunteering is a great way to meet new people and broaden your social network with in the community of softball and the Foothills. Let's make a difference and put something back into the community in which we live!
- ▶ If you are interested in volunteering please review and fill out the Volunteer Application Form found in the Forms section on the Fury website. It can then be emailed to fury@foothillssoftball.ca. There must be 1 female coach and/or bench "mom" per team.
- ▶ If you are interested in volunteering as a coach, please review and fill out the Coaching Application Form found in the Forms section on the Fury website. It can then be emailed to fury@foothillssoftball.ca.
- ▶ All persons interested in volunteering with Foothills Fury Fastpitch Association must complete a Criminal Record Check and Vulnerable Sector Check that is available through the RCMP in Okotoks. Criminal Record Checks /Vulnerable Sector Checks must be completed every 3 years.
 - Criminal Record checks do take between 1 to 3 weeks to receive
 - You will be required to bring two forms of valid ID (one photo ID with local address, Alberta Health Card, Social Insurance Number, Passport, etc).
 - The cost for the Criminal Record Check/Vulnerable Sector Check is \$5 with a letter from the FURY (available on our website under Policies & Forms menu)
 - Payment must be made in cash.
 - For more information, please go to <https://www.okotoks.ca/town-services/public-safety/rcmp>.

Coaching Policy and Procedures

- ▶ Thank you for choosing to be a coach! Without you we would not have the game of softball in the Foothills. The Foothills Fury Fastpitch Association is committed to helping you to succeed in your coaching adventure.
- ▶ There are 3 essential requirements for all coaches and assistant coaches.
 - Calgary Minor Softball Coaches Orientation or Level 1 Softball NCCP (Community On-Going Sport)
 - A Completed and Current Police Check
 - Respect in Sport Certification (coaches edition)
- ▶ If a team would like to go to provincials, your team will require at least one coach to have MED (Making Ethical Decisions) and NCCP Certification (Level 1 [Softball Community Sport - Ongoing Participation]or 2).

Calgary Minor Softball Coaches Orientation	Complete and Current Police Check	*NEW Respect in Sport	MED (Making Ethical Decisions)	NCCP Certified Level 1 or 2
U10 - U19	U10 - U19	U10 - U19	U12 - U19	U12 - U19
Everyone	Everyone	Everyone	Required for Provincial Play	Required for Provincial Play

- ▶ Foothills Fury Fastpitch Association will pay for NCCP Certification training to help in the advancement of our coaches. The coach will be required to pay up front for the course/training. Once the training has been completed, you can forward your certificate of achievement to the association and the coach will receive reimbursement.
- ▶ We have many different resources to help you to succeed as a coach in our association.
 - Drills and practice plans can be found on our website (www.foothillssoftball.ca/coaching).
 - Coaching Association of Canada have many resources on their website (www.coach.ca).
 - CMSA Rule Book (http://calgaryminorsoftball.com/page.php?page_id=39230).
 - More can be found on the Fury website.
- ▶ Never worry, we will always provide you with any necessary training or help you require with plenty of support and encouragement!
- ▶ Please feel free to contact our Coaching Development Coordinator Torben Sherwood at torben19@telus.net or (403) 921-9260.

Equipment Policy

COACHES

- ▶ As a coach, at the beginning of the season, you will receive your package of equipment. You are responsible for this equipment for the duration of the season.
- ▶ If any equipment is damaged or lost, please let the association know as soon as possible, so that it can be replaced in a timely manner.
- ▶ If there is something you require above the initial package of equipment, please submit a formal request to fury@foothillssoftball.ca.
- ▶ If any equipment is purchased with fundraising funds, it becomes the property of the Foothills Fury Fastpitch Association at the conclusion of the season.
- ▶ Any questions can also be directed to our Equipment Coordinator Torben Sherwood at torben19@telus.net or (403) 921-9260.

PARENTS

- ▶ As a parent, you are responsible for outfitting your athlete in the apparel they require:
- ▶ Foothills Fury Jersey*
 - *A \$60 deposit (cash/cheque) will be required at the time of receiving your jersey for the season, upon the return of the jersey, your deposit will be returned to you.
- ▶ Black ball pants
- ▶ Teal belt
- ▶ Black knee high socks
- ▶ Ball glove
- ▶ Jill protective gear
- ▶ CSA approved helmet with dual ear flaps, fastened chin strap, and attached face mask
- ▶ Proper running shoes or softball cleats (NO metal cleats or spikes). Crocs, clogs, bare feet or sandals are NOT permitted.
- ▶ No exposed jewelry allowed
- ▶ ALL pitchers must use an approved fielding mask for all levels U10 and above

Team Management Policies and Procedures

- ▶ Thank you for choosing to be a Team Manager! A team is not complete without a team manager. As a Team Manager, you are able to let the coach focus on player development and worry less about the organization of the team, communication with players, and the association.
- ▶ Some responsibilities of the team manager are:
 - Booking Tournaments
 - Organizing the fundraising or other team activities
 - Keeping parents and athletes up to date on game dates/times/locations
 - Keeping copies of Medical Forms
 - First point of contact for conflict resolution
- ▶ Team Managers cannot be the spouse of the Head Coach.

Fundraising and Team Finances Policy

- ▶ **Purpose** - To raise extra funds for an individual team to support the additional costs throughout the season. Fundraising can also create great team bonding moments throughout your season.
- ▶ When fundraising, you are representing your Foothills Fury Fastpitch Association within the community, please remember this and represent us in a positive and professional manner.
- ▶ The maximum amount of funds a team can accumulate during the season is \$5,000. These funds are to be used towards tournament entry fees, apparel, and anything else the team deems necessary. We strongly encourage that at least 1 team fundraising initiative is taking place. Suggestions are below:

Bottle Drive	Online Silent Auction	Car Wash	Home Run Derby	Bake Sale
Sponsorship	Used Book Sale	Talent Show	Prize Raffle	Team Yard Sale

- ▶ Teams can request a higher team limit, but it must be formally submitted to the Association at fury@foothillssoftball.ca.
- ▶ If any fundraiser requires a license or includes gambling, this must be formally submitted to the Association for approval at fury@foothillssoftball.ca.
- ▶ Cash calls should only be requested when absolutely necessary. A team may ask for no more than \$200/family for Tier 1 teams and \$100/family for other tiers.
- ▶ All proceeds from fundraisers must be deposited into a team bank account and recorded as part of the team financials. Banks will open a team account with some paper work from the Foothills Fury Fastpitch Association.
- ▶ At no time should a team's financial balance be in the negative.
- ▶ Team funds do not roll over year to year.
- ▶ Any and all excess funds at the end of the season must be (completed in the following order):
 - - used to pay for any outstanding bills that are the responsibilities of the team
 - - divided up evenly and given back to the families to a maximum of what was asked for a cash call.
 - - if there are funds still left over, they are to be presented to the association to be donated back to the association.
- ▶ Teams will be required to submit a team financial budget by the 2nd week of May outlining how much money they will require for the season.
- ▶ An Association financial report will be supplied for use to the Team Managers once they have been determined.
- ▶ The final team financial report will be due the 2nd week of July (including bank statements and receipts).

Social Media Policy

- ▶ **Purpose** – Social media platforms are a great way for our association to connect with friends, family, teammates and supporters. This policy is to ensure that all members of the Foothills Fury Fastpitch Association conduct themselves in a responsible and safe manner when using social media platforms.
- ▶ When using social media, the actions of one of us can affect the image of all of us. Remember, we are all dealing with amateur athletics that is for enjoyment and fun. This encourages us to promote respect and fair play for all members of the Foothills Fury Fastpitch Association.
- ▶ **Definitions** - The following terms have these meanings in this policy:
 - ▶ "Social media"
 - The catch-all term that is applied broadly to computer mediated communication media, including but not limited to, blogs, Twitter, Facebook, YouTube, Instagram, etc.
 - ▶ "Foothills Fury Fastpitch Association Member"
 - All categories of being a member in the association , as well as all individuals employed by or engaged in activities with Foothills Fury Fastpitch Association, including but not limited to, athletes, coaches, officials, volunteers, directors, officers, team managers, team captains, administrators and employees.
- ▶ This policy applies to all individuals associated with the Foothills Fury Fastpitch Association as defined in the definitions with zero-tolerance.
- ▶ **The following Social Media conduct may be considered major or minor infractions:**
 - ▶ 1. Posting a hateful, insulting, disrespectful, disparaging, harmful or any other type of negative comment on a personal blog, as a Facebook post, as a tweet on Twitter, that is directed at affiliates or other persons connected with Foothills Fury Fastpitch Association and/or Calgary Minor Softball Association and related events.
 - ▶ 2. Contributing to and/or creating a Social Media group, website or platform devoted solely or in part to promoting negative remarks about Foothills Fury Fastpitch Association and/or Calgary Minor Softball Association or their reputations and related events.
 - ▶ 3. Posting picture(s), altered picture(s), or video(s) on a Social Media platform that is hateful, insulting, disrespectful, disparaging, harmful, or offensive, and that is directed at affiliates and/or affiliations of Foothills Fury Fastpitch Association and/or Calgary Minor Softball Association and related events.
 - ▶ 4. Any type or instance of cyber-bullying or cyber-harassment between one affiliate and another affiliate (including a teammate/player, coach, opponent, volunteer, and/or official). Incidents can include but are not limited to the following conduct on any social medium, via text-message, via email: regular insults, negative comments, discomforting behavior, pranks or jokes, threats, posing as another person, spreading rumors or lies, or other harmful behavior(s).
 - ▶ 5. Any instance(s) of bringing discredit to the game of softball.
- ▶ **Responsibility of Members of the Foothills Fury Fastpitch Association**
 - Members must be aware that their Social Media usage may be monitored by Foothills Fury Fastpitch Association.
 - The removal of content from Social Media after it has posted does not remove the member from being subject to the policy.
 - A member that believes social media being used by another member inappropriately and/or violates this policy, should report the incident to Foothills Fury Fastpitch Association.
- ▶ **Consequences**
 - Unacceptable content, if brought to the attention of the Foothills Fury Fastpitch Association or the Calgary Minor Softball Association, may result in disciplinary action in accordance with Foothills Fury Fastpitch Association Bylaws, Calgary Minor Softball Association's Handbook and the Bylaws or the Foothills Fury Fastpitch Association Softball Confidentiality, Code of Conduct and Abuse and Harassment Policies.
 - Any disciplinary action will be decided upon by the Disciplinary Committee.
 - This is a zero-tolerance policy and any ruling made shall be final with no right to appeal.

Substance Use Policy

- ▶ **Purpose** - Foothills Fury is committed to providing a substance free sporting environment and experience to all its members.
- ▶ All athletes, coaches, parent(s)/guardian(s) and officials must refrain from the use of tobacco, alcohol or drugs (including cannabis) and not be under the influence of such substances prior to or during practices, games, fundraising or team events.
- ▶ Violations of this policy must not be handled independently by parents, coaches, athletes or other officials and must be reported to the Foothills Fury President.
- ▶ The Disciplinary Committee will review any and all violations using the conflict resolution process to determine any and all disciplinary actions to be taken.
- ▶ This is a zero-tolerance policy and any ruling made shall be final with no right to appeal.

Abuse and Harassment Policy

- ▶ **Purpose** - Foothills Fury Fastpitch Association is committed to providing an abuse and harassment free sporting environment and experiences for our athletes, parents/guardians, coaches, umpires and members.
- ▶ Inappropriate or unacceptable behavior is not limited to, verbally or physically harassing and/or abusing any coach, athlete, certified or volunteer umpire, league volunteer or spectator.
- ▶ Incidents of unacceptable behavior should not be handled independently by parents, coaches, athletes or other officials and must be reported to the Foothills Fury President.
- ▶ Any inappropriate or unacceptable behavior towards any member of the Foothills Fury Fastpitch Association trying to fulfill their duties or any athlete on or off the playing field will be subjected to disciplinary action.
- ▶ The Disciplinary Committee will review any and all violations using the conflict resolution process to determine any and all disciplinary actions to be taken.
- ▶ This is a zero-tolerance policy and any ruling made shall be final with no right to appeal.

Safety and Injury Policies and Procedures

- ▶ Purpose – To prevent athlete injuries and deal with injuries in a manner as to not create any future chronic issues later in life.

- ▶ The Foothills Fury Athlete Medical Forms **must** be present at all practices, games, tournaments and other team functions.

- ▶ The Foothills Fury Fastpitch Association will provide each team with a first aid kit.

- ▶ Each athlete must wear all required protective equipment that is necessary during any softball play. All visible jewelry should be removed with the exception of medical alert bracelets (should be taped to the skin to secure them).

- ▶ Weather policy can be found on the Calgary Minor Softball Association website at http://calgaryminorsoftball.com/page.php?page_id=39185

- ▶ The Foothills Fury Fastpitch Association is committed to preventing injuries due to the game of softball by:
 - Adhering to the appropriate safety equipment required for the athletes.
 - Warming up properly prior to each practice/game.
 - Rotating through different positions.
 - Concentrating on age appropriate pitching/pitch counts.
 - Developing skills that are age appropriate.
 - Returning to play only when clearance is granted by a healthcare professional.

- ▶ Concussion Guidelines and Protocol can be found on the Calgary Minor Softball Association webpage at http://calgaryminorsoftball.com/page.php?page_id=88314

- ▶ In the event of an injury, obtain necessary treatment **IMMEDIATELY**. If the injury is serious, or that it may become serious, contact 911 for immediate transportation to an emergency facility. If it is anyway possible that the injury involves the spine or the injury is very serious, **DO NOT MOVE** the injured individual and dial 911 and wait for qualified personnel.

- ▶ In the event of an injury that requires medical treatment by a medical professional, the Team Manager of the team for the injured athlete is responsible for contact, as soon as possible, to the parent(s)/guardian(s). The Coach/Team Manager is responsible to provide an Incident/Accident Report Form within 24 hours to the Association by email to fury@foothillssoftball.ca. Additional incident reports will be accepted from any witnesses or family members of an injured individual who wishes to submit one.

- ▶ A Return to Play form, which can be found in the forms section of the Fury website, must be filled out by a healthcare professional prior to returning to play from an injury.

Conflict Resolution and Disciplinary Procedures

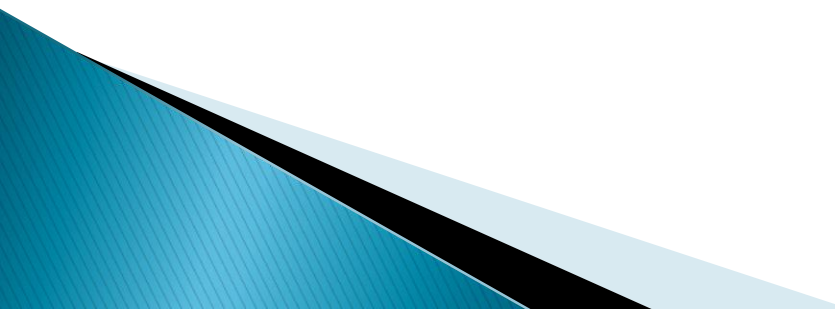
- ▶ **Purpose** – To provide a way for two or more parties to find a peaceful solution to a disagreement among them.
- ▶ If a concern arises and an individual has a resulting complaint, wait 24 hours, then the concern can be brought forward to the appropriate party. It is very important that all parties involved take 24 hours to remove and/or decrease the emotional element so the actual concern can be resolved quickly in a peaceful manner to all party's satisfaction.
- ▶ If a party would like to voice their concern after the initial 24 hours, they should follow the flow chart below:



- ▶ The Foothills Fury Fastpitch Association designates infractions as either Minor or Major infractions. Minor infractions will be dealt with informally and Major infractions will be dealt with in a formal manner.

Minor Infractions	Major Infractions
Single incident violation of policy or procedure	Multiple or repeated violations of policies or procedures
Single incident of unsportsmanlike conduct	Falsifying personal information/rosters
Late/absent when attendance is expected/required	Repeated incidents of unsportsmanlike conduct
Behavior/Activities that interfere with the game	Blatant disregard for rules and regulations
Disregard for rules and regulations	Violation of Substance Use/Abuse and Harassment Policies

- ▶ **Disciplinary measures for minor infractions (singly or in combination) may include and are not limited to:**
 - Verbal or written reprimand (which will be placed in the athlete's file)
 - Verbal or written (hand written/hand delivered) apology
 - Service or other voluntary contributions
 - Possible suspension
 - Other sanction(s) that the individual with authority over the matter deems appropriate
- ▶ **Disciplinary measures for major infractions (singly or in combination) may include and are not limited to:**
 - Written reprimand (which will be placed in the athlete's file)
 - Hand written/hand delivered apology
 - Suspension from certain games/events/programs/activities
 - Suspension from all games/events/programs/activities
 - Expulsion from the Association

- ▶ Within 14 of days of notifying the Foothills Fury Fastpitch Association of a major infraction, the Board of Directors will appoint a Disciplinary Committee to adjudicate the case. This Disciplinary Committee comprised of Board of Directors, shall address any violations of the Foothills Fury Fastpitch Association Policies and Procedures or any serious issues not resolved, which require escalation and mediation.
 - ▶ This Disciplinary Committee must recuse themselves if they have any conflict of interest with parties involved.
 - ▶ All parties involved in the incident or issue may be asked to provide information regarding the incident to ensure proper resolution is found. Confidentiality agreements may be signed to ensure privacy is kept.
 - ▶ Disciplinary action will be decided on a case-by-case basis and will consider the severity and number of offences. The Disciplinary Committee reserves the right to remove coaches or athletes from teams, if necessary, based on their findings. A representative from the Disciplinary Committee will inform those in violation of its policies of the decisions reached regarding disciplinary action.
 - ▶ Any coach wishing to remove an athlete from their roster will need to submit a request to the Disciplinary Committee, indicating reasons for the removal. The Disciplinary Committee will meet with the athlete and family to discuss the reported issues and determine if removal is warranted.
 - ▶ All decisions reached by the Disciplinary Committee are final with no right to appeal.
- 

Code of Conduct - Coaches

- ▶ You, as a coach, can have a major effect on the development of an athlete of any age. The experiences our athletes have on and off the softball field, will last for lifetime and we hope it instills the love of the game. The Foothills FURY Fastpitch Association works to ensure the coach/athlete relationship and the educational setting is always a positive experience so that each athlete's learning curve can be maximized to its fullest.

- ▶ In order to enjoy the season and to allow others to do the same, FURY asks that coaches and assistant coaches please follow these guidelines:
 - I will be a role model for each athlete that I coach by using praise, positive encouragement, displaying control, professionalism, and respect for my team, Foothills Fury Fastpitch Association and Calgary Minor Softball Association.
 - I will be familiar with and coach under Calgary Minor Softball Association rules.
 - I will encourage sportsmanship, and be courteous and respectful to all athletes, parents/guardians, coaches, officials, umpires and other fans of the game.
 - I will be reasonable when scheduling practices and other activities, remembering that the athletes on my team have other interests and obligations.
 - I will ensure all players on my team receive equal skill development, support and fair playing time.
 - I will teach the athletes on my team play fairly and to respect the rules, the officials, their opponents and their teammates.
 - I will always show concern towards sick and injured athletes and will advise with medical professionals as to whether they are ready to play again.
 - I will not ridicule or yell at the players on my team for making mistakes or performing poorly. I will remember that children play to have fun and must be encouraged to have confidence in themselves.
 - I will make sure that the equipment and facilities are safe and match the ages and abilities of the players on my team.
 - I will obtain proper training and continue to upgrade my coaching skills so I am able to develop the athletes skills and understanding of the game of softball.
 - I will demand a sports environment for my athletes that is free from drugs (including cannabis), tobacco, and alcohol and I will refrain from their use at all sports events.
 - I also agree that if I fail to abide by the aforementioned rules and guidelines, I will be subject to disciplinary action that could include, but is not limited to the following:
 - Verbal warning by official, head coach, and/or head of league organization.
 - Written warning.
 - Coaching game suspension with written documentation of incident kept on file by organization(s) involved.
 - Coaching season suspension.

Code of Conduct – Parent(s)/Guardian(s)

- ▶ Our parents and fans represent The Foothills Fury Fastpitch Association when our teams play and practice. The actions of one of us can affect the image of all of us. Remember, we are all dealing with amateur athletics that is for enjoyment and fun. This encourages us to promote respect and fair play for all players, parents, fans, volunteers, coaches, officials and umpires.

- ▶ In order to enjoy the season and to allow others to do the same, FURY asks that parents and their guests please follow these guidelines:
 - I will remember that children participate to have fun and play by the rules. The game is for youth, not adults. Therefore, I will promote the emotional and physical well-being of my child ahead of any desires I have for my child to win.
 - I will treat my team with respect and have my player and all their equipment arrive to games and practices on time.
 - I will participate and adhere to the Fundraising policy.
 - I will report to the coach of any physical disability/injury that may affect my child or the safety of others.
 - I will provide my child with positivity and support every chance I get, no matter what the outcome of the game may be and/or their performance. It's ok to make mistakes!
 - I will be a positive role model, encourage sportsmanship, and be courteous and respectful to all athletes, coaches, officials, umpires and other spectators.
 - I will demand that my child treat other athletes, coaches, officials, umpires and spectators with respect regardless of race, creed, color, sex or ability.
 - I will never ridicule, yell, engage in any kind of unsportsmanlike conduct or use inappropriate language at my child, other athlete, coach, official or umpire.
 - I will demand a sports environment for my child that is free from drugs (including cannabis), tobacco, and alcohol and I will refrain from their use at all sports events.
 - I will learn the rules of the game and the policies of the league.
 - I will refrain from coaching my child or other players from the sidelines/stands.
 - I also agree that if I fail to abide by the aforementioned rules and guidelines, I will be subject to disciplinary action that could include, but is not limited to the following:
 - Verbal warning by official, head coach, and/or head of league organization.
 - Written warning.
 - Parental game suspension with written documentation of incident kept on file by organization(s) involved.
 - Parental season suspension.

Code of Conduct - Athletes

- ▶ You, as an athlete, represent The Foothills Fury Fastpitch Association when your team plays and practices. The actions of one of us can affect the image of all of us. Remember, we are all here for enjoyment and fun.

- ▶ In order to enjoy the season and to allow others to do the same, FURY asks that athletes please follow these guidelines:
 - I will give 100 % of my effort, positive attitude and sportsmanship on and off the field.
 - I will respect, honor and be a positive contributor to the Foothills Fury Fastpitch Association.
 - I will treat my team with respect and arrive to games and practices on time with all my equipment.
 - I will respect, listen to and follow the direction and rules set out by my manager and coaches.
 - I will respect my team members and other athletes.
 - I will never ridicule, yell, engage in any kind of unsportsmanlike conduct or use inappropriate language at other athletes, coaches, officials or umpires.
 - I will maintain an environment that is free from drugs (including cannabis), tobacco, and alcohol and I will not be under the influence of these substances and will refrain from their use at all sports events.
 - Be proud to be an athlete for the Foothills FURY Fastpitch Association and have FUN doing it!
 - I also agree that if I fail to abide by these rules and guidelines, I will be subject to disciplinary action that could include, but is not limited to the following:
 - Verbal warning by official, head coach, and/or head of league organization.
 - Written warning.
 - A game suspension with written documentation of incident kept on file by organization(s) involved.
 - A season suspension.