

# **AMENDED AND RESTATED BYLAWS**

of

**GROTON MYSTIC LACROSSE ASSOCIATION**

**REVIEWED AND UPDATED October, 2025**

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# ARTICLE I. GENERAL

## Section 1. Name

The Corporation shall be known as *Groton Mystic Lacrosse Association* (the “Corporation”).

- Team name: *Falcons*
- Colors: *Red, Black, and White*
- Mascot: *Falcon*

## Section 2. Purpose and Tax-Exempt Status

The Corporation is organized exclusively for charitable and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code (the “Code”).

- Primary purpose: provide, promote, and support youth lacrosse opportunities, skill development, and education in Groton, Mystic, and surrounding communities.
- The Corporation shall not participate in political campaigns or substantial lobbying activities.

## Section 3. Inurement/Private Benefit

No part of the net earnings shall be used to the benefit of any director, officer, member, or private individual, except as reasonable compensation or reimbursement for services rendered.

## Section 4. Non-Discrimination Policy

The Corporation shall not discriminate on the basis of race, color, religion, sex, gender identity, sexual orientation, national origin, age, or disability in the administration of its activities, programs, or policies.

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# ARTICLE II. BOARD OF DIRECTORS

## Section 1. Authority

*The Board of Directors (“Board”) manages all powers, activities, and affairs of the Corporation.*

## Section 2. Number of Directors

- *The board should strive for a Minimum of **seven (7)** directors.*
- *The number is fixed by Board resolution or the number elected at the last annual meeting.*
- *If Director holds more than one position, their vote only counts as one*

### **Section 3. Terms**

- *At the last annual meeting of the Board and at each subsequent annual meeting of the Board, the then acting directors shall elect directors to succeed those whose terms are then expiring*
- *Each term is **one (1) year**, with unlimited successive terms permitted, and/or until his or her successor is elected*

### **Section 4. Quorum and Voting**

- *Quorum: **two-thirds (2/3)** of directors then serving.*
- *Action: Majority of those present unless a greater number is required.*
- *Anonymous/ ballot voting may be used as deemed necessary, or at the request of board members*
- *If a quorum shall not be present at any meeting of directors, a majority of the directors present at such meeting may adjourn the meeting from time to time, without notice other than announcement at the meeting, until a quorum shall be present.*

### **Section 5. Meetings**

- ***Annual Meeting:** Held at a time and place designated by the President. Business includes electing directors/officers, receiving reports, and other matters.*
- ***Regular Meetings:** Monthly, at the President's discretion.*
- ***Special Meetings:** Called by the President or Secretary upon request of at least three (3) directors.*
- ***Notice:** At least 7 days for annual/regular meetings; 2 days for special meetings. Emergency meetings may be called the same day either in person, virtually, or electronically.*
- *Meetings of the Corporation are open to the participants in the Corporation's lacrosse programs; however, the President has the authority to close a meeting (or a portion of the meeting) when, at his/her discretion or at the request of a majority of the directors present, the subject matter is of a sensitive or personal nature (e.g., financial issues or disciplinary actions).*

### **Section 7. Notices**

*Notices may be sent via mail, hand delivery, email, or electronically. Attendance without objection constitutes waiver of notice.*

### **Section 8. Action Without a Meeting**

*Permitted if all directors consent in writing (including electronic). Minutes will still be filed electronically in the shared drive.*

### **Section 9. Remote Participation**

*Directors may participate via teleconference or virtually via video.*

**Section 10. Resignations and Removal**

- Resignations must be in writing and shall be effective immediately upon receipt by the Corporation if no time is specified, or at such later time as the resigning director may specify and the Corporation shall accept. The Corporation has the right to deny time given is agreed upon by majority vote of remaining directors
- A director may be removed from the Board whenever, in the judgment of the remaining directors, the best interests of the Corporation would be served by the removal.
- Removal must be by the **affirmative vote of three-fourths (3/4)** of remaining directors
- Seven (7) days notice must be given to all directors before said meeting

**Section 11. Vacancies**

Any vacancy or vacancies occurring on the Board may be filled until the next meeting at which directors are elected by the affirmative vote of a majority of all the remaining directors in office at any meeting of the Board. A vacancy that will occur at a specific later date, by reason of a resignation effective at a later date, may be filled before the vacancy occurs, but the new director may not take office until the vacancy occurs.

**Section 12. Compensation**

Directors serve without compensation but may be reimbursed for reasonable expenses. The Board President will be eligible for reimbursement of all fees associated with maintaining a USA Lacrosse Program Leader membership at the completion of the season(s) they serve. Any President who does not complete the full season, either by voluntarily leaving or removal, will not be eligible for the USA Lacrosse reimbursement. All Director positions will also be granted to register (1) player free of charge, per season.

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**ARTICLE III. COMMITTEES**

**Section 1. Authority**

The Board may appoint such committees, as needed, from time to time which they consider necessary or advisable.

- The President appoints chairs.
- Chairs appoint members.
- Non-directors may serve.
- Each chair shall report its actions, if any, to the Board at each Board meeting.
- All committees shall be advisory in nature and shall not have authority to act or vote on behalf of the Corporation.

**Section 2. Removal**

Committee members may be removed by the chair.

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## ARTICLE IV. DIRECTORS

### **Section 1. Directors and Duties**

**President:** *The President shall preside over all meetings of the Board of Directors and carry out the duties typically associated with the office. The President serves as the chief executive officer of the Corporation and is responsible for the overall supervision of its operations, under the guidance of the Board. The President ensures that all Board orders and resolutions are implemented and serves as an ex officio member of all committees. In addition, the President performs any other duties assigned by the Board, required by these Bylaws, or mandated by law. The President must also obtain, and maintain, a valid USA Lacrosse Program Leader membership throughout their term(s). They must adhere to all Program Leader qualifications, including a background check and abuse prevention training. They ensure all coaches are registered with USA Lacrosse and ensure all necessary certifications/training are up to date.*

**Vice President:** *The Vice President shall assist the President in carrying out their duties as requested. In the President's absence, the Vice President will serve as acting President. The Vice President is responsible for investigating complaints brought before the Board, either personally or by creating and leading a committee. After review, the Vice President shall make recommendations to the Board on how to address or resolve the complaints. Additionally, the Vice President performs any other duties assigned by the President, the Board, these Bylaws, or required by law.*

**Secretary:** *The Secretary is responsible for keeping the minutes of all Board meetings and ensuring that notice of meetings is properly given to all directors. The Secretary also manages permits for public building use for Corporation meetings, maintains the books, records, and papers related to the Corporation and its lacrosse programs, and ensures that all reports and documents required by law are properly filed. In general, the Secretary performs the duties typical of this office and any additional duties assigned by the President, the Board, these Bylaws, or required by law.*

**Treasurer:** *The Treasurer supervises the receipt and custody of all Corporation funds on all accounts (bank, Venmo, etc.) and ensures accurate record-keeping of all accounts, receipts, and disbursements. They deposit funds in the Corporation's approved depositories, prepare and distribute financial reports and annual budgets for the Board. They are responsible for ensuring all federal tax filings are completed accurately and on time, in accordance with the IRS and CT State law to maintain 503(c)(3) status. They also perform any other duties assigned by the President, the Board, these Bylaws, or required by law.*

**Director of Education:** *The Director of Education coordinates player and coach development programs, including clinics, camps, and skill evaluations. They should also provide a list of skills to be taught to players at different levels; They work with the Boys and Girls Coach Representatives to recruit coaches, sponsor coaching clinics, and serve as a resource to coaches. The Director of Education also performs any additional duties assigned by the President, the Board, these Bylaws, or required by law.*

**Registrar:** *The Registrar manages all registration activities for both seasonal play as well as any clinics/tournaments hosted by the Corporation. These registrations include forms, deadlines, and collection of fees which are then transferred to the Treasurer for recording and deposit. A report of delinquent registration fees shall be delivered to the Treasurer within two (2) weeks after registration closes. The Registrar shall recommend registration cut-off dates and a late registration policy to the board. They ensure all players are registered with USA Lacrosse, maintain the official player and coach database, and prepare rosters for each team. Additionally, the Registrar shall maintain and keep current the official database of the Corporation's players, coaches, and players' parent(s) and/or guardian(s). The Registrar also performs any other duties assigned by the Board.*

**Equipment Manager:** *The Equipment Manager is responsible for managing, maintaining, and distributing all lacrosse equipment for the Corporation's teams. This role ensures that players have the proper equipment for practices and games, tracks inventory, and maintains the safety and quality of all gear. They shall oversee the inventory, storage, and maintenance of all lacrosse equipment, including sticks, helmets, pads, balls, goals, uniforms, and other gear. They ensure that all equipment meets safety standards and is in good condition prior to use. Key responsibilities are: to distribute and collect equipment to/from players and coaches at the start and end of the season or as needed, track and maintain equipment inventory records, including purchases, repairs, and replacements, coordinate with the Treasurer regarding equipment budget, orders, and expenses, arrange for the cleaning, repair, or replacement of equipment as needed. They will also communicate with Groton Parks and Recreation to ensure that lacrosse goals are delivered to the appropriate fields at the start of the seasons and returned back to the CONNEX box at the end of the season. They may also perform other duties as assigned by the board.*

### **Section 2. Removal**

*Directors may be removed by 3/4 vote of remaining directors. Notice of said proposed action shall be given to all directors at least seven (7) days before said meeting. Such removal will be without prejudice to the contract rights, if any, of the person so removed.*

### **Section 3. Vacancies**

*Vacancies may be filled by majority vote of remaining directors at any meeting. Notice of said proposed action shall be given to all directors at least seven (7) days before said meeting. A vacancy that will occur at a specific later date, by reason of a resignation effective at a later date, may be filled before the vacancy occurs, but the new officer may not take office until the vacancy occurs.*

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## **ARTICLE V. NON-DIRECTOR POSITIONS**

The directors of the Corporation shall appoint persons to the following positions to assist them with their duties and the operation of the Corporation and its lacrosse programs: Boys Coach Representative, Girls Coach Representative, Boys Referee Coordinator, Girls Referee Coordinator, and a Field Coordinator. The directors shall appoint all of the foregoing non-director positions and may create and appoint such other non-director positions as they shall deem appropriate. Any person may simultaneously hold multiple non-director positions. Non-director

positions shall be filled at the annual meeting of the Board for a term extending until the next succeeding annual meeting of the Board or until a successor to the position has been appointed and qualified.

## **Section 1. Positions and Duties**

### **Boys Coach Representative**

*The Boys Coach Representative manages boys' teams, coaches, and fans in line with the Corporation's policies on development, conduct, and sportsmanship. They assist the Director of Education in recruiting coaches, sponsoring clinics, and serve as a liaison between boys' coaches and the Board. Additional duties may be assigned by the Board.*

### **Girls Coach Representative**

*The Girls Coach Representative manages girls' teams, coaches, and fans in line with the Corporation's policies on development, conduct, and sportsmanship. They assist the Director of Education in recruiting coaches, sponsoring clinics, and serve as a liaison between girls' coaches and the Board. Additional duties may be assigned by the Board.*

### **Boys Referee Coordinator**

*The Boys Referee Coordinator schedules referees for boys' home games, ensures referees have proper credentials and training, and performs any other duties assigned by the Board.*

### **Girls Referee Coordinator**

*The Girls Referee Coordinator schedules referees for girls' home games, ensures referees have proper credentials and training, and performs any other duties assigned by the Board.*

### **Field Coordinator**

*The Field Coordinator oversees the setup and operation of fields for practices, home games, and other events. They propose budgets for field-related expenses to the Treasurer and perform other duties as assigned by the Board.*

### **Falcon Fest/Volunteer Coordinator**

*The Board will seek an individual to serve as Volunteer Coordinator. Duties of this individual will include but not be limited to identifying and coordinating volunteers to work and assist at various functions as directed by the board.*

### **Webmaster**

*The Webmaster manages and maintains all GMLA's technology including league website, Facebook and Instagram accounts. They ensure it's up-to-date, easy to navigate, and informative for players, families, and coaches. They help keep communication smooth by posting announcements, registration information, and other important updates throughout the*

season. They maintain and update the league's website with current information (game schedules, registration dates, team rosters, news, etc.) Responsibilities include: Posting announcements, photos, and resources for players and families, ensuring links, forms, and pages are working correctly and easy to find, coordinates with coaches, board members, partnership sponsors to share updates.

## **5.2 Removal and Vacancies of non-Director positions**

Any person holding a non-officer position appointed by the Board may be removed by the Board whenever, in its judgment, the best interests of the Corporation would be served thereby. Notice of said proposed action shall be given to all directors at least seven (7) days before said meeting. Such removal will be without prejudice to the contract rights, if any, of the person so removed. A vacancy may be filled for the unexpired portion of the term by the affirmative vote of a majority of all the remaining directors in office at any meeting of the Board. Notice of said proposed action shall be given to all directors at least seven (7) days before said meeting. A vacancy that will occur at a specific later date, by reason of a resignation effective at a later date, may be filled before the vacancy occurs, but the new holder of the position may not take office until the vacancy occurs.

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## **ARTICLE VI. LIABILITY & INDEMNIFICATION**

**6.1 PERSONAL LIABILITY.** The directors of the Corporation shall not be personally liable for any debt, liability or obligation of the Corporation. All persons, Corporations or other entities extending credit to, contracting with, or having any claim against the Corporation may look only to the funds and property of the Corporation for the payment of any such contract or claim, or for the payment of any debt, damages, judgment or decree, or of any money that may otherwise become due or payable to them from the Corporation.

**6.2 INDEMNIFICATION.** The Corporation shall, to the extent legally permissible and only to the extent that the status of the Corporation as an organization exempt under Section 501(c)(3) of the Internal Revenue Code of 1954, as amended, is not affected thereby, indemnify each of its directors, officers, coaches, volunteers, employees and other agents (including persons who serve at its request as directors, officers, employees or other agents of another organization in which it has an interest) against all liabilities and expenses, including amounts paid in satisfaction of judgments, in compromise or as fines and penalties, and counsel fees, reasonably incurred by him or her in connection with the defense or disposition of any action, suit or other proceeding, whether civil or criminal, in which he or she may be involved or with which he or she may be threatened, while in office or thereafter, by reason of his or her being or having been such a director, officer, coach, volunteer, employee or agent, except with respect to any matter as to which he or she shall have been adjudicated in any proceeding not to have acted in good faith in the reasonable belief that his or her action was in the best interests of the Corporation; provided, however, that as to any matter disposed of by a compromise payment by such director, officer, coach, volunteer, employee or agent, pursuant to a consent decree or otherwise, no indemnification either for said payment or for any other expenses shall be provided unless such compromise shall be approved as in the best interests of the Corporation, after notice that it involves such indemnification: (a) by a disinterested majority of the directors then in office; or (b) by a majority of the disinterested directors then in office, provided that there has been obtained an opinion in writing of independent legal counsel to the effect that such director, officer, coach, volunteer, employee or agent appears to have acted in good faith in the

*reasonable belief that his or her action was in the best interests of the Corporation. Expenses including counsel fees, reasonably incurred by any such director, officer, coach, volunteer, employee or agent in connection with the defense or disposition of any such action, suit or other proceeding may be paid from time to time by the Corporation in advance of the final disposition thereof upon receipt of an undertaking by such individual to repay the amounts so paid to the Corporation if he or she shall be adjudicated to be not entitled to indemnification under applicable state law. The right of indemnification hereby provided shall not be exclusive of or affect any other rights to which any director, officer, coach, volunteer, employee or agent may be entitled. Nothing contained herein shall affect any rights to indemnification to which corporate personnel may be entitled by contract or otherwise under law. As used in this paragraph, the terms "director," "officer," "coach," "volunteer," "employee," and "agent" include their respective heirs, executors and administrators, and an "interested" director is one against whom in such capacity the proceedings in question or another proceeding on the same or similar grounds is then pending.*

**6.3 INSURANCE.** *The Corporation may, but shall not be obligated to, maintain insurance at its expense to protect itself and any such person against any such liability, cost or expense.*

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## **ARTICLE VII. FINANCES**

**7.1 CONTRACTS.** *The Board may authorize any officer or officers, agent or agents of the Corporation, in addition to the officers so authorized by these bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Corporation, and such authority may be general or confined to specific instances. Any expense over five hundred dollars (\$500.00) must be approved by the Board.*

**7.2 CHECKS, DRAFTS, ETC.** *All checks, drafts, or orders for the payment of money, notes or other evidence of indebtedness issued in the name of the Corporation, shall be signed by such officer or officers, agent or agents of the Corporation and in such manner as shall from time to time be determined by resolution of the Board.*

**7.3 DEPOSITS.** *All funds of the Corporation shall be deposited from time to time to the credit to the credit of the Corporation in such banks, trust companies, or other depositories as the Board may select.*

**7.4 GIFTS.** *The Board may accept on behalf of the Corporation any contribution, gift, bequest or devise for the general purpose or for any special purpose of the Corporation.*

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## **ARTICLE VIII. FISCAL YEAR**

The fiscal year begins **July 1** and ends **June 30**.

## ARTICLE IX. Teams and Division

GMLA will consist of boys and girls programs that align with USA Lacrosse Guidelines and be divided into the following divisions Coed-U7 Instructional(K), U8( $\frac{1}{2}$ ), U10( $\frac{3}{4}$ ), U12( $\frac{5}{6}$ ), and U14( $\frac{7}{8}$ ). Teams may be further divided by grade level, at the Board's discretion, based upon enrollment numbers for the current season and player ability level. The appropriate playing level for each of the resulting teams shall be determined after considering player experience and skill level, and the competitive level of play. The method of team assignment and level of play shall be at the sole discretion of the Board of Directors in order to ensure a positive, safe and inclusive learning experience. Each team will be assigned one head coach and up to 2 assistant coaches.

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## ARTICLE X. Coaches

Each team will be supervised by a head coach to be appointed by the Board of Directors. Each head coach shall select assistant coaches, subject to the approval of the Board of Directors, with a max of (2) Assistant Coaches per team. All coaches and assistants shall be on a volunteer non-compensated basis. In accordance with the Coaches Code of Conduct, all coaches shall demonstrate and practice respect for the game of lacrosse, respect for fellow teammates, respect of opponent players and coaches, respect for officials and the importance of good sportsmanship at all times.

### **Requirements:**

- Age: Head coaches must be 21 years or older. Assistant coaches must be 18 years or older.

All head and assistant coaches must:

- Maintain a valid USA Lacrosse Membership.
- Complete the annual USA Lacrosse background check.
- Complete the annual USA Lacrosse Abuse Prevention Training
- Obtain USA Lacrosse Coaching Certifications:
  - U8 and U10 require Bronze certification
  - U12 and U14 require Silver certification

### **Selection of Head Coaches:**

Any person who meets the requirements for the position of head coach must apply and/or register on or before January's Monthly meeting. Head coaches will be selected by majority vote of eligible Board of Directors prior to the February Monthly meeting. Board Members also applying to coach are not eligible to vote.

Potential coaches shall be selected on the basis of the following qualities:

- Their own good character.
- Their ability to work with young athletes.

- A reasonable knowledge of the game of lacrosse.
- Must have completed/be in the process of completing all USA Lacrosse certifications
- Adheres to any other rules which the Board may see fit to establish regarding eligibility,

### **Coaches Responsibilities**

Each head coach shall be responsible for the actions and safety of his assistants and players. The head coach has the option to release and/or suspend any assistant or player for behavior in violation of the Code of Conduct or otherwise deemed detrimental to the team or league. Upon invoking an assistant or player release/suspension, the Board of Directors shall be immediately notified and briefed on the circumstances. The Board of Directors shall have the discretion to uphold or revoke such release/suspension.

- Coaches will be responsible for all GMLA assigned equipment and its return at the end of the year, and the collection, maintenance and help in the inventorying and proper preparation of the equipment for seasonal storage and maintenance.
- For all games, only Coaches and recognized assistants shall be allowed on the same side of the field as the team during any game play. It is the responsibility of the Coach to inform the parents and other guests of this rule and to, along with the game official(s), enforce this rule.
- Always conduct themselves within the Code of Conduct and act as an ambassador of the sport of lacrosse, youth athletics, and sportsmanship.
- Familiarize yourself with, and abide by, the playing of any special local rules issued annually, as well as the NCAA rules.
- Violation of these rules may result in your suspension from the program.

### **Removal/Suspension of Coaches:**

All Coaches must abide by the above objectives and Code of Conduct of GMLA explained in these bylaws. Any coach not meeting these objectives, or violating the Coaches Code of Conduct, may be suspended and/or dismissed. Said coach shall have the right to a closed meeting before the Board of Directors prior to a final and binding vote by the Board of Directors. Such suspension or dismissal must be passed by a majority vote of the Directors.

### **Coaching Vacancies:**

Any Coaching vacancies after January coach selections, removal, or resignation shall be appointed at the discretion of the Board. Considerations shall be made first towards assistant coaches, other applicants, or sitting Board Members.

### **Coach Reimbursements:**

All coaches are eligible for reimbursement of USA Lacrosse memberships at the completion of the season. They will also be granted to register (1) player free of charge, per season. Any coach who does not complete the full season, either by voluntarily leaving or removal, will not be eligible for the USA Lacrosse reimbursement.

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## ARTICLE XI. AMENDMENTS

These bylaws may be altered, amended or repealed and new bylaws may be adopted by an affirmative vote of two-thirds (2/3) of all directors at a meeting at which a quorum is present, provided notice of said proposed action shall have been given to all directors at least seven (7) days before said meeting.

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## ARTICLE XII. DISSOLUTION

Upon dissolution, and after paying or making provision for all liabilities, remaining assets shall be distributed exclusively for charitable and educational purposes:

1. To one or more organizations that qualify under Section 501(c)(3) of the Internal Revenue Code, as determined by the Board; or
2. If no such organization is designated, by a court of competent jurisdiction in the county where the principal office is located.

No assets shall be distributed to directors, officers, members, or private individuals.

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## CERTIFICATION

These Amended and Restated Bylaws were adopted by the Board of Directors on the \_\_\_ day of \_\_\_\_\_, **2025**.

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President-Maryssa Wallace

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Secretary-Chelsea Wydler

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## Appendix A: CONFLICT OF INTEREST POLICY

### **Article I. Purpose**

To protect the interests of the Corporation when considering transactions or arrangements that might benefit a director, officer, or key person.

### **Article II. Definitions**

**Interested Person:** Any director, officer, or key person with a financial interest.

**Financial Interest:** Ownership, investment, or compensation arrangement with entities involved in transactions with the Corporation.

### **Article III. Duty to Disclose**

All interested persons must disclose financial interests and relevant facts to the Board or committee.

### **Article IV. Determining Conflict**

The interested person shall leave the meeting while a determination is made.

### **Article V. Procedures**

- Presentation may occur, but leave during discussion and voting.
- The Board may investigate alternatives.
- Approval only by majority of disinterested directors.

### **Article VI. Violations**

- The Board may investigate failure to disclose.
- Corrective action may include removal.

### **Article VII. Records of Proceedings**

Minutes must include disclosures, conflicts, alternatives, decisions, and votes.

### **Article VIII. Compensation**

Voting members may not vote on their own compensation.

### **Article IX. Annual Statements**

Each director, officer, and key person shall annually affirm understanding and compliance.

### **Article X. Periodic Reviews**

Reviews ensure compliance with charitable purposes and reasonable compensation.

### **Article XI. Use of Outside Experts**

The Board may use outside advisors, but retains ultimate responsibility.

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## Appendix B: “PLAYING UP”

### Groton Mystic Lacrosse Association

#### **PURPOSE:**

The purpose of this policy is to define the exceptions and procedures that would allow any GMLA player to be moved to a team that is different from the one the player’s age dictates (following the USA Lacrosse age guidelines). This process ensures that players are adequately prepared for the more challenging competition and that the move up is beneficial for their development.

#### **USA Lacrosse Position Statement:**

“Due to the increased potential for injury and lack of evidence supporting any benefit in the long-term development of a youth level player, USA Lacrosse strongly discourages allowing children below 8th grade to “play-up”.”

#### **GMLA POLICY:**

It is the policy of the Groton Mystic Lacrosse Association that, subject to the exceptions listed below, players are not permitted to play on a team outside the child’s age and grade level as defined by USA Lacrosse for any given season. Players who have been “playing up” prior to the 2026 season will be allowed to remain with their current team.

#### **“Playing-Up” Request Procedure:**

No requests will be considered until the player in question has registered, paid in full, and been assigned to an age/grade appropriate team. Once that criteria has been met the following procedure must be followed.

#### **Exceptions:**

- When a parent is asked by GMLA to coach a different team: If so desired by the parent-coach, a player may move up one level if the parent who is also a GMLA coach is asked by GMLA to coach a team that is different than the one the parent-coach’s child grade dictates. (ex: If the parent of a U 10- 3rd/4th grade player is asked to coach a U 12 5th/6th level team. In this circumstance, the child is permitted to play on the U12 level team as an accommodation to the parent-coach, if approved by the Board)
- When a coach of the older team extends an invitation to play in a game: A player is permitted to play in a game for a team above grade level if invited to by the coach and previously approved by the board. The game must not interfere with the player’s age appropriate team’s schedule. Typically, this is done when the older team is missing their regular players. The following must be completed before the player will be allowed to play:
  - The Coach must submit the name(s) of the requested player prior to the first game of the season

- The board will review the request and reserve the right to approve/deny the requested player based upon player level of experience, size of players current team, recommendation from current coach etc.
    - Max of (2) requests per coach, per season
    - Each player may only be pulled for a max of 3 games, per season.
  - When approved by the GMLA Board: The GMLA Board reserves the right to allow a player to move up one team/grade level permanently if requested by the parent/guardian, is agreed upon by the coaches of both the grade/age appropriate team and older team, and approved by a majority vote of the GMLA Board.
    - The player's parent or guardian needs to make a formal request in writing to the GMLA board of directors. Requests must include the rationale for why it is in the best interest of all parties to have the child play-up.
    - GMLA board will vote on the request considering the following: Input from parent/guardian, feedback from previous coaches, input from both head coaches of the impacted teams, impact on team sizes, player's size and maturity level
    - GMLA Board will provide formal written response of the final decision to the parent/guardian requesting the move
  - Any board member(s) that are the parent of the player must abstain from voting
  - If the majority of the board does not approve, then the request is denied
  - If the majority of the board approves, the player will be allowed to "play up" but must complete two seasons at the new level. (ex. If a U10 player is moved to a U12 team, they must play on the U12 team for two seasons).
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## Appendix C: PLAYER CODE OF CONDUCT

### Groton Mystic Lacrosse Association

#### Player Code of Conduct

As a member of the Groton Mystic Lacrosse Association (GMLA), I understand that I represent my team, my coaches, my community, and myself both on and off the field. I agree to uphold the highest standards of sportsmanship, teamwork, and respect.

#### Expectations for All Players:

1. **Respect the Game**
  - Play by the rules of lacrosse at all times.
  - Show good sportsmanship, win or lose.
  - Respect referees and accept their decisions without argument.
2. **Respect Others**
  - Treat teammates, coaches, opponents, and officials with courtesy and respect.
  - No bullying, taunting, or unsportsmanlike behavior will be tolerated.
  - Support and encourage teammates both on and off the field.
3. **Respect Yourself**
  - Arrive at practices and games on time, ready to participate.
  - Always give your best effort.
  - Take care of your equipment and uniform.
4. **Commitment to the Team**
  - Attend practices, games, and team events whenever possible.
  - Notify coaches in advance if you must miss a practice or game.
  - Be a positive teammate—help build team spirit and unity.
5. **Safety First**
  - Wear proper protective equipment at all times.
  - Use equipment appropriately and safely.
  - Report injuries or unsafe conditions to a coach right away.

#### Potential Consequences for Misconduct:

- Verbal warning from a coach.
- Removal from practice or game.
- Meeting with player, parent/guardian, and coach.
- Possible suspension or removal from the team and/or association.

#### Player Agreement

I have read and understand the Groton Mystic Lacrosse Association Player Code of Conduct. I agree to follow these expectations and understand the consequences if I fail to do so.

Player Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Parent/Guardian Signature: \_\_\_\_\_

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## Appendix D: PARENT/SPECTATOR CODE OF CONDUCT

### Groton Mystic Lacrosse Association

#### Parent & Spectator Code of Conduct

As a parent, guardian, or spectator with the Groton Mystic Lacrosse Association (GMLA), I understand that I play an important role in creating a positive environment for players, coaches, referees, and other families. I agree to support the mission of GMLA by demonstrating respect, encouragement, and good sportsmanship at all times. I will also ensure any guests I invite to games/practices adhere to these code of conduct expectations.

#### Expectations for All Parents & Spectators:

##### Be a Role Model

- Demonstrate positive behavior, win or lose.
- Show respect to all players, coaches, referees, and other spectators.
- Remember that children learn best by example.

##### Support the Players

- Cheer for effort, teamwork, and improvement—not just results.
- Encourage players to do their best, have fun, and love the game.
- Allow coaches to coach and players to play—avoid giving instructions from the sidelines.

##### Respect Officials & Coaches

- Accept referee decisions without argument.
- Respect the authority of coaches and support their decisions, even if you don't always agree.
- Address concerns privately and respectfully at the appropriate time.

##### Promote a Positive Environment

- No bullying, yelling, or unsportsmanlike conduct will be tolerated.
- Refrain from negative comments about players, coaches, referees, or opponents.
- Ensure your child arrives on time, prepared, and committed to the team.

##### Safety & Responsibility

- Make sure your child has the proper equipment and hydration.
- Report injuries or safety concerns to coaches or league officials promptly.
- Respect facilities, fields, and property—leave them better than you found them.

#### Potential Consequences for Misconduct:

- Verbal warning from a coach or league official.
- Removal from a game or practice.
- Meeting with GMLA leadership regarding behavior.
- Possible suspension of sideline privileges or removal from the association.

**Parent/Guardian Agreement**

I have read and understand the Groton Mystic Lacrosse Association Parent & Spectator Code of Conduct. I agree to follow these expectations and help create a positive and supportive environment for all players.

Parent/Guardian Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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## Appendix E: COACHES CODE OF CONDUCT

### Groton Mystic Lacrosse Association

#### **Coach Code of Conduct**

As a coach in the Groton Mystic Lacrosse Association (GMLA), I understand that I am a leader, role model, and mentor to players. I commit to fostering a safe, supportive, and respectful environment where athletes can learn, grow, and love the game of lacrosse.

#### **Expectations for All Coaches:**

##### **Respect the Game**

- Teach and uphold the rules, traditions, and spirit of lacrosse.
- Model sportsmanship in victory and defeat.
- Respect referees, opponents, and fellow coaches at all times.

##### **Respect the Players**

- Treat all players with fairness, dignity, and respect.
- Place the emotional and physical well-being of players above winning.
- Encourage players to develop as athletes and individuals.

##### **Commitment to Teaching**

- Provide a fun, positive, and safe learning environment.
- Focus on skill development, teamwork, and effort—not just the score.
- Give constructive feedback and recognize improvement.
- Complete and maintain all trainings and certifications through USA Lacrosse ensuring they are up to date

##### **Safety First**

- Ensure players wear proper equipment and use it safely.
- Monitor weather, field, and play conditions to reduce risk of injury.
- Know and follow GMLA safety protocols, including concussion awareness and injury management.

##### **Leadership & Professionalism**

- Be prepared and on time for practices and games.
- Communicate clearly and respectfully with players, parents, and officials.
- Handle conflicts calmly, privately, and with integrity.
- Refrain from the use of tobacco, alcohol, or inappropriate language during all practices and games.

##### **Commitment to Growth**

- Strive to improve as a coach through clinics, training, and feedback.
- Promote the values of teamwork, respect, responsibility, and perseverance.
- Inspire players to carry these lessons beyond the field.

## Potential Consequences for Misconduct:

- Verbal or written warning from GMLA leadership.
  - Meeting with the GMLA Board to review conduct.
  - Possible suspension or removal from coaching duties.
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### Coach Agreement

I have read and understand the Groton Mystic Lacrosse Association Coach Code of Conduct. I agree to uphold these standards and to be a positive role model for my players, my team, and the GMLA community.

Coach Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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## Appendix F: CODE OF CONDUCT VIOLATIONS

### Groton Mystic Lacrosse Association

#### Corrective Action Plan for Code of Conduct Violations

For minor or repeat violations of the Player/Parent/Spectator/Coach Code of Conduct or expectations, these steps will be followed:

**STEP 1 – VERBAL WARNING** Coach and/or board members will discuss undesirable conduct with person(s) and stress that this behavior will not be tolerated.

**STEP 2 – GAME SUSPENSION** The board or league leadership may suspend the offender for a pre-determined number of games depending on the severity of the incident. The offender and parent/guardian, if applicable, must attend a meeting with the coach and at least one board member to discuss appropriate behavior and next steps before the offender can return. The offender will be warned that the next offense will result in his/her expulsion from the program.

**STEP 3 – EXPULSION** On the third offense, the offender will be expelled from the league or program and no refund will be given. The board will also document this disciplinary action in writing and forward the decision to the head team coach and parent/guardian's registered email address within 24 hours of decision.

*These guidelines are not absolute in dealing with Code of Conduct violations. Severe situations could merit harsher sanctions against participants and could result in immediate game suspension or expulsion.*

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## Certification

Appendixes A-F were created and adopted by the Board on 7th day of October, **2025**.

*Maryssa Wallace*

President-Maryssa Wallace

*Chelsea Wydler*

Secretary-Chelsea Wydler

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