BY-LAWS OF

PLYMOUTH SOUTH YOUTH FOOTBALL, INC.

(A Member Organization of the Old Colony Youth Football League)

TABLE OF CONTENTS

ARTICLE I - Purposes and Affiliation

ARTICLE II - Governance, Board of Directors, and Voting Members

ARTICLE III - Meetings, Voting, and Elections

ARTICLE IV - Officers and Position Duties

ARTICLE V – OCYFL and OCYCA Compliance and League Operations

ARTICLE VI - Registration, Eligibility, Teams, and Participation

ARTICLE VII - Coaches, Volunteers, Safety, and Equipment

ARTICLE VIII - Conduct, Discipline, and Issue Resolution

ARTICLE IX - Finances, Fundraising, Donations, and Sponsorships

ARTICLE X - Records, Inspection, and Confidentiality

ARTICLE XI - Indemnification, Contracts, and Authority to Bind

ARTICLE XII - Amendments and Supremacy Clause

APPENDIX A - Parent/Guardian and Player Agreement

APPENDIX B - Coach Agreement and Code of Conduct

ADOPTION AND CERTIFICATION

JK JW CW LN 8/7/26 MC TA JD TK

ARTICLE I - PURPOSES AND AFFILIATION

Section 1. Purposes.

The purpose of the Plymouth South Youth Football, Inc. (the "Program") is to promote youth football and related youth athletic activities in South Plymouth, Massachusetts, to develop sportsmanship, discipline and teamwork, and to prioritize player safety and well-being over competition. The Program activities will include the proper training in football and cheerleading to provide the children with an overview of the concepts of the sport which they have chosen to participate in. The Program will seek to provide the understanding of fair play and sportsmanship through interleague play and competition with other towns within the league.

The Program is a nonprofit corporation formed for a purpose recognized by M.G.L. Chapter 180.

Notwithstanding any other provision of these By-Laws, the Program shall not carry on any activity not permitted to be carried on by:

(a) a corporation exempt from federal income taxation under Section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code; or

(b) a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Section 2. Affiliation With Old Colony Youth Football League and Old Colony Youth Cheer Association.

The Program is a member organization of the Old Colony Youth Football League ("OCYFL") and of the Old Colony Youth Cheer Association ("OCYCA").

The Program shall comply with the OCYFL and OCYCA Constitution, By-Laws, standing rules, policies, procedures, official decisions, codes of conduct, eligibility requirements, safety rules, scheduling requirements, disciplinary authority, and any other governing authority of OCYFL and OCYCA, as amended from time to time.

The Program is locally governed under these By-Laws, but these By-Laws are subordinate to OCYFL and OCYCA governing documents and official OCYFL and OCYCA authority. No provision of these By-Laws shall be interpreted to modify, override, reduce, waive, or conflict with OCYFL or OCYCA rules, policies, safety requirements, eligibility requirements, disciplinary authority, scheduling authority, game operations, or other League requirements.

JK MY CW JN 8/7/26 MC TA JD JK

In the event of a conflict between these By-Laws and OCYFL or OCYCA governing documents, rules, policies, or official OCYFL or OCYCA decisions, OCYFL and OCYCA authority shall govern and control.

The Program shall remain free to govern its own local affairs, finances, volunteers, discipline, internal procedures, and operations, provided such local governance does not conflict with OCYFL or OCYCA authority.

ARTICLE II - GOVERNANCE, BOARD OF DIRECTORS, AND VOTING MEMBERS

Section 1. Governance Structure.

The Program shall be governed by a local Board of Directors (the "Board"). The Board shall have general charge, control, and management of the Program, subject to applicable law, the Articles of Organization, these By-Laws, and OCYFL and OCYCA authority.

For purposes of these By-Laws, the terms "Voting Member," "Member," "Director," and "voting Board member" refer to the same individuals unless the context clearly requires otherwise. The Program does not have a separate voting membership body apart from the voting Board. The voting Board members are the Program's Members for governance and corporate voting purposes.

Players, parents, guardians, coaches, volunteers, team representatives, spectators, donors, sponsors, and other participants in or supporters of the Program are not Members solely by virtue of participation in, association with, or support of the Program, unless these By-Laws expressly grant them voting membership status.

Membership and voting rights under these By-Laws apply only to the governance and operation of this Program. Membership in the Program shall not create or imply membership, voting rights, governance rights, or decision-making authority in OCYFL or OCYCA or in any other affiliated league, association, or organization.

Section 2. Initial Voting Members Upon Adoption of By-Laws.

As of the adoption of these By-Laws, the initial Voting Members of the Program shall be the individuals then serving in the Program's eight voting Board positions, as reflected in the By-Laws Adoption and Acknowledgment, Board records, or other official Program records.

The initial voting Board positions are:

1. President;
2. Vice President;
3. Treasurer;

JK (AW) MY LW 2.7.26 MC TA JD TK

4. Secretary;
5. Football Operations Director;
6. Director of League Operations;
7. Cheer Director; and
8. Assistant Cheer Director.

The individuals holding those positions as of the adoption of these By-Laws shall constitute the initial Board of Directors and initial Voting Members of the Program. They shall serve in those positions until the first annual election held under these By-Laws, unless they resign, are removed, become disqualified, or are otherwise unable to serve before that election. At the first annual election held under these By-Laws, the President shall be elected to a two-year term and all other voting Board positions shall be elected to one-year terms.

At the first annual election, and at each annual election thereafter, Voting Members shall be elected or appointed to the voting Board positions in accordance with the nomination, election, vacancy, resignation, removal, and succession provisions of these By-Laws.

After the first annual election, an individual's status as a Voting Member shall continue only while that individual holds a voting Board position in good standing. Upon resignation, removal, expiration of term, disqualification, or replacement by a duly elected or appointed successor, that individual shall cease to be a Voting Member.

Section 3. Non-Voting Positions.

The Board may appoint non-voting coordinators, assistants, committee members, advisors, or volunteers as needed, including but not limited to equipment coordinator, fundraising coordinator, communications coordinator, registration coordinator, safety coordinator, social media coordinator, team parent coordinator, field coordinator, or event coordinator.

Non-voting positions serve at the discretion of the Board, are not Members, do not vote, are not counted for quorum, and do not have authority to bind the Program unless expressly authorized by the Board.

Section 4. General Powers and Duties of the Board.

The Board shall:

- operate the Program in compliance with OCYFL and OCYCA rules and authority;
- manage Program finances, fundraising, budgeting, registration, and expenditures;
- approve coaches, volunteers, coordinators, and committee members;
- ensure compliance with eligibility, roster, weigh-in, equipment, safety, and game-day requirements;
- enforce Program codes of conduct and disciplinary standards;

JK @ dly LN 8.7.26 MC TA TK

- adopt reasonable policies, procedures, forms, agreements, and codes of conduct;
- manage Program property, equipment, records, funds, insurance, and communications;
- appoint committees or coordinators as needed;
- represent the Program before OCYFL and OCYCA and other governing bodies;
- protect player safety and welfare;
- adopt registration procedures and participation requirements;
- approve team operations and Program events;
- approve expenditures and financial controls;
- ensure that all parents, guardians, coaches, volunteers, and participants comply with Program and OCYFL and OCYCA rules; and
- take such other action as is reasonably necessary to operate the Program.

Section 5. Committees.

The Board may create committees as needed to assist with Program operations, planning, compliance, and administration. Committees may be standing committees or temporary committees for a specific purpose.

Committees may include, but are not limited to:

(a) Finance and Budget Committee;
(b) Fundraising and Sponsorship Committee;
(c) Registration Committee;
(d) Equipment and Inventory Committee;
(e) Safety and Compliance Committee;
(f) Coaching Committee;
(g) Cheer Committee;
(h) Football Operations Committee;
(i) Discipline and Grievance Committee;
(j) Events Committee;
(k) Communications and Social Media Committee;
(l) Nominating Committee; and
(m) By-Laws and Policy Committee.

The Board may appoint committee chairs and committee members, define committee duties, set reporting requirements, and dissolve or modify committees at any time.

Committee members need not be Voting Members unless the Board requires otherwise. Unless expressly authorized by the Board, committees are advisory only and shall not have authority to

bind the Program, spend Program funds, impose discipline, approve coaches or volunteers, change Program policy, or act on behalf of the Board.

All committee actions remain subject to Board review, approval, modification, or rejection.

Section 6. Standard of Conduct for Voting Members and Directors.

Each Voting Member and Director shall perform their duties in good faith, in a manner they reasonably believe to be in the best interests of the Program, and with the care that an ordinarily prudent person in a like position with respect to a similar nonprofit corporation would use under similar circumstances.

Voting Members and Directors shall act loyally, avoid self-dealing, disclose conflicts of interest, protect Program property and confidential information, and place the interests of the Program and its participants above personal, family, financial, coaching, team, or outside interests.

A Voting Member or Director shall not use their position for improper personal benefit, act in bad faith, engage in intentional misconduct, knowingly violate law, or take action inconsistent with OCYFL or OCYCA Authority, these By-Laws, or the Program's nonprofit purposes.

Nothing in these By-Laws shall eliminate or limit liability for breach of the duty of loyalty, acts or omissions not in good faith, intentional misconduct, knowing violation of law, or any transaction from which the person derived an improper personal benefit.

Section 7. Board Orientation.

Each newly elected or appointed Voting Member shall participate in a reasonable Board orientation as directed by the President or Board.

Board orientation may include review of these By-Laws, OCYFL and OCYCA rules, Program policies, financial controls, confidentiality obligations, CORI/background check requirements, safety requirements, conflict-of-interest obligations, records practices, and the duties of the applicable Board position.

Failure to complete required orientation, training, or compliance requirements may be considered in determining good standing, eligibility to serve, or removal for good and sufficient cause.

ARTICLE III - MEETINGS, VOTING, AND ELECTIONS

Section 1. Annual Meeting and Annual Election.

JK JW 7.26 MC TA JO TK

The annual meeting and annual election shall be held on the first Tuesday of March of each year, or on such other date as may be fixed by vote of the Board.

The annual meeting may include election of Board positions, review of finances, review of Program operations, adoption of policies, consideration of amendments, and any other business properly brought before the Board.

If no annual meeting is held on the stated date, a special meeting may be held in lieu of the annual meeting, and any action taken at such special meeting shall have the same effect as if taken at the annual meeting.

Section 2. Regular Meetings.

The Board shall meet regularly at such times and places as the Board may determine. No separate notice shall be required for regular meetings held at times and places fixed by prior Board vote, provided that all Board members receive reasonable notice of the schedule.

Section 3. Special Meetings.

Special meetings may be called by the President, by a majority of the Board, or upon written request of at least two Voting Members in good standing. The request shall state the purpose of the meeting. No business shall be conducted at a special meeting except the business stated in the notice, unless otherwise permitted by a majority vote of the Voting Members present.

Section 4. Place and Method of Meetings.

Meetings may be held at the principal office of the Program, at another location designated by the Board, or by remote or electronic means, provided that all participants can hear one another or otherwise participate in a manner reasonably determined by the Board. Participation by conference telephone, video conference, or similar communications equipment shall constitute presence at the meeting.

Section 5. Notice.

Written notice of any annual or special meeting shall be given to each Voting Member at least ten (10) days before the meeting, unless emergency circumstances require shorter notice. Notice may be given by email, regular mail, hand delivery, text message, or any other method reasonably authorized by the Board.

The notice shall state the date, time, place or method, and purpose of the meeting. A Voting Member's presence at a meeting shall constitute waiver of notice unless the Voting Member objects to lack of notice at the meeting. Notice may also be waived in writing before or after the meeting.

Section 6. Executive Session.

JK MY CW 8.7.26 MC TA JD TK

The Board may enter executive session by majority vote of the Voting Members present when discussion involves confidential, sensitive, personnel, disciplinary, legal, financial, medical, CORI/background check, minor-related, safety, or privileged matters.

Only Voting Members and persons specifically invited by the Board may attend executive session. Discussions in executive session shall remain confidential and shall not be disclosed except as authorized by the Board or required by law, OCYFL, OCYCA, insurance, law enforcement, child protection, or legal process.

Any vote or final Board action shall be recorded in the minutes, but the Board may limit the minutes to the action taken without including confidential details.

Section 7. Parliamentary Procedure.

Meetings may be conducted in accordance with Robert's Rules of Order for procedural guidance only.

Robert's Rules shall not override applicable law, the Articles of Organization, these By-Laws, OCYFL and OCYCA authority, or any rule, policy, or procedure adopted by the Board.

In the event of any conflict, applicable law, the Articles of Organization, these By-Laws, OCYFL and OCYCA authority, and Board-adopted policies shall control. Robert's Rules may be used only to fill procedural gaps.

Section 8. Quorum.

A quorum for the transaction of business shall consist of a majority of Voting Members then in office. Because the Program has eight voting positions, five Voting Members in good standing shall constitute a quorum when all eight positions are filled.

Vacant voting Board positions shall not be counted for purposes of determining the number of Voting Members then in office, but no action may be taken with fewer than three Voting Members present.

If a quorum is not present, a lesser number may adjourn the meeting from time to time without further notice.

Section 9. Voting.

Each Voting Member in good standing shall have one vote on each matter properly presented for a vote. There shall be no weighted voting. Except for the President's tie-breaking authority under the Board Deadlock and Tie Votes section, no Voting Member shall have more than one vote.

JK dy
dw 8-7-26
MC
TA
JD TK

At any meeting at which a quorum is present, action shall require the affirmative vote of a majority of Voting Members present and voting, unless a greater vote is required by law, the Articles of Organization, or these By-Laws.

Section 10. Electronic Voting.

The Board may permit Voting Members to vote by email, text message, electronic form, or other electronic means, provided the vote identifies the Voting Member, states the matter being voted on, and is maintained with the Program records.

Electronic votes shall have the same effect as votes cast at a meeting, unless prohibited by law, these By-Laws, or OCYFL or OCYCA authority.

The Board may adopt reasonable procedures for electronic voting, including deadlines, verification, recordkeeping, and when electronic voting is permitted.

Section 11. Board Deadlock and Tie Votes.

If a matter properly before the Board results in a tie vote, the President shall cast the tie-breaking vote.

If the President is absent, unavailable, abstains, or is disqualified from voting due to a conflict of interest, the matter shall fail unless the Board votes to table the matter for further consideration.

A deadlocked or tied matter may be reconsidered at the same meeting or at a later meeting.

During any deadlock, the status quo shall remain in effect unless immediate temporary action is necessary to protect player safety, comply with OCYFL and OCYCA requirements, preserve Program property, meet a legal deadline, or prevent material harm to the Program.

Section 12. Proxies.

A Voting Member may cast his or her Program vote by proxy. Any proxy must be in writing, signed by the Voting Member granting the proxy, and must identify the individual authorized to cast that Voting Member's vote on Program matters.

A proxy shall apply only to the vote of the Voting Member granting the proxy and shall not create any additional voting right. A proxy may be limited to a specific meeting, matter, or period of time. The Board may adopt reasonable rules for submission, verification, and use of proxies.

No person may hold more than one proxy at any meeting. Proxies shall not be used for removal of a Voting Member, amendment of these By-Laws, dissolution, or any matter involving discipline, conflict of interest, or financial self-interest.

Section 13. Nominations for Election.

JK @ AW 8.7.26 MC TA TK JD

Any person seeking election to a voting Board position must submit their name, the position sought, and any information reasonably required by the Board to the Secretary, President, or nominating committee not less than fourteen (14) days before the annual meeting, unless the Board establishes a different deadline.

Nominations may be made by the current Board, a nominating committee appointed by the Board, any Voting Member in good standing, or the candidate seeking the position by submitting their own name for consideration.

The Board may adopt reasonable nomination procedures, including deadlines, eligibility requirements, background checks, conflict disclosures, candidate statements, and confirmation that the candidate is willing and able to perform the duties of the position.

If no candidate is nominated for a position before the annual meeting, nominations for that position may be taken from the floor at the annual meeting, provided the nominee is present or has otherwise confirmed willingness to serve and satisfies all applicable qualifications.

Section 14. Election Procedure.

At the annual meeting, each voting Board position shall be voted on separately. Each Voting Member in good standing shall have one vote for each position to be filled. The candidate receiving the highest number of votes for a position shall be elected to that position.

In the event of a tie vote for any position, the Voting Members shall conduct successive votes between the tied candidates until one candidate receives the highest number of votes. If the tie cannot be resolved after three votes, the position shall be treated as vacant and filled under the vacancy provisions of these By-Laws.

If only one qualified candidate is nominated for a position, the Voting Members may elect that candidate by voice vote, written vote, electronic vote, or unanimous consent, as determined by the Board.

If a position remains unfilled after the annual meeting, the position shall be treated as vacant and may be filled under the vacancy provisions of these By-Laws.

Section 15. Terms.

The President shall serve a two-year term. All other Voting Board member positions shall serve one-year terms unless these By-Laws are amended to provide otherwise. Each Voting Member shall serve until a successor is elected or appointed, unless the Voting Member resigns, is removed, becomes disqualified, or is otherwise unable to serve.

Section 16. Qualifications and Good Standing.

A person may serve as a Voting Member only if the person:

TK @ 2/8/26 MC JD TA TK

- is at least eighteen (18) years old;
- satisfies any applicable background check, training, or safety requirement;
- agrees to comply with these By-Laws, Program policies, and OCYFL and OCYCA rules;
- agrees to act in the best interests of the Program and its participants;
- is not disqualified by OCYFL, OCYCA the Program, applicable law, or any governing athletic authority; and
- satisfies any additional qualifications adopted by the Board.

A Voting Member is in good standing only if the Voting Member holds a recognized voting position, is not suspended or removed, is not subject to a conflict or disqualification preventing the person from voting, is compliant with Program and OCYFL and OCYCA requirements, and has satisfied all applicable background check, training, disclosure, and eligibility requirements.

Section 17. Vacancies.

A vacancy in any voting Board position may be filled by majority vote of the remaining Voting Members for the remainder of the unexpired term. An individual appointed to fill a voting position shall become a Voting Member upon appointment and acceptance of the position, provided the individual satisfies all applicable qualifications and requirements.

Section 18. Resignation.

Any Voting Member may resign by delivering written resignation to the President or Secretary. The resignation shall be effective upon receipt unless a later effective date is stated. Resignation from a voting Board position shall also constitute resignation as a Voting Member.

Section 19. Removal or Suspension.

A Voting Member may be removed or suspended for good and sufficient cause by two-thirds vote of the remaining Voting Members after notice and a fair opportunity to be heard, unless immediate temporary action is necessary to protect player safety, Program property, confidentiality, the integrity of an investigation, or compliance with OCYFL and OCYCA authority. The Voting Member whose removal or suspension is under consideration shall not vote on that removal or suspension and shall not be counted in determining the required two-thirds vote.

Good and sufficient cause includes, but is not limited to, violation of these By-Laws, breach of fiduciary duty, violation of Program policy, violation of OCYFL or OCYCA rules, misconduct, failure to perform assigned duties, misuse of Program funds or property, conduct detrimental to the Program, conflict of interest or abuse of position, failure to attend three consecutive meetings without reasonable excuse, conduct threatening participant safety, failure to complete required compliance requirements, or any act or omission that impairs the Program's ability to comply with OCYFL or OCYCA authority.

Section 20. Action Without Meeting.

Any action required or permitted to be taken by the Board may be taken without a meeting if all Voting Members entitled to vote on the matter consent to the action in writing or by email, and such consent is filed with the Program records. Such consent shall be treated for all purposes as a vote at a meeting.

ARTICLE IV - OFFICERS AND POSITION DUTIES

Section 1. President.

The President shall preside at meetings of the Board and shall serve as the chief executive officer of the Program, subject to the authority of the Board. The President shall see that the orders, policies, and resolutions of the Board are carried into effect; represent the Program as needed; coordinate Program operations; supervise general administration; and perform such other duties as the Board may assign. The President shall not hold the Program out as having authority to bind OCYFL or OCYCA.

In an emergency requiring immediate action to protect player safety, comply with OCYFL and OCYCA requirements, preserve Program property, address a legal or insurance issue, or prevent material harm to the Program, the President may take temporary action without prior Board approval.

The President shall notify the Board as soon as practicable of any emergency action taken. Any emergency action shall be subject to Board review, modification, or ratification at the next Board meeting.

Emergency authority shall not permit the President to amend these By-Laws, remove a Voting Member, incur extraordinary debt, or take action prohibited by law, OCYFL or OCYCA authority, or these By-Laws.

Section 2. Vice President.

The Vice President shall assist the President and shall perform the duties of the President in the President's absence, incapacity, resignation, or removal. Unless the Board designates another person, the Vice President shall serve as the default alternate to the Town Representative for OCYFL (and OCYCA if applicable) meeting attendance and reporting purposes.

Section 3. Treasurer.

The Treasurer shall have general charge of the financial affairs of the Program, subject to the direction of the Board. The Treasurer shall maintain accurate books and records, account for all funds, prepare financial reports, assist with budgeting, process authorized payments, maintain bank records, and provide financial information to the Board upon request. The Treasurer shall

JK
2
JN 8-7-26
MC
JD TA
TK

not make unauthorized expenditures or use Program funds for any purpose not approved by the Board or permitted by adopted financial policy.

Section 4. Secretary.

The Secretary shall keep minutes of meetings of the Board, maintain Program records, maintain current By-Laws and policies, issue meeting notices, maintain Board and Voting Member records, maintain correspondence as directed, and perform such other duties as the Board may assign. The Secretary shall maintain the list of Voting Members and voting Board positions.

Section 5. Football Operations Director.

The Football Operations Director shall oversee football operations, including coaching coordination, practice and game preparation, roster compliance, team structure, player development, communication with football coaches, and compliance with OCYFL football rules. The Football Operations Director shall assist in ensuring that all football coaches comply with Program requirements, OCYFL rules, safety requirements, eligibility requirements, and codes of conduct.

Section 6. Director of League Operations.

The Director of League Operations shall oversee the day-to-day league operations of the Program and work with the President, Football Operations Director, Cheer Director, coaches, volunteers, and Board members to ensure the successful execution of all Program activities.

The Director shall coordinate and oversee operational functions including, but not limited to:

League scheduling and seasonal planning; Home game operations and field logistics; Coordination of weigh-ins, certifications, and roster submissions; Game-day staffing and volunteer assignments; Communication and coordination with division directors, coaches, and Board members regarding league operations; Oversight of operational deadlines, required documentation, and league compliance requirements; Coordination of equipment distribution and operational support with the Football Operations Director and Equipment Coordinator as needed; Resolution of operational issues arising during the season; Assisting the Football Operations Director with football operations when necessary to ensure the efficient operation of the Program; and Performing such other operational duties as may be assigned by the Board.

Section 7. Cheer Director.

The Cheer Director shall oversee cheerleading operations, including coaching coordination, safety, registration, team placement, practice and game participation, competition or sideline participation, and compliance with applicable Program and league rules. The Cheer Director shall assist in ensuring that cheer coaches comply with Program and OCYCA requirements, safety requirements, eligibility requirements, and codes of conduct.

JK
2025.7.26
JD TA TK

Section 8. Assistant Cheer Director.

The Assistant Cheer Director shall assist the Cheer Director with cheerleading operations, including communication, supervision, registration, practice and game support, team coordination, safety compliance, and such other duties as may be assigned by the Cheer Director or the Board. In the absence, incapacity, resignation, or removal of the Cheer Director, the Assistant Cheer Director may perform the duties of the Cheer Director until the Board determines otherwise.

ARTICLE V - OCYFL AND OCYCA COMPLIANCE AND LEAGUE OPERATIONS

Section 1. Town Representative and Alternate.

Each year, the Board shall appoint a Town Representative and at least one Alternate Representative to represent the Program before the OCYFL. The appointed representative may be a Voting Member of the Board or an Advisory Member designated by the Board. The Board may change these appointments at any time by majority vote and shall notify OCYFL of any changes as required.

The Program acknowledges that OCYFL permits each town or member organization to speak and vote at League meetings through its representative or alternate. The Program's representative or alternate shall act consistently with the direction of the Board where Board direction has been given.

The same shall be applied to OCYCA as applicable.

Section 2. Duties Relating to OCYFL and OCYCA Meetings.

The Town Representative, or the approved alternate, shall attend all regular and special OCYFL meetings, convey OCYFL information back to the Board and local organization, vote on League issues as authorized, and ensure that Program officers, coaches, volunteers, and participants are informed of applicable OCYFL requirements.

Failure to attend required OCYFL meetings, failure to ensure attendance by an approved alternate, or failure to report material OCYFL information may result in removal, reassignment, or financial responsibility for any fine or cost caused by that failure, as determined by the Board and subject to applicable law.

The same shall be applied to OCYCA as applicable.

Section 3. OCYFL and OCYCA Local Enforcement Duties.

The Program shall take reasonable steps to ensure that its local officials, coaches, volunteers, parents, guardians, players, and spectators comply with OCYFL and OCYCA By-Laws,

JK MY @ DN LW 8-7-26 MC TA TK

procedures, Code of Ethics, eligibility rules, safety rules, roster rules, weigh-in procedures, and disciplinary authority.

The Town Representative shall bring to the Board's attention any known variation from OCYFL or OCYCA policy, assist with local enforcement of OCYFL and OCYCA rules, and ensure that the Program's weigh-in supervisors and other required local officials are reported on official rosters or directories as required by OCYFL and OCYCA.

Section 4. OCYFL and OCYCA Dues, Fines, Assessments, and Obligations.

The Program shall timely pay all OCYFL dues, assessments, fines, and obligations assessed to or accepted by the Program. The Treasurer shall report any OCYFL dues, fines, assessments, or threatened suspension to the Board promptly.

The Program shall not incur debt, liability, obligation, or responsibility on behalf of OCYFL and shall not hold itself out as having authority to bind OCYFL.

The same shall be applied to OCYCA as applicable.

Section 5. OCYFL and OCYCA Issue Resolution Chain.

Any issue, concern, or dispute involving OCYFL operations shall first be directed to the Town's Representative or other designated Town Representative, except for urgent safety or emergency issues. The Town Representative shall document the issue, attempt to resolve appropriate matters locally, and escalate unresolved League matters to the appropriate OCYFL division vice president or Executive Board in accordance with OCYFL procedures.

Parents, guardians, players, coaches, volunteers, and spectators are expected to follow this chain of communication. Bypassing the local representative or OCYFL issue resolution process may result in delay, referral back to the Program, or discipline where appropriate.

The same shall be applied to OCYCA as applicable.

Section 6. Full OCYFL and OCYCA Compliance.

The Program shall comply with all of OCYFL football, OCYCA cheerleading, player safety, roster, eligibility, practice, equipment, game administration, and operational rules, as amended from time to time.

ARTICLE VI - REGISTRATION, ELIGIBILITY, TEAMS, AND PARTICIPATION

Section 1. Registration.

All participants shall register in the manner required by the Program, OCYFL and OCYCA. Parents and guardians shall provide accurate information and shall timely complete all required

TK LW CW JW 8-7-26 MC JD TA TK

forms, waivers, medical authorizations, emergency contacts, acknowledgments, and payment obligations.

The Program's registration process shall include the following statement, or substantially similar language: "All parents and guardians agree to abide by the By-Laws and rules of OCYFL and OCYCA and the By-Laws and rules of Plymouth South Youth Football, Inc. Failure to do so may result in dismissal from the League or Program. Any complaints or concerns involving League operations may be addressed through the Program's designated Town Representative."

Section 2. Eligibility.

All participants must satisfy applicable and OCYCA eligibility requirements, including but not limited to age, weight, grade, residency, documentation, registration deadlines, roster requirements, and weigh-in requirements. The Program shall not alter, waive, override, or circumvent OCYFL or OCYCA eligibility rules.

Section 3. Residence, Waivers, and Exceptions.

Any waiver, exception, residence issue, age issue, weight issue, roster issue, or weigh-in issue subject to OCYFL or OCYCA authority shall be handled in accordance with OCYFL rules and procedures. The Program shall not promise or imply that any waiver or exception will be granted by OCYFL.

The Program shall not request a waiver unless the President determines that the request is consistent with OCYFL and OCYCA rules and supported by appropriate documentation. Any OCYFL-required or OCYCA-required contact with another town representative, advance notice, written waiver request, supporting documents, or League presentation shall be completed as required by OCYFL and OCYCA.

Section 4. Non-Discrimination in Participation.

The Program shall not exclude a participant from participation based on race, creed, sex, gender, religion, national origin, disability, or any other status protected by applicable law. Participation remains subject to lawful eligibility, safety, roster, registration, conduct, OCYFL and OCYCA requirements.

Section 5. Parent/Guardian and Player Agreement.

Participation in the Program is conditioned upon execution of the Program's Parent/Guardian and Player Agreement, Code of Conduct, medical forms, waivers, and any other documents required by the Program, OCYFL, or OCYCA.

Section 6. Teams, Divisions, and Placement.

JK MF
ad
RN 8.1.26
MC
JD TA
TK

The Program shall field teams and place participants in divisions, levels, or squads in accordance with OCYFL and OCYCA rules and Program needs. The Program shall not independently modify OCYFL or OCYCA rules of play, scheduling authority, player placement requirements, eligibility standards, roster rules, or weigh-in requirements.

Participation in the Program does not guarantee placement on a particular team, position, division, level, squad, or role, except as may be required by OCYFL or OCYCA rules. Playing time, position assignment, and participation decisions shall be made consistent with Program, OCYFL and OCYCA rules, player safety, attendance, conduct, effort, development, and team needs.

ARTICLE VII - COACHES, VOLUNTEERS, SAFETY, AND EQUIPMENT

Section 1. Approval and At-Will Volunteer Status.

All coaches and volunteers must be approved by the Board or by a person or committee authorized by the Board. No person shall coach, supervise players, access restricted team areas, or act on behalf of the Program unless approved by the Program and compliant with all applicable requirements.

Coaches and volunteers serve at the discretion of the Program and may be removed, restricted, suspended, or reassigned at any time by the Board, subject to applicable OCYFL and OCYCA authority. Nothing in these By-Laws creates an employment relationship, contractual right, property right, or entitlement to any volunteer position.

Section 2. Background Checks, Certifications, and Training.

All coaches, volunteers, weigh-in representatives, and adults working with participants shall complete such background checks, CORI procedures, certifications, trainings, safety requirements, and registrations as are required by law, OCYFL, OCYCA, the Program, or any governing athletic authority. Coaches shall complete CDC Heads Up certification or any equivalent required by OCYFL, OCYCA, or the Program, and certificates shall be maintained by the Program as required.

Section 3. Coach Agreement and Code of Ethics.

All coaches must execute the Program's Coach Agreement and Code of Conduct before participation. Coaches are subject to Program oversight, OCYFL and OCYCA discipline, and all applicable Program, OCYFL and OCYCA rules, including the OCYFL and OCYCA Code of Ethics and conduct rules applicable to coaches, town officials, volunteers, and League-sanctioned events.

Section 4. Safety Standards.

JK JW
AN 8.7.26
MC
TA
JD TK

The Program shall strictly adhere to all applicable OCYFL and OCYCA safety standards, equipment requirements, injury protocols, concussion protocols, coaching requirements, and field safety standards. No local rule, coach decision, Board decision, parent request, or participant preference may reduce applicable safety requirements.

A participant suspected of sustaining a concussion or other significant injury may be removed from participation and shall not return until cleared in accordance with applicable law, medical direction, Program policy, OCYFL and OCYCA requirements.

Section 5. Practice, Contact, Camps, and Off-Season Activities.

The Program shall comply with all OCYFL and OCYCA rules governing practice start dates, pre-season conditioning, no-contact periods, off-season conditioning, instructional camps, equipment use, contact restrictions, and practice schedules. No coach, volunteer, parent, or Board member may authorize a practice, camp, workout, contact drill, padded activity, or team assembly prohibited by OCYFL or OCYCA rules.

Any pre-season team camp or fundraising camp must comply with OCYFL and OCYCA authorization, timing, voluntariness, safety, no-contact, no-pad, insurance, and enforcement requirements. Participation in any such camp shall not be required for team placement, playing time, or roster consideration.

Section 6. Medical Coverage and Emergency Readiness.

Where the Program is responsible for a home game or event, the Program shall comply with OCYFL and OCYCA requirements regarding medical coverage, EMT/MD/RN presence, medical kits, communication devices, and emergency readiness. Medical personnel shall remain neutral and shall not serve as medical coverage for a game in which they are coaching, where prohibited by OCYFL and OCYCA rules.

Section 7. Equipment.

Participants shall use properly issued, fitted, certified, or approved equipment as required by the Program, OCYFL, and OCYCA. Program-issued equipment remains the property of the Program and must be returned upon request, at the end of the season, or upon withdrawal, suspension, or removal.

All helmets and football equipment shall satisfy applicable OCYFL, manufacturer, reconditioning, and safety standards. No football player may use equipment that the Program, OCYFL, officials, or appropriate safety personnel determine to be unsafe or non-compliant.

ARTICLE VIII - CONDUCT, DISCIPLINE, AND ISSUE RESOLUTION

Section 1. Authority.

JK JW LW 8.7.26 MC JD TA TK

The Program maintains authority to discipline players, parents, guardians, coaches, volunteers, spectators, and Voting Members for violations of these By-Laws, Program policies, codes of conduct, safety rules, OCYFL or OCYCA rules, or standards of sportsmanship. All discipline shall be consistent with OCYFL authority. Serious violations may be referred to OCYFL or OCYCA as applicable.

Section 2. Parent/Guardian, Family, Guest, and Spectator Discipline.

Parent, guardian, family member, guest, and spectator discipline shall be governed by these By-Laws and the Parent/Guardian and Player Agreement attached as Appendix A.

Except where immediate removal is warranted for serious misconduct, the Program may issue one written warning and final notice for parent, guardian, family member, guest, or spectator misconduct. Upon any further misconduct, the Board may remove the family and child from the Program, terminate participation, revoke spectator privileges, and take any other action reasonably necessary to protect the Program.

The Board may impose immediate discipline, including immediate removal from the Program, without prior written warning where the conduct is serious, unsafe, threatening, abusive, or materially detrimental to the Program.

Section 3. Zero-Tolerance Misconduct.

The Program may impose immediate discipline, including removal from a game, practice, facility, team activity, or Program event, for misconduct including but not limited to threats, profanity directed at others, fighting, physical aggression, harassment, bullying, intimidation, discrimination, entering the field without authorization, arguing with officials, abuse of coaches or officials, intoxication or impairment at Program activities, unsafe conduct, or conduct detrimental to the Program.

Section 4. Sportsmanship and Officials.

Officials shall be treated with respect. Abuse of officials by coaches, players, parents, guardians, volunteers, or spectators is prohibited and may result in immediate discipline. Any criticism or concern about officials shall be handled through the Program's Director of League Operations and OCYFL or OCYCA process, and shall not be addressed through sideline abuse, public argument, or social media criticism.

Section 5. Social Media.

Players, parents, guardians, coaches, volunteers, spectators, and Voting Members shall not post content that is threatening, harassing, derogatory, demeaning, defamatory, unsportsmanlike, discriminatory, violent, illegal, or otherwise detrimental to the Program, OCYFL, OCYCA,

JK CW
LN 8.7.26
MC
JO TK

players, coaches, officials, opponents, volunteers, or families. Sideline game-day video shall not be posted where prohibited by OCYFL or OCYCA rules.

Section 6. Discipline Options.

Discipline may include verbal warning, written warning, removal from an event, suspension from practices or games, loss of volunteer privileges, parent or spectator ban, removal from a coaching position, dismissal from the Program, permanent ban from Program events, financial responsibility for damage or unreturned property, or referral to OCYFL, OCYCA, or another authority.

Section 7. Procedure and Appeals.

The Board may establish reasonable disciplinary procedures. The level of process required may depend on the seriousness of the conduct, urgency, safety concerns, and whether OCYFL or OCYCA authority is involved. Where immediate action is necessary to protect safety, participants, Program property, confidentiality, or the integrity of the Program, temporary discipline may be imposed before a hearing or Board review.

Unless otherwise required by OCYFL or OCYCA, any appeal of Program discipline must be submitted in writing within forty-eight (48) hours of notice of discipline. The Board's decision shall be final at the Program level unless OCYFL or OCYCA has appellate power.

Section 8. Issue Resolution Chain.

Program-level complaints should be brought first to the appropriate coach, director, or Board member unless the issue involves safety, abuse, conflict of interest, or another matter requiring immediate Board attention. Issues involving OCYFL or OCYCA operations shall be directed through the Director of League Operations or designated Town Representative in accordance with Article V.

ARTICLE IX - FINANCES, FUNDRAISING, DONATIONS, AND SPONSORSHIPS

Section 1. Nonprofit Operation.

The Program shall operate as a nonprofit youth athletic organization. Program funds shall be used only for lawful Program purposes. No part of the net earnings of the Program shall inure to the benefit of any private individual, except that the Program may pay reasonable compensation for services rendered and make payments in furtherance of its nonprofit purposes.

Section 2. Financial Records and Controls.

The Treasurer shall maintain accurate financial records. The Board may require regular financial reports, budgets, accountings, bank statements, expenditure reports, and review of Program finances.

JK
@
LW 8.7.26
MC
JD TA TL

Program funds shall be maintained in accounts approved by the Board. Checks, electronic payments, withdrawals, reimbursements, and other expenditures shall be made only as authorized by the Board or by written financial policy adopted by the Board. The Board may require dual signatures, spending limits, pre-approval of expenses, receipts, and periodic review of accounts.

Section 3. Internal Financial Controls.

The Board shall maintain reasonable financial controls to protect Program funds and property.

The Board shall approve an annual budget for each fiscal year or season. The budget shall identify expected registration revenue, fundraising revenue, sponsorship revenue, OCYFL and OCYCA obligations, insurance, equipment costs, field or facility costs, safety costs, cheer and football expenses, administrative costs, and any other anticipated Program income or expenses.

Material expenditures outside the approved annual budget must be approved by the Board before the expense is incurred, unless emergency action is necessary to protect player safety, comply with OCYFL and OCYCA requirements, preserve Program property, meet a legal or insurance obligation, or prevent material harm to the Program.

Any single expenditure, reimbursement, contract, payment, or series of related payments Five Hundred Dollars ($500.00) must be approved by the Board and must be authorized by two Voting Members, one of whom should be the Treasurer unless the Treasurer is unavailable or conflicted.

Program debit cards, credit cards, electronic payment accounts, and bank accounts may be used only for approved Program purposes. Receipts or supporting documentation must be provided for all expenditures and reimbursements.

Cash withdrawals are prohibited unless specifically approved in advance by the Board. Any approved cash withdrawal must be documented, reconciled, and reported to the Board.

No Program funds shall be used for personal expenses, personal loans, gifts, undocumented reimbursements, or payments unrelated to Program purposes.

Any person who receives, collects, handles, deposits, spends, or reimburses Program funds shall promptly account for those funds and provide receipts, deposit records, or supporting documentation upon request.

The Board may adopt additional written financial policies, including spending limits, deposit procedures, reimbursement procedures, fundraising controls, inventory controls, audit or review procedures, and bank statement review requirements.

Section 4. OCYFL and OCYCA Obligations.

JK dlg
AN 8.7.26
mc
TK

The Program shall timely pay all OCYFL and OCYCA dues, fines, assessments, and other financial obligations applicable to the Program. Failure to pay OCYFL or OCYCA obligations may result in League consequences, including suspension from League activities, and shall be reported promptly to the Board.

Section 5. Fees and Refunds.

Registration fees, equipment deposits, fundraising obligations, and other charges shall be set by the Board.

Unless otherwise approved by the Board, all fees, deposits, fundraising obligations, and other charges are non-refundable, including where a participant withdraws, becomes ineligible, is suspended, or is removed from participation.

The Board may adopt exceptions or authorize a refund, partial refund, credit, or waiver in cases of hardship, medical withdrawal, Program cancellation, administrative error, or other circumstances deemed appropriate by the Board.

If a parent, guardian, player, family member, guest, spectator, or affiliated person is banned or removed from the Program, the Board may, in its discretion, issue a full or partial refund of the registration fee paid for the affected player. Any refund may be reduced by amounts owed for non-returned equipment, damaged equipment, processing fees, outstanding charges, fundraising obligations, or other amounts owed to the Program.

A refund issued in connection with removal or a ban shall not limit the Program's authority to enforce discipline, prohibit attendance at Program events, require return of equipment, recover damages, refer misconduct to OCYFL, OCYCA, or take any other action necessary to protect the Program.

Section 6. Fundraising, Donations, and Sponsorships.

The Program may conduct fundraising and accept sponsorships, donations, grants, gifts, or contributions consistent with its nonprofit purposes. Fundraising and sponsorships shall not imply OCYFL or OCYCA endorsement unless expressly authorized by OCYFL or OCYCA respectively.

Any sponsor, donor, logo, patch, print screen, product, service, or fundraising activity must be appropriate for a children's youth football and cheerleading program and consistent with the Program's purposes and OCYFL and OCYCA objectives. A town or Program fundraising activity shall not be represented as League-supported unless expressly authorized by OCYFL or OCYCA.

Section 7. Game Donations and Admissions.

JK dy
(a)
LN 8.7.26
MC

JD TA TK

The Program shall comply with OCYFL and OCYCA rules governing donations, admission signage, playoff or championship admissions, and spectator charges. Where OCYFL or OCYCA requires that regular-season spectator payments be treated as donations rather than admission fees, the Program shall not post signage or use language inconsistent with OCYFL or OCYCA rules.

Section 8. Insurance.

The Program shall maintain general liability insurance in such amounts and on such terms as the Board determines reasonably necessary for Program operations, subject to any OCYFL and OCYCA requirements.

The Treasurer or another person designated by the Board shall maintain proof of insurance and shall provide evidence of coverage when reasonably required for fields, facilities, events, OCYFL and OCYCA compliance, or Program operations.

The Board may authorize the purchase and maintenance of insurance for the Program and persons acting on behalf of the Program, including general liability coverage and any other coverage required by OCYFL, OCYCA, law, or facility use requirements.

Section 9. Financial Responsibility.

The Program shall not assume, and shall not be liable for, the debts, obligations, or financial responsibilities of any player, parent, guardian, coach, volunteer, official, referee, spectator, or other person, except as expressly authorized by the Board.

ARTICLE X - RECORDS, INSPECTION, AND CONFIDENTIALITY

Section 1. Records.

The Program shall maintain its Articles of Organization, By-Laws, meeting minutes, financial records, membership records, policies, rosters, required OCYFL and OCYCA records, and such other records as are required by law or reasonably necessary for Program operations.

Section 2. Inspection.

Books, accounts, documents, and records of the Program shall be open to inspection by any Director at reasonable times and for proper Program purposes. Voting Members may inspect such records as required by law and for proper purposes relating to the affairs of the Program, subject to reasonable confidentiality, privacy, child safety, personnel, disciplinary, legal, and financial protections.

The Program shall not be required to provide records for purposes unrelated to Program governance or for any improper, commercial, harassing, or personal purpose.

JK JW CE LN 8.7.26 MC TA JD TK

Section 3. Confidentiality.

Records involving minors, player registration, family contact information, medical information, injury reports, concussion information, eligibility issues, waiver requests, discipline, complaints, background checks, CORI, abuse-prevention training, coach or volunteer screening, executive sessions, and privileged or legal matters shall be handled confidentially.

Confidential records may be accessed, used, or disclosed only as reasonably necessary for Program operations, player safety, OCYFL and OCYCA compliance, insurance, legal compliance, law enforcement, child protection, legal counsel, or Board-authorized review.

CORI, and background check information shall be accessed, used, stored, disclosed, and destroyed only in accordance with applicable law, Program policy, and any applicable OCYFL or OCYCA requirement.

Any person with access to confidential records shall maintain confidentiality and shall not copy, disclose, discuss, post, transmit, or use such information except as authorized by the Board or required by law.

Section 4. Records Retention and Destruction.

The Program shall retain records for as long as reasonably necessary to comply with applicable law, tax requirements, OCYFL and OCYCA requirements, insurance requirements, and Program operations.

Corporate records, including Articles of Organization, By-Laws, amendments, Board minutes, annual meeting records, tax-exemption records, IRS determination letters, and major corporate authorizations, shall be retained permanently.

Financial records, including budgets, bank statements, receipts, invoices, reimbursement records, fundraising records, sponsorship records, tax filings, insurance records, and records supporting income or expenses, shall be retained for at least seven (7) years unless a longer period is required by law, tax requirements, insurance requirements, OCYFL, OCYCA, or the Board.

Participant, registration, medical, safety, injury, equipment, eligibility, waiver, discipline, coach, volunteer, background check, and training records shall be retained for at least seven (7) years after the end of the applicable season, unless a longer period is required by law, OCYFL, OCYCA, insurance, litigation hold, or Board decision.

Records shall not be destroyed if they relate to any pending or reasonably anticipated claim, dispute, investigation, audit, insurance matter, disciplinary matter, OCYFL matter, OCYCA matter or legal proceeding.

The Board may adopt a written records retention policy and may authorize secure destruction of records after the applicable retention period has expired.

JK ly @ 8.7.26 MC

TF TK

ARTICLE XI - INDEMNIFICATION, CONTRACTS, AND AUTHORITY TO BIND

Section 1. Indemnification.

The Program shall, to the fullest extent permitted by law and only to the extent that its tax-exempt status is not affected thereby, indemnify any person who serves or has served as a Director, Officer, Voting Member, employee, volunteer, committee member, coach, or authorized agent of the Program against liabilities, losses, judgments, fines, settlements, and reasonable expenses, including reasonable attorneys' fees, actually and necessarily incurred in connection with any action, claim, demand, investigation, or proceeding arising out of that person's service to or on behalf of the Program.

Indemnification shall be available only where the person acted in good faith and in a manner the person reasonably believed to be in, or not opposed to, the best interests of the Program. Indemnification shall not apply where the person is adjudicated to have acted in bad faith, engaged in intentional misconduct, knowingly violated law, breached the duty of loyalty, derived an improper personal benefit, or where indemnification is otherwise prohibited by law.

The Program may advance reasonable legal expenses, including attorneys' fees, incurred by a person eligible for indemnification under this section, provided that the person first agrees in writing to repay any amounts advanced if it is later determined that the person is not entitled to indemnification under these By-Laws or applicable law.

Any indemnification or advancement of expenses shall be approved by the Board, except that any person seeking indemnification or advancement shall not vote on that request and may be excluded from deliberations concerning that request.

The Board may authorize the purchase and maintenance of insurance, including general liability, directors and officers, volunteer, coach, or other appropriate coverage, for persons acting on behalf of the Program, whether or not the Program would have authority to indemnify such persons under this section.

Section 2. Conflicts of Interest.

Any Voting Member, coach, volunteer, or committee member who has a financial, personal, family, or other material interest in a matter before the Program shall disclose that interest to the Board before discussion or vote. The Board may require the interested person to abstain from voting, leave the meeting during deliberation, or take other steps necessary to protect the Program. No Program funds shall be used for the private benefit of any person except for reasonable payments approved by the Board in furtherance of the Program's nonprofit purposes.

JK JW a XWS.7.26 MC TA TK

Section 3. Checks, Notes, Drafts, Contracts, and Other Instruments.

Checks, notes, drafts, electronic payments, contracts, and other instruments for the payment of money or obligation of the Program may be signed, approved, or authorized only by such person or persons as the Board may designate.

No Officer, Director, Voting Member, coach, volunteer, parent, guardian, or other person shall bind the Program unless authorized by the Board. No person shall bind or purport to bind OCYFL or OCYCA.

Section 4. Fiscal Year and Seasonal Year.

The fiscal year of the Program shall end on December 31 of each year unless otherwise fixed by the Board. The Board may also designate a seasonal year for football, cheerleading, registration, OCYFL or OCYCA compliance purposes.

Section 5. Dissolution.

Upon dissolution of the Program, and after payment of lawful debts and obligations, remaining assets shall be distributed only for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or to a federal, state, or local government for a public purpose. No assets shall be distributed to any Director, Officer, Voting Member, coach, volunteer, parent, guardian, player, or private individual.

ARTICLE XII - AMENDMENTS AND SUPREMACY CLAUSE

Section 1. Amendments.

These By-Laws may be amended by majority vote of the Voting Members at any annual or special meeting, provided that notice of the substance of the proposed amendment is given with the notice of meeting.

Any amendment that would materially change voting rights, the number of Voting Members, dissolution, nonprofit purposes, or affiliation obligations must be approved by the Voting Members and may not be adopted solely by a committee or non-voting position.

No amendment may conflict with applicable law, the Articles of Organization, or OCYFL or OCYCA governing documents or authority.

Section 2. Supremacy Clause.

These By-Laws are subordinate to OCYFL and OCYCA governing documents, rules, policies, procedures, official decisions, codes of conduct, eligibility requirements, safety standards, disciplinary authority, scheduling authority, and game operations.

TK dly @ AN 8726 mc

JD TA TK

Any provision of these By-Laws that conflicts with OCYFL or OCYCA authority shall be deemed automatically modified to conform to OCYFL and OCYCA authority, without invalidating the remaining provisions of these By-Laws.

The Program shall remain free to govern its own local affairs, finances, volunteers, discipline, internal procedures, and operations, provided such local governance does not conflict with OCYFL or OCYCA authority.

APPENDIX A

PARENT/GUARDIAN AND PLAYER AGREEMENT

CODE OF CONDUCT AND DISCIPLINARY ACKNOWLEDGMENT

Participation in Plymouth South Youth Football, Inc. is a privilege and is conditioned upon strict compliance with this Agreement, the Program By-Laws, Program policies, OCYFL and OCYCA rules, OCYFL and OCYCA policies, safety requirements, codes of conduct, and all lawful decisions of the Program Board, OCYFL, and OCYCA.

Because players are minors, each parent or legal guardian signs this Agreement on behalf of themselves, their minor child/player, and all family members, guests, and spectators attending or participating in Program activities in support of that child.

1. Binding Authority.

By registering a child, allowing a child to participate, attending Program events, or participating in Program-related activities, each parent and guardian agrees that they, their child, and their affiliated spectators are bound by:

(a) the By-Laws, rules, policies, codes of conduct, and decisions of Plymouth South Youth Football, Inc.;

(b) the Constitution, By-Laws, rules, policies, codes of conduct, and decisions of OCYFL and OCYCA;

(c) all safety, eligibility, roster, equipment, medical, concussion, return-to-play, and game-day requirements; and

(d) all disciplinary decisions issued by the Program, OCYFL, and OCYCA.

Failure to comply may result in discipline, suspension, removal from events, dismissal from the Program, loss of spectator privileges, referral to OCYFL or OCYCA, or any other action deemed appropriate by the Program Board.

2. Parent/Guardian Responsibility for Minor Child and Spectators.

Parents and guardians are responsible for the conduct of their child and for all family members, guests, and spectators attending or participating in Program activities in support of their child.

A violation by a parent, guardian, player, family member, guest, or affiliated spectator may be treated as a violation by the family for purposes of Program discipline.

Parents and guardians agree to ensure that their child and affiliated spectators understand and follow this Agreement.

JK JK
LN 8/26
MC

JD TA

3. Required Conduct Standards.

Players, parents, guardians, family members, guests, and spectators shall maintain sportsmanship, respect, self-control, and appropriate behavior at all practices, games, meetings, team events, Program events, OCYFL and OCYCA events, communications, and Program-related activities.

All participants and affiliated persons shall respect players, coaches, officials, volunteers, opposing teams, families, spectators, and Program representatives.

The Program exists for children. Adult conduct that undermines the safety, dignity, development, or positive experience of the children in the Program will not be tolerated.

4. Player Code of Conduct.

Players shall:

(a) demonstrate respect for teammates, coaches, officials, opponents, spectators, and Program volunteers;

(b) follow all safety rules, equipment requirements, coaching instructions, and medical restrictions;

(c) avoid fighting, bullying, profanity, threats, harassment, intimidation, taunting, and unsportsmanlike conduct;

(d) attend practices and games on time, communicate absences, and give appropriate effort;

(e) properly care for Program equipment, facilities, fields, and property;

(f) avoid inappropriate, threatening, derogatory, demeaning, or harmful social media content relating to the Program, OCYFL, OCYCA, teammates, coaches, officials, opponents, volunteers, or families; and

(g) comply with all Program and OCYFL and OCYCA rules and disciplinary decisions.

5. Prohibited Conduct.

The following conduct is prohibited:

(a) threats, intimidation, harassment, bullying, discrimination, or retaliation;

(b) profanity, abusive language, obscene gestures, or verbal attacks;

(c) fighting, physical aggression, or encouraging physical aggression;

JK JY @ AM 8-26 MC

TA TK

(d) arguing with, confronting, or abusing officials, coaches, players, volunteers, opposing teams, or spectators;

(e) entering the field, sideline, bench area, practice area, or restricted area without authorization;

(f) public criticism, ridicule, or humiliation of players, coaches, officials, volunteers, opponents, families, or the Program;

(g) unsafe conduct or refusal to follow safety directions;

(h) intoxication, impairment, or possession or use of illegal substances at Program activities;

(i) misuse, damage, theft, or failure to return Program property or equipment;

(j) knowingly providing false information regarding registration, residency, age, weight, eligibility, medical status, or roster issues;

(k) conduct detrimental to the Program, OCYFL, OCYCA, or youth athletics; and

(l) any violation of Program, OCYFL, or OCYCA rules.

6. Written Warning and Final Notice Policy for Parent/Guardian or Spectator Misconduct.

Except where immediate removal is warranted under Section 7, parent, guardian, family member, guest, or spectator misconduct shall ordinarily be handled as follows:

First Offense: The Program Board may issue a written warning identifying the conduct at issue, directing that the conduct cease or be corrected, and advising that any further violation may result in dismissal from the Program.

The written warning shall serve as final notice. The family shall be considered on notice that any further misconduct by a parent, guardian, family member, guest, spectator, or affiliated person may result in removal from the Program.

Second Offense: Upon a second offense, the Program Board may remove the family and child from the Program, terminate participation, revoke spectator privileges, and take any other action reasonably necessary to protect the Program.

Removal after a second offense shall be presumed final. The Board may allow continued participation only if the Board determines, by vote, that extraordinary circumstances exist and that continued participation will not harm player safety, Program operations, OCYFL and OCYCA compliance, or the integrity of the Program.

7. Immediate Removal for Serious Misconduct.

JK MC 8.7.26 JD TA JK

The Program Board may impose immediate discipline without prior written warning where the conduct is serious, unsafe, threatening, abusive, or materially detrimental to the Program.

Grounds for immediate removal may include, but are not limited to:

(a) threats of violence;

(b) physical aggression, fighting, assault, or attempted assault;

(c) harassment, bullying, intimidation, or discriminatory conduct;

(d) abusive confrontation of a coach, official, volunteer, player, parent, guardian, or opposing team;

(e) entering the field, sideline, or restricted area in an aggressive or unauthorized manner;

(f) conduct creating a safety risk to any child, coach, official, volunteer, or spectator;

(g) intoxication, impairment, illegal drug use, or possession of illegal substances at Program activities;

(h) knowingly falsifying eligibility, age, weight, residency, medical, registration, or roster information;

(i) retaliation against a person who reports misconduct or safety concerns;

(j) conduct resulting in OCYFL or OCYCA discipline or referral; or

(k) any conduct that the Program Board determines, in good faith, makes continued participation inconsistent with the best interests of the Program, player safety, or OCYFL or OCYCA compliance.

8. Refund Upon Program Removal.

If a family is removed from the Program for parent, guardian, player, family member, guest, spectator, or affiliated-person misconduct, the Board may, in its discretion, issue a full or partial refund of the registration fee paid for the affected player. Any refund may be reduced by amounts owed for non-returned equipment, damaged equipment, processing fees, outstanding charges, fundraising obligations, or other amounts owed to the Program.

Upon removal and refund, the family's participation in the Program shall terminate, and the family shall have no further right to attend, participate in, or interfere with Program practices, games, events, communications, or activities, except as expressly permitted by the Board in writing.

JK lly (a) M- AM 8-26 TA TK GD

Refund of registration fees shall not limit the Program's right to enforce equipment return, recover damages, impose bans from Program events, report misconduct to OCYFL or OCYCA, or take any other action necessary to protect the Program.

9. Safety Acknowledgment.

Participation in football, cheerleading, conditioning, practices, games, and related athletic activities involves inherent risks, including the risk of serious injury.

Parents and guardians acknowledge those risks and agree that they and their child shall comply with all medical, safety, equipment, concussion, injury-reporting, and return-to-play requirements.

Parents and guardians shall not pressure, permit, or encourage a player to participate contrary to medical guidance, safety instructions, concussion protocols, or Program/OCYFL/OCYCA rules.

10. Equipment Responsibility.

All Program-issued equipment remains the property of the Program and must be returned upon request, at the end of the season, or upon withdrawal, suspension, or removal.

Parents and guardians are responsible for lost, damaged, altered, or unreturned equipment and may be required to pay replacement or repair costs.

The Program may withhold any refund or future participation until all equipment is returned and all amounts owed are paid.

11. Social Media, Communications, and Public Statements.

Players, parents, guardians, family members, guests, and spectators shall not post, send, publish, or circulate threatening, harassing, derogatory, defamatory, demeaning, unsportsmanlike, or inappropriate content relating to the Program, OCYFL, OCYCA, players, coaches, officials, volunteers, opponents, families, or spectators.

Sideline game-day video shall not be posted where prohibited by OCYFL or OCYCA.

Program concerns shall be raised through the appropriate chain of communication and shall not be aired publicly in a manner that harms players, coaches, volunteers, officials, families, the Program, OCYFL, or OCYCA.

12. Issue Resolution.

Concerns involving Program operations should be brought through the Program's local chain of communication.

JK Lly
MC
AN 8.7.26
TD
JK

Concerns involving OCYFL or OCYCA operations shall be directed through the Director of League Operations or designated Town Representative unless an urgent safety issue requires immediate escalation.

Parents, guardians, players, and spectators shall not confront officials, opposing coaches, opposing players, or opposing spectators to resolve Program, OCYFL, or OCYCA issues.

13. Fees and Refunds.

Except as expressly provided in Section 8 or otherwise determined by the Program Board, fees are non-refundable.

No refund shall be required where a participant voluntarily withdraws, fails to attend, becomes ineligible, is suspended, is removed for player misconduct, or is unable to participate for reasons outside the Program's control, unless otherwise approved by the Board.

14. Discipline and Appeals.

Violations of this Agreement may result in warning, written warning, removal from an event, suspension, dismissal from the Program, loss of spectator privileges, equipment restrictions, referral to OCYFL, or any other discipline deemed appropriate by the Program Board.

Any appeal must be submitted in writing within forty-eight (48) hours of notice of discipline unless a different OCYFL or OCYCA process applies.

The Program Board's decision shall be final at the Program level unless OCYFL or OCYCA rules provide further review.

15. Acknowledgment.

By signing below, the parent or guardian confirms that they have read, understand, and agree to this Agreement on behalf of themselves, their minor child/player, and all family members, guests, and spectators affiliated with the child's participation in the Program.

All parents, guardians, and players agree to abide by the By-Laws and rules of OCYFL, OCYCA, and the By-Laws and rules of Plymouth South Youth Football, Inc. Failure to do so may result in dismissal from the League or Program. Any complaints or concerns involving League operations may be addressed through the Program's designated Town Representative.

Parent/Guardian Name: _____

Player Name: _____

Signature of Parent/Guardian: _____

Date: _____

JK

My Me

AN 8.7.26

JD TK

APPENDIX B

COACH AGREEMENT AND CODE OF CONDUCT

1. Authority.

Coaches are bound by all Program, OCYFL, and OCYCA rules, policies, safety requirements, codes of conduct, and disciplinary authority. Coaches shall comply with the OCYFL and OCYCA Code of Ethics in both spirit and intent.

2. Volunteer Status.

Coaches serve as at-will volunteers and may be removed, suspended, restricted, or reassigned at any time by the Board, subject to OCYFL and OCYCA authority.

3. Core Duties.

Coaches shall prioritize safety, development, sportsmanship, supervision, rule compliance, discipline, and respect. The game belongs to the players, and the welfare of the players shall not be sacrificed for winning, personal prestige, or competitive advantage.

4. Safety.

Coaches shall comply with injury protocols, concussion protocols, safe contact rules, equipment requirements, and all safety instructions. Coaches shall not teach or encourage unsafe tackling or helmet use and shall defer medical decisions to appropriate medical professionals.

5. Conduct.

Coaches shall not engage in profanity, threats, intimidation, harassment, bullying, discrimination, arguing with officials, taunting, public criticism of players, or unsportsmanlike conduct. Coaches shall not criticize opposing players, coaches, fans, or officials by words or gestures.

6. Sideline Control.

The head coach shall be responsible for team sideline control and shall serve as the primary liaison with officials unless OCYFL or OCYCA rules provide otherwise. Coaches must remain under control and set an appropriate example for players and spectators.

7. Eligibility Compliance.

Coaches shall not circumvent roster, weigh-in, age, weight, residence, player placement, playing time, X-Man, Division Seven (Fontaine Division), Junior Varsity, or eligibility rules.

8. Filming and Scouting.

JK
MMC
JN 8.7.26
TH
JK

Coaches shall comply with all OCYFL and OCYCA rules regarding filming, sideline video, video review, scouting, communications, and social media posting.

9. Reporting.

Coaches shall promptly report safety issues, injuries, misconduct, suspected rule violations, and other matters requiring Board or OCYFL/OCYCA attention.

10. Discipline.

Violations may result in warning, suspension, removal from coaching duties, permanent ban, fine or sanction where applicable, or referral to OCYFL or OCYCA. Serious misconduct, safety violations, abuse of officials, violation of eligibility rules, falsification of information, conduct detrimental to the Program, or conduct that jeopardizes OCYFL or OCYCA compliance may result in immediate removal without prior warning.

11. Acknowledgment.

By signing below, the coach confirms that they have read, understand, and agree to this Coach Agreement and Code of Conduct.

Coach Name: _____

Position/Team: _____

Signature: _____

Date: _____

JK @ MC LN 8.7.26 JD TK

BY-LAWS ADOPTION AND ACKNOWLEDGMENT

The undersigned Officers and Board Members of Plymouth South Youth Football, Inc. acknowledge review and adoption of these By-Laws and agree to uphold and enforce all provisions contained herein, including all applicable OCYFL and OCYCA rules, policies, and governing authority.

These By-Laws were adopted on this 29th day of July, 2026.

Tyler Andrews, President — Date: 7/29/26

Thomas Kelley, Vice President — Date: 7/29/26

Jake Decelle, Treasurer — Date: 7/29/26

Cynthia Lom, Secretary — Date: 7/29/26

Jay Kelly, Football Operations Director — Date: 7-29-26

Michelle Costa, Director of League Operations — Date: 8/7/26

Lori Noble, Cheer Director — Date: 8/7/26

Michelle Joy, Assistant Cheer Director — Date: 8/7/26

SECRETARY'S CERTIFICATION

The Secretary of Plymouth South Youth Football, Inc. certifies that these By-Laws were duly adopted by vote of the Voting Members and remain in full force and effect unless amended in accordance with Article XII.

Secretary Signature: _____

Printed Name: Cynthia Lom

Date: 8/7/2026