

## **SRRFSA Conduct and Behavior Policy/Complaint Reporting Procedure**

### **Conduct and Behavior Policy**

Players, coaches and parents are expected to display at all times, conduct of respect and good sportsmanship. Playing for Sauk Rapids Rice Fastpitch Softball Association (SRRFSA) is a privilege and not a right.

Our policy is that inappropriate, abusive, vulgar, profane, disruptive or disrespectful language or behavior by players, coaches, parents or others associated with the program will not be tolerated. This includes but is not limited to inappropriate behavior directed toward teammates, coaches, opponents, parents, fans, and officials.

The SRRFSA board members are responsible for dealing with coaches on a case-by-case basis. Misconduct by players will be dealt with by their coach, the Board, or both.

If a parent feels their child is being dealt with too harshly, they may appeal to the SRRFSA Board only after first attempting to resolve the situation with their player's coach(es). Parents that want to discuss issues about a specific game/practice must wait 24 hours after the incident in question to email or call the coach.

Each situation is unique and all points of view will be gathered to assist the board with completing the investigation and appropriately follow up and/or enforce the policy. Based on the findings of the board a decision will be reached and will be conveyed by the board to the parties involved including the players and parents of the players involved. Disciplinary actions may include but not be limited to written warnings, suspension, or other consequences.

### **Disciplinary Process**

- First and Second occurrence: The violator will be suspended from games and practices a minimum of one week. If no games are scheduled during the one week period, suspension may include the next scheduled tournament
- The third occurrence will result in the violator being suspended from SRRFSA activities for the rest of the year and for future years with no fees being refunded.

### **Physical Contact Misconduct**

Any player, coach or parent involved in any intentional physical contact meant to show aggression, threat or do harm during practices or games, or at any event with a presence of SRRFSA teams or players, will result in immediate suspension from the activity until it is complete. The board will review the violation and may decide to suspend the participant for twice the standard time or expel them. If a player is suspended or expelled no fees will be refunded.

## **Conduct Reporting**

SRRFSA relies on timely, accurate reporting of misconduct from all participants. It is important to notify SRRFSA of any conduct that may alter the environment or reduce the enjoyment of the activity for any or all participants.

If at anytime a participant observes unacceptable conduct, the process for reporting is as follows:

- Document and submit a report in writing
- Download and submit the report form from the Resources tab of the SRRFSA website. All sections of the form must be completed including contact information of the person completing the document. If there is a request to remain anonymous that is acceptable, but the person making the report must inform the board of their identify.
- Completed forms must be submitted to [stormsrfsa@gmail.com](mailto:stormsrfsa@gmail.com) by email

## **Reporting Review and Follow-up**

- The SRRFSA Executive board will review the report and conduct further investigation, which may include additional board member review and interviews of witnesses and participants.
- Collaborate with the board on next steps and gain agreement (quorum)
- Notify affected participants in writing of the results, disciplinary actions, and appeal rights, where applicable.

**In the event of an emergency or severe occurrence, alert appropriate law enforcement and event personnel immediately and/or call 911. When the situation is secure or when feasible, contact the appropriate SRRFSA representative.**