

KING GEORGE COUNTY PARKS & RECREATION YOUTH SPORTS POLICIES & PROCEDURES HANDBOOK

Participation in youth sports plays a valuable role in the development of children. Aspects of teamwork, dedication, discipline, physical fitness, self-esteem, and fair play all contribute to the overall growth and maturation of young people. King George County Parks & Recreation (KGP&R) takes this responsibility seriously and strives to offer quality programs which will aid in this development.

This handbook is presented to serve as a reference for you, as a parent or coach, so you may understand the philosophies of the KGP&R regarding youth sports and allow you to take part to make this program a success. If everyone works together and does their best to enrich the lives of children in King George County, we can accomplish remarkable things.

The King George County Parks & Recreation Advisory Committee is a committee of King George County Residents representing King George County. The Committee's over all goal is to ensure that the youth of King George County have fun when they play sports. King George County Recreation Advisory Committee with the help of King George Parks & Recreation Staff developed these youth sports policies and procedures.

We encourage feedback from you regarding our programs and services. You may call us at 540-775-4386, visit our website at www.king-george.va.us or mail to King George Parks & Recreation P.O. Box 71, King George, Va. 22485.

KING GEORGE COUNTY RECREATION ADVISORY COMMITTEE MEMBERS

Ken Novell – At-Large, Secretary
Tony Scaramozzi – James Madison District
Clancy Eskey- James Monroe District - Chair
Stevie Gray – Dahlgren District
Alice Hutnyan – Dahlgren Naval Base

MISSION STATEMENT

The mission of the King George County Parks & Recreation Youth Sports is to promote participation by all King George County residents in team and individual sports. Programs are designed to meet participant needs for physical activity, social interaction, skill development, and to have fun.

OBJECTIVES

The objectives of King George County Parks & Recreation Youth Sports program are as follows:

- To offer these programs to fulfill the recreation needs and wants as a service to the community.
- To offer an equal amount of participation opportunities to both young men and women regardless of race, national origin, creed, religion, disability or socio-economic status, or any other legally protected class.
- To make these programs safe and enjoyable in an atmosphere that promotes learning and participation first and competition second.
- To have the best possible people volunteer as coaches and to thoroughly train them to do the best that they can.
- To demand from our coaches that those who need the most assistance are given it, rather than those who are already advanced.
- To expect that good sportsmanship and fair play are standard behaviors.
- To ensure that the child's participation is a worthwhile and positive life experience.

PHILOSOPHY OF YOUTH SPORTS

King George County Parks & Recreation strongly believes in the benefits of participation in organized sports. Participation in sports has proven to build self-esteem, promote teamwork, develop the body as well as the mind and is an integral part of the maturation process. Therefore, the goal of KGP&R is to provide the program and venue for young people of all backgrounds to participate and enjoy a variety of recreational programs while maintaining a safe, wholesome environment.

King George County Parks & Recreation has embraced the philosophies set forth in "National Standards for Youth Sports," a publication by the National Alliance for Youth Sports based on an assembly of 48 of the nation's leading experts representing a vast variety of disciplines affecting youth sports. The following standards were established:

Standard #1 – Proper Sports Environment

Parents must consider and carefully choose the proper environment for their child, including the appropriate age and development for participation, the type of sport, the rules in the sport, the age range of the participants, and the proper level of physical and emotional stress.

Standard #2 – Programs Based on Well-Being of Child

Parents must select youth sports programs that are developed and organized to enhance the emotional, physical, social and educational well-being of children.

Standard #3 – Drug, Tobacco, and Alcohol-Free Environment

Parents must encourage a drug, tobacco and alcohol-free environment for their children.

Standard #4 – Part of Child’s Life

Parents must recognize that youth sports are only a small part of a child’s life.

Standard #5 – Training

Parents must insist that coaches be trained and certified.

Standard #6 – Parent’s Active Role

Parents must make a serious effort to take an active role in the youth sports experience of their child providing positive support as a spectator, coach, league administrator and/or caring parent.

Standard #7 – Positive Role Model

Parents must be a positive role model exhibiting sportsmanlike behavior at games, practices, and home while giving positive reinforcement to their child and support their child’s coaches.

Standard #8 – Parental Commitment

Parents must demonstrate their commitment to their child’s youth sports experience by annually signing a parental code of ethics.

Standard #9 – Safe Playing Situations

Parents must insist on safe playing facilities, healthful playing situations and proper first aid applications, should the need arise.

Standard #10 – Equal Play Opportunity

Parents, Coaches, and league administrators must provide equal sports play opportunity for all youth regardless of race, creed, sex, economic status or ability.

Standard #11 – Drug, Tobacco & Alcohol Free Adults

Parents as coaches, fans, and league administrators must be drug, tobacco and alcohol-free at youth sports activities.

FAIR PLAY CONCEPTS

Playing sports can be an exciting and enjoyable struggle, both with you and others. But the feelings of being excited and having fun are closely tied to your attitudes-what you think and feel about the game, the other team and yourself. Top athletes have a set of attitudes that we call “fair play.” But what exactly is fair play? Here are some of the key points:

Respect for the Other Team

You need the other team. Without the other team you can’t play. So you need to show respect for other players by treating them as needed partners, not as enemies. When you play against a good, strong team that you respect, you usually play a better game.

Respect for Yourself

We know that how people look at things influences what they do. So, if you think of yourself as a good player, as an important part of the team, you are more likely to play like one-to set goals for yourself, practice on your own, and perform well in games. Fair play means that you believe in yourself and see yourself as important in some things, if not in everything.

Cooperation with Officials

The rules of the game help you play the game better. Fair play means that you go along with the rules and cooperate with the referees, who are there for one main purpose: To make sure the game is played better. If you are really honest with yourself and with the referees, you’ll usually get more out of the game.

Getting Involved

A good player wants to get into the game but also wants others to play. Fair play means you defend the right to play both for yourself and for others.

Building the Team

To be a good team member, you need to get to know all of your teammates and the coach and to let them get to know you. We are all different in ability and in skills. Fair play is listening to each other, learning from each other, sharing ideas and feelings, and helping each other increase strengths and reach goals.

Sticking Up For What You Believe

If you believe in fair play and stick up for it, you will be respected. It means taking a stand in favor of the things listed above. It means letting others know that you value your teammates, the other team, yourself, and the rules of the game. We all like to win but it should not be at the cost of giving up our beliefs.

Creating a Protective Shield

This youth sports program exists to help children in the development of positive life skills and self-concepts. Our goal is to provide safe, enjoyable recreation opportunities for participants.

We prohibit all forms of abuse or maltreatment of children in youth sports. We each have a responsibility to do what we can to prevent any and all forms of child abuse. We will take reasonable action to protect participants from any form of abuse or maltreatment and to deal with any transgressions in a timely and appropriate manner. King George County Parks & Recreation uses all reasonable efforts to screen employees and volunteers in order to avoid instances where young athletes may be endangered, neglected, or abused. Although no organization can make every participant 100% safe, through screening, training, supervision, and steps to create a healthy environment for children to thrive in youth sports, we are taking critical steps toward protecting all of our participants. It is our mission to teach the basic skills which young people need to play sports in a safe and nurturing environment, where all children get an equal chance to play regardless of skill level. Every child in our leagues has the right to have fun while participating in our program. We will not tolerate any abusive behaviors that may jeopardize a child's well-being. Adopted from the National Alliance for Youth Sports Child Abuse and Youth Sports: A Comprehensive Risk Management Program

Participation

- King George County Parks & Recreation Youth Sports Programs are participatory in nature and do not require participants to try-out to participate.
- Each child should receive playing time as described in our rules.

Insurance

- It is recommended that all participants be covered under a personal medical/accident insurance policy.

Parents' Association for Youth Sports

- Prior to the start of each season, King George County Parks & Recreation will host a number of Parent Orientation meetings in accordance with the Parents' Association for Youth Sports, a program sponsored by the National Alliance for Youth Sports.
- In order for your child to play, it is **MANDATORY** that one or both of the parents/guardians attend **ONE** of the meetings.
- During the meeting, policies and procedures will be distributed and discussed, and other important information will be distributed, the meeting will last no longer than 1 hour.

Payments and Refunds

- Payments are due for all programs at time of registration.
- If a program is cancelled, the participant is entitled to a full refund.
- Refunds will only be given two (2) weeks into the PRACTICE season, with a \$10 Administration Fee deducted from your refund. A full refund will only be given two (2) weeks into the PRACTICE season for medical reasons only.

Medical Emergencies

- For any injury or accident that requires something other than a cleaning and covering with a bandage, coaches and parents are required to seek professional medical assistance through an E911 call.
- If medical transportation is required, any charges incurred will be the responsibility of the parents and/or the parent's insurance policy.
- It is the responsibility of the parents/guardians to notify King George Parks & Recreation if your child has a pre-existing medical condition (i.e. allergies, medications, physical impairments, etc.) in the space provided on the registration form and the coach will be informed the condition. This is essential in order to determine the severity of an accident and to assist the medical personnel who respond to the scene.

Safety

- A safe playing environment is essential to provide a high quality recreational sports program.
- Coaches must inspect the playing area prior to the beginning of any game or practice to look for dangerous materials or hazards.
- Coaches should report any and all findings or accidents to the on-site Program Supervisor and the Parks & Recreation Department, regardless of the nature of the incident; use the accident report form which is provided to you.
- Parents/Guardians who feel the field conditions or playing conditions are an endangerment to their child(ren) should remove them from the practice, game or activity.

Weather

- The safety of participants, officials, and spectators is the primary concern in cases of inclement weather.
- Once a game has started, the game officials will have the responsibility to remove the players from the field if weather conditions become unsafe.
- If ordered to do so, please find a safe shelter in an automobile or in a building until instructed to return to the playing field or told that the game has been cancelled.

Game Cancellations and Rescheduling

- If a game is cancelled due to weather or other unforeseeable circumstances, all efforts will be made to reschedule that game; however, due to time restraints and/or field usage conflicts, some games may not be rescheduled.

- It will be the decision of King George County Parks & Recreation when, and if, the games are rescheduled.
- Special Circumstances may be taken into consideration.
- Cancellations will be announced on the following local radio stations: 93.3 FM, 101.5 FM and 95.9 FM and on the KG Alert system.

Organizational Structure

Age Group

All youth team athletic programs are based on age, and age groups are based on type of sport.

Selection of Teams

Youth Sports Teams Selection: All youth sports teams will be selected through a blind draft. A blind draft is set up so each team is created equally. Coaches do not know whether they are creating their own team or one they will be playing against. Indeed, they do know that all but one team will be opponents. Consequently, they will have great incentive to use all their knowledge to create teams that are as equal as possible.

How does a blind draft work?

- All participants must attend a skill test (this date will be set prior to registration)
- All head coaches must be present at skills test to rate all participants
- Rating scale will be 1-5
- Each coach will select the same number of players according to his/her ratings. For example, each team will have the same number of 5's, 4's, 3's, 2's and 1's.
- Selected teams will be placed in a box; the head coach will randomly draw his/her team.
- If the head coach's child is on another team, then a trade will happen.
- A trade will only occur if siblings or a head coaches child is on another team

How does a trade work?

- If a head coaches child is on another team, and is rated a 5, than the head coach must give up one his/her 5's in exchange for his/her child.
- If siblings are placed on different teams, and have different ratings, than the head coach must trade with another head coach participants with the same ratings as the siblings. For example Team A has one sibling ranked a 2, and Team B has another sibling ranked 4, and both siblings will be placed on Team B the following trade would occur: Team A would give up a 2, and Team B would give up a 2 player as well.

Frequently Asked Questions:

- **What if a child is unable to attend the skills test?** *If a participant is unable to attend the skills test, the participant will be placed on a team that needs more players.*
- **What about ride accommodations:** *Ride accommodations will not be granted, this is a blind draft to insure all teams are equal.*
- **Will head coaches rate his/her own child?** *No, head coaches will not rate his/her own child.*
- **Will coaches' children be placed on the coach's team if requested?** *Yes, such a placement will be accommodated.*

PROGRAM DESCRIPTION

NYSCA is designed to "sensitize" volunteer coaches to their responsibilities when working with children in sports and hold them accountable to a strict CODE OF CONDUCT defined by the NYSCA Coaches' Code of Ethics Pledge. More than one million coaches have been certified

Worldwide through more than 2,200 NYSCA chapters that exist among the parks and recreation departments, Boys & Girls Clubs, YMCA's/YWCA's, church recreation programs, PAL's, Optimist Clubs, and military youth activities. The clinics feature information on the psychology of coaching children, maximizing athletic performance, first aid, nutrition, safety, organizing fun and interesting practice, how to teach fundamentals of the sports, plus many other important areas. Coaches who complete the program receive a variety of benefits.

MEMBER BENEFITS

Stage 1: Introduction to Coach Youth Sports

Benefits include:

- Interaction Clinic
- Introduction to Coaching Youth Sports publication
- YOUTH SPORTS JOURNAL (Four Seasonal Issues)
- Membership Card
- Discounts for selected hotels, car rentals
- Discounts on FEILDTEX coaches first aids kits

Stage 2: Continuing Education Program

Benefits include:

- YOUTH SPORTS JOURNAL (Four Seasonal Issues)
- \$2,000,00 Excess Liability Insurance
- \$250,000 Excess Accident/Medical Insurance (\$50 deductible) for injuries sustained while performing coaching duties.
- Membership card and member decal
- Discounts for selected hotels, car rentals
- Discounts on FIELDTEX coaches first aid kits

Coaches Section

SELECTION OF COACHES

As used throughout this Handbook, “Coach” means all coaches, instructors, and their assistants.

Application Procedure: In order to ensure the safety of all participants in the King George Parks & Recreation Youth Sports Program(s), all individuals wishing to volunteer as a coach for a youth sports team within the KGP&R program must follow this procedure:

- Submit to KGP&R, a completed Volunteer Application(see appendix)
- Provide written consent for KGP&R to conduct a criminal background check
- Meet with the Athletic Supervisor

NYSCA Certification: King George Parks & Recreation requires that all the volunteers who want to coach youth sports complete the National Sports Coaches Association (NYSCA) certification course or an equivalent Certification course with approval by KGP&R. This is done in an effort to properly prepare volunteers for the responsibility of coaching as well as to protect the children, the coach and KGP&R. Failure to complete the requirements for certification will disqualify the individual from volunteering as a youth sports coach. All certification fees will be paid by King George County Parks & Recreation.

Background Checks: All coaches will be required to undergo a criminal background investigation. This process is to further ensure the safety and well being of all participants. All coaches will be subjected to four (4) background checks (Criminal History, Department of Social Services, Virginia State Police Sex Offender Registry, and Division of Motor Vehicles). The cost of the background check will be paid by King George Parks & Recreation. Any additional background checks requested by KGP&R will be paid for by the volunteer coach. Please see Addendum A w/ attachment entitled Letter of Determination on Ability to Coach / Supervise Youth Activities in the back of this handbook for more information

All coaches, instructors and assistants are required to consent to this background check and provide the necessary documentation and information.

COACH'S CODE OF CONDUCT

I will place the emotional and physical well-being of my players ahead of a personal desire to win.

Expected Behavior:

- Using appropriate language in appropriate tones when interaction with players, league officials, game officials, parents and spectators.
- Including all players in team activities without regard to race, religion, color, sex, body type, national origin, ancestry, disability, ability, or any other legally protected class.
- Treating all players, league officials, game officials, parents and spectators with dignity and respect.
- Playing all players according to the equal participation rules established by the league and adhering to the spirit of those rules.
- Encouraging youth to participate in other sports and activities to promote all aspects of their development.
- Allowing reasonable absences from practice.

I will treat each player as an individual, remembering the large range of emotional and physical development for the same age group.

Expected Behavior:

- Recognizing the differences of each child and treating each player as an individual while demonstrating concerns for their individual needs and well-being.
- Encouraging all players, regardless of skill level, to be included as a member of the team and to remain involved in sports.
- Recognizing that some physical takes, drills and demands are not appropriate for all youth.
- Recognizing that youth may vary greatly in physical, social and emotional maturation and considering these factors when setting up competitions and interacting with youth.

I will do my best to provide a safe playing situation for my players.

Expected Behavior:

- Maintaining a high level of awareness of potentially unsafe conditions.
- Protecting players from sexual molestation, assault and physical or emotional abuse.
- Correcting or avoiding unsafe practice of playing conditions.
- Using appropriate safety equipment necessary to protect all players.
- Seeing that the players are provided with adequate adult supervision while under the coach's care.

I promise to review and practice the basic first aid principles needed to treat injuries of my players.

Expected Behavior:

- Keeping basic first aid supplies in all practice and game situations.
- Recognizing and administering proper first aid to an injured player.
- Demonstrating concern for an injured player, notifying parents and cooperating with medical authorities.
- Protecting the players' well being by removing them from activity when injured and not returning them to activity if they are compromised by injury.

I will do my best to organize practices that are fun and challenging for all my players.**Expected Behavior:**

- Establishing practice plans that are interesting, varied, productive and aimed to improving all players' skills and individual abilities.
- Devoting appropriate time to the individual improvement of each player.
- Conducting practices of reasonable length and intensity appropriate for the age and conditioning of the player.

I will lead by example in demonstrating fair play and sportsmanship to all my players.**Expected Behavior:**

- Adopting the position, teaching and demonstrating that it is our basic moral code to treat others, as we would like to be treated.
- Abiding by and supporting the rules of the game as well as the gist of the rules.
- Providing an environment conducive to fair and equitable competition.
- Using the influential position of youth coach as an opportunity to promote, teach and expect sportsmanship and fair play.

I will provide a sports environment for my team that is free of drugs, tobacco, and alcohol, and I will refrain from their use at all King George Parks and Recreation youth sports events.**Expected Behavior:**

- Being alcohol and drug free at all team activities or in the presence of players.
- Refraining from the use of any type of tobacco products at all team activities or in the presence of your players.
- Refraining from providing any type of alcohol drug or tobacco products to any of your players.
- Encouraging parents to refrain from the public use of tobacco products or alcohol at team activities.

I will be knowledgeable in the rules of each sport that I coach and I will teach these rules to my players.**Expected Behavior:**

- Becoming knowledgeable, understanding and supportive of all applicable game rules, league rules, regulations and policies.
- Teaching and requiring compliance of these rules among players.

I will use those coaching techniques appropriate for each of the skills that I teach.**Expected Behavior:**

- Teaching techniques that reduce the risk of injury to both the coach's own players and their opponents.
- Discouraging illegal contact or intentional dangerous play and administering swift and equitable to players involved in such activity.

I will remember that I am a youth sports coach, and that the game is for children and not adults,

Expected Behavior:

- Maintaining a positive, helpful and supportive attitude.
- Exercising your authority/influence to control the behavior of the fans and spectators.
- Exhibition gracious acceptance of defeat or victory
- Accepting and adhering to all league rules and policies related to the participation of adults and youth.
- Fulfilling the expected role of a youth coach to adopt a “Children First” philosophy.
- Allowing and encouraging the players to listen, learn and play hard within the rules.
- Placing the emphasis on fun and participation.

NYSCA COACHES' CODE OF ETHICS PLEDGE

- I will place the emotional and physical well being of my players ahead of a personal desire to win.
- I will treat each player as an individual remembering the large range of emotional and physical development for the same age group.
- I will do my best to provide a safe playing situation for my players.
- I will promise to review and practice the basic first aid principles needed to treat injuries of my players.
- I will do my best to organize practices that are fun and challenging for all my players. I will lead by example in demonstrating fair play and sportsmanship to all my players.
- I will provide a sports environment for my team that is free of drugs, tobacco, and alcohol, and I will refrain from their use at all youth sports event.
- I will be knowledgeable in the rules of each sport that I coach, and I will teach these rules to my players.
- I will use those coaching techniques appropriate for each of the skills that I teach.
- I will remember that I am a youth sports coach, and that the game is for children not adults.
- I hereby pledge to live up to my membership as an NYSCA coach by following the NYSCA Coaches' Code of Ethics.

Enforcement of the Code of Conduct

King George Parks & Recreation, along with the NYSCA, is dedicated to raising the standard of service to youth in sports through the enforcements of this Code of Conduct in KGP&R youth sport programs.

This Code of Conduct defines the expectations for individuals serving as coaches in youth sports and provides the tools to be used by KGP&R, when necessary, to check behavior and to protect all children from the psychological, emotional, physical or social abuses that can be perpetrated against them by youth sport coaches.

King George Parks & Recreation and NYSCA firmly believe that for the sports experience to be positive, safe and a learning experience for youth, volunteer coaches must be trained and be accountable for their behavior when working with and around children. Every NYSCA member coach is required to sign and adhere to a Coaches' Code of Ethics Pledge. The Code of Conduct has been developed to help explain how each of the "canons" of the Code of Ethics should be manifested in the action and behaviors of an NYSCA Certified Coach. It is the duty of King George Parks & Recreation, as a NYSCA Chapter, to be responsible for certifying the coaches and to respond to complaints lodged against an NYSCA member coach that has allegedly violated the Code of Ethics.

This is accomplished by initiating the procedure for a "Complaint Against a Coach" which is detailed on the following page. The purpose of this procedure is to acknowledge the complaints and to determine what, if any, action should be taken towards correcting the coach's behavior. In order to provide King George Parks & Recreation the flexibility to take appropriate action when an NYSCA member coach is found to have violated the Coaches' Code of Ethics, a range of possible review committee actions have been possible actions include.

1. Warning to and/or Apology from the coach
2. Probation
3. One Game Suspension
4. Multiple Game Suspensions
5. Season Suspension
6. Permanent Revocation of Certification

The specific response of the review committee may include terms and conditions supplementing one or more of the listed sanctions. When reviewing a complaint and deciding what action is the most appropriate in a given situation, the committee must take into consideration various extenuating circumstances.

Mitigating Factors:

- First Offense
- Remorse
- Apparent Desire to Reform
- Other Good Coaching Attributes Dedication to Youth Sports

Aggravating Factors:

- Child Endangerment
- Violation of Law
- Prior Complaints/Review Action
- Lack of Remorse
- Number of Ethics Canons Violated
- Number of Expected Behaviors Violated
- Breach of Duties as a Role Model
- Extraordinarily Poor Judgment Around Children

Complaint Against a Coach Procedures

When King George Parks & Recreation receives a complaint about a member coach in writing, a review process will be initiated within seven (7) business days by the King George Parks & Recreation Youth Sports Council which includes KGP&R's certified NYSCA Chapter Director. Procedurally, the review process includes:

1. Gathering information and documenting eyewitness accounts of the event(s) that took place from everyone involved to determine if a violation of the letter or intent of the Coaches' Code of Ethics Pledge has occurred. This may include the site supervisor, game officials, other coaches, parents and children.
2. Requiring the member coach to attend a meeting with the league supervisor to address the complaint and to offer his/her side of the incident. This meeting will be documented.
3. The King George Parks & Recreation Youth Sports Council has the authority to determine the severity of the situation and whether or not

the affected coach has violated the expected behaviors outlined under each of the canons of the Code of Ethics Pledge that comprise the NYSCA code of Conduct.

4. The Chapter Director, after approval from King George Parks & Recreation Youth Council, has the authority to enforce the appropriate range of disciplinary actions outlined in the NYSCA Coaches' Code of Conduct. The Chapter Director will report to the NYSCA in brief, the nature of the complaint, The findings of the investigation, and the sanction applied to the member coach. This information will be logged in the member's file.
5. If the King George Parks & Recreation Youth Sports Council decides to revoke a coach's certification, NYSCA Headquarters will notify the coach of both the revocation and the procedures to appeal to the National Executive Board. The Chapter Director will be sent copy of the correspondence. This information will also be logged in the member's file.

PARTICIPANTS' SECTION

Participation in youth sports program can have a lasting and meaningful effect on children's lives. Therefore, it is the goal of the King George Parks & Recreation to provide the highest quality of athletic programs to ensure that a child's experience with sports is a positive one. It takes the cooperation of everyone involved, including the participant, to make this happen. Therefore, King George Parks & Recreation has established the following responsibilities for participants to adhere to:

- * Players will listen to their coach and be respectful of others.
- * Players will take care of the facilities, equipment, and uniforms.
- * Players are encouraged to eat the right foods and drink plenty of water before and after practices and games.
- * Players will avoid all type of taunting and belittling remarks to their teammates or opponents.
- * Players will show good sportsmanship at all times, win or lose.
- * Players will not make sports a priority over schoolwork or family.
- * Players will refrain from horseplay and all other dangerous activities.
- * Players will participate for the love of the game and competition and not to win at all cost.

Player's Code of Ethics

I hereby pledge to be positive about my youth sports experience and accept responsibility for my participation by following this **Players' Code of Ethics Pledge:**

- I will encourage good sportsmanship from fellow players, coaches, officials and parents at every game and practice by demonstrating good sportsmanship.
- I will attend every practice and game that I can, and will notify my coach if I cannot.
- I will expect to receive a fair and equal amount of playing time.
- I will do my very best to listen and learn from my coaches.
- I will treat my coaches, other players, officials and fans with respect regardless of race, sex, creed, or abilities and I will expect to be treated accordingly.
- I deserve to have fun during my sports experience and will alert parents or coaches if it stops being fun!!!
- I deserve to play in an environment that is free of drugs, tobacco, and alcohol and expect adults to refrain from their use at all sports events.
- I will encourage my parents to be involved with my team in some capacity because it is important to me.
- I will do my very best in school.
- I will remember that sports are an opportunity to learn and have fun.

Corrective Action Policy

Players who fail to adhere to the Code of Ethics or do not live up to their responsibilities or expectations will be subject to disciplinary action. King George Parks & Recreation does not want a disciplinary action to spoil the experience of youth sports for the other children in the program. Therefore, King George Parks & Recreation has instituted a Corrective Action Policy to establish appropriate consequences for inappropriate behavior. The Corrective Action Policy is a guide to assist coaches and King George Parks & Recreation staff to conduct a quality program. The Corrective Action Policy is a 4-step system designed to forgive a mistake, but also to firmly address chronic misbehavior. For violations of the code of Ethics or Expectations, the following steps will be followed:

- Step 1 - Verbal Warning** Coach will discuss undesirable conduct with player and parents and stress that this behavior will not be tolerated away from teammates and parents.
- Step 2 - Period Suspension** Coach will discuss this issue of the repeated undesirable conduct or the occurrence of the second undesirable conduct of with the League Administrator. If the conduct violates the Code of Ethics, the offending player will be benched for 1 period of time during a game when he/she should be playing.
- Step 3 - Game Suspension** Coach will discuss the issue of the repeated undesirable conduct or the occurrence of the third undesirable conduct of with the League Administrator. If the conduct violates the Code of Ethics, the offending player will be benched for 1 game when he/she should be playing. Parents and the player must attend a meeting with the Coach and League Administrator before the player is allowed to resume playing. The player will be warned that the next time offense will result in his/her expulsion from the league.
- Step 4 - League Expulsion** Coach will discuss the issue of the repeated undesirable conduct or the occurrence of a fourth undesirable conduct of with the League Administrator. The participant on the 4th offense will be expelled from the league and no refund will be given. The parent will then have to make a formal request to be re-instated into this

league. The child and parents will then have to meet with the League Administrator and the King George Parks & Recreation Advisory Committee prior to the start of the season to determine if the child is capable of playing within the guidelines of this program.

Coaches have the right reserved to them to immediately stop a game or event or remove a player to end a threat of harm or unsafe condition to any other person.

PARENTS' SECTION

In order for a program to be truly successful, it takes the cooperation of everyone involved: players, coaches, officials, league, administrators, and especially parents. "It is the philosophy of King George Parks & Recreation that parents shall not physically threaten or endanger another individual, whether child, spectator or coach, or to spoil the experience of the participation in youth sports for the children. Parents have the following responsibilities and expectations when participating in King George Parks & Recreation programs:

Parents have a responsibility to their children: To make sure that your child gets the most out of his or her playing experience, parents should show their unwavering support, including positive reinforcement of your child's performance and effort. This is absolutely essential, especially at an early age, to ensure their healthy development. Parents should also be positive role models, including, but not limited to, showing proper sportsmanship at all times and refraining from negativity of any kind.

Parents have a responsibility to the coaches: Coaches volunteer their personal time to spend it with your child. They need you to be supportive of their decisions and not undermine their efforts. If you wish to address an issue with a coach, do so in a respectful manner. Make certain it is done at the right time and place and not in front of the children. Parents are expected to be respectful of the coaches and staff's time by being punctual for game and practice start and end times. It is highly recommended that parents stay and support their children and assist the coach if requested.

Parents have a responsibility for safety and security of the league: In order to maintain the safety and security of all league participants, it is essential for parents to report abusive behavior or dangerous situations that need to be addressed to the league administrator. This is the only way that these programs can achieve their intended goals.

Parents have a responsibility to other parents: Personal gain should not be derived from your child's performance. Competition and taunting between parents is never acceptable, and no parent should ever feel embarrassed or disappointed by their team or child's performance. Good plays should always be cheered, and disappointments should always be consoled, no matter whose team it affects.

Parents have a responsibility to themselves: It is your responsibility to enjoy watching your child and other children participate and learn. The joy and pride associated with watching children participate in sports should be experienced to the fullest, because a lifetime of memories are being created before your very eyes.

Parents' Code of Ethics

I hereby pledge to provide positive support, care, and encouragement for my child participating in youth sports by following this **Parents' Code of Ethics Pledge:**

- I will encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice, or other youth sports event.
- I will place the emotional and physical well being of my child ahead of a personal desire to win.
- I will insist that my child play in a safe and healthy environment.
- I will support coaches and officials working with my child, in offer to encourage a positive and enjoyable experience for all.
- I will demand a sports environment for my child that is free of drugs, tobacco, and alcohol and will refrain from their use at all youth sports events.
- I will remember that the game is for the youth - NOT ADULTS
- I will do my very best to make youth sports fun for my child.
- I will ask my child to treat other players, coaches, fans, and officials with respect regardless of race, sex, creed, or ability.
- I will require that my child's coach be trained in the responsibilities of being a youth sports coach and that the coach upholds the Coaches' Code of Ethics.
- I will read the NYSCA National Standards for Youth Sports and do what I can to help all youth sports organizations implement and enforce them.

Corrective Action Policy

Parents who do not follow the Code of Ethics will be subject to this Corrective Action Policy. It is the Philosophy of King George Parks & Recreation that parents should not spoil the experience of participation in youth sports for the children. Furthermore, KGP&R will never punish a child for the actions of his/her parent(s). KGP&R reserves the right to take whatever remedial measure it believes is appropriate under the circumstances. Although not required, KGP&R may use progressive corrective actions when a parent violates the Code of Ethics. In doing so, it may use the following verbal warnings, written warnings, and game or season suspensions as a means of correcting the problem. In determining appropriate sanctions, KGP&R will consider the severity of the issue and the frequency of similar inappropriate conduct by the parent.

- Step 1 - Verbal Warning** League Representative will discuss undesirable conduct with parents and stress that this behavior will not be tolerated. League Representative will document this conversation and give to league administrator. A copy of the Parent Manual is given to the parent.
- Step 2 - Written Warning** League Representative will notify the League Administrator of continued breach of Code of Ethics and League Administrator will bring parent(s) in for a meeting to discuss actions. Furthermore, there will be a formal letter of reprimand given to parent(s) stating that the next offense could lead to the parent's being banned from the sporting event venue for a period of 1 or more game(s). A copy of the Parent Manual is to be given to the parent.
- Step 3 - Game Suspension** League Administrator will ban the parent from attending the next scheduled contest. Another letter will be given to parent(s) stating that the next offense will lead to the parents being banned for the minimum of that sport's season up to an additional season. A copy of the Parent's Manual is given to the parent.
- Step 4 - Season Suspension** The parent(s) will be banned from attending a minimum of the remainder of that sports season to a maximum of the next season for the sport in which the incident took place. The parent(s) will then have to make a formal request to be re-instated into this league. The Parent(s) will then have to meet with the League Administrator and King George Parks & Recreation Advisory Committee prior to the start of the season to determine if the parent(s) is capable of behaving within the spirit a letter of the guidelines of this program.