



MYLC POLICIES ANTI-HARASSMENT, DISCRIMINATION, AND BULLYING

PURPOSE

Middleton Youth Lacrosse Club (MYLC) is committed to fostering a safe, inclusive, and respectful environment for all participants, including players, coaches, parents, volunteers, officials, and spectators. In alignment with USA Lacrosse guidelines, MYLC prohibits and will not tolerate acts of harassment, discrimination, bullying, hazing, or any form of intimidation based on actual or perceived characteristics such as race, ethnicity, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, mental or physical disability, or any other protected trait. This policy applies to all MYLC activities, including practices, games, events, and communications (in-person or electronic). Our goal is to promote sportsmanship, fair play, and positive development while protecting the well-being of youth athletes.

DEFINITIONS

Harassment, discrimination, or bullying includes any gesture, written, verbal, or physical act, or electronic communication (whether a single incident or a series) that:

- Is reasonably perceived as motivated by an actual or perceived characteristic (e.g., race, gender, ability, or other protected traits);
- Occurs in relation to any MYLC program, team, or event;
- A reasonable person should know will physically or emotionally harm a participant, damage property, or place someone in fear of harm; and/or
- Insults, demeans, or creates a hostile environment that interferes with participation or causes severe physical or emotional harm.

Examples include, but are not limited to: slurs (racist, homophobic, sexist, or ableist); unwanted physical contact; cyberbullying; exclusion based on protected traits; or hazing rituals that demean or endanger participants.

Prohibited Conduct

MYLC strictly prohibits:

- Any form of violence, threats, or abusive behavior;
- Discriminatory language, jokes, or actions targeting protected characteristics;
- Bullying or harassment that creates a hostile environment, including online or off-field interactions related to club activities; and/or
- Retaliation against individuals who report violations in good faith.

Major infractions (e.g., violence or slurs) may result in immediate expulsion without review.



REPORTING PROCEDURES

Any player, parent, coach, volunteer, official, or spectator who experiences or witnesses a violation should report it promptly. Reports can be made verbally or in writing (preferred) within 24 hours to a coach, board member, or via email to President@Middletonlacrosse.com. Include details such as date, location, individuals involved, and witnesses.

- Coaches or officials must report received complaints in writing to the MYLC Board of Directors within 24 hours, or face disciplinary action.
- The Board will investigate confidentially and fairly, gathering information from all parties within five days.
- If the accused is from another program, MYLC will notify their leadership for collaborative resolution.
- Findings will be reviewed by the full Board for a vote on resolution.
- If unresolved, an ethics complaint may be escalated to the USA Lacrosse Ethics Advisory Subcommittee (after internal steps).

All reports are handled confidentially to protect privacy and prevent retaliation.

CORRECTIVE ACTIONS

Violations will be addressed through a progressive corrective action plan, tailored to the severity. This plan aims to educate, correct behavior, and protect participants, with harsher measures for severe or repeated offenses.

FOR PLAYERS (YOUTH PARTICIPANTS):

- **Step 1: Verbal Warning.** Discussion with the player, parents, coach, and a Board member about the conduct and expectations.
- **Step 2: Suspension.** Game or practice suspension (length based on severity). The player and parent must meet with the coach and Board; players 14+ must complete USA Lacrosse Cultural Competency training before returning.
- **Step 3: Expulsion.** Removal from the program without refund; documented and shared with relevant parties.

Severe incidents may skip steps and lead to immediate suspension or expulsion.

FOR PARENTS, COACHES, VOLUNTEERS, AND ADULTS:

- **Step 1: Verbal Warning and Suspension.** Discussion with the accused, potential game suspension, and a formal reprimand letter. Completion of USA Lacrosse Cultural Competency training is required before return.



- **Step 2: Season Expulsion.** Ban from all events; reinstatement requires a formal request for the next season.
- Severe cases may involve immediate expulsion, police involvement if warranted, or referral to USA Lacrosse.

The MYLC Board determines actions based on investigation findings. **No refunds are issued for expulsions.**

ENFORCEMENT AND ACKNOWLEDGMENT

This policy is incorporated into the MYLC Codes of Conduct for players, families, and coaches, which must be signed annually. It is publicly available on our website and reviewed with families at the start of each season. MYLC encourages open dialogue about inclusivity and will provide resources, such as USA Lacrosse training, to support compliance. Violations undermine our community's values and will be addressed promptly to maintain a positive lacrosse experience for all.

The information on this page is to be included on the Middleton Lacrosse Website.