

CODES OF CONDUCT AND POLICY AGAINST HARRASSMENT, INTIMIDATION, AND BULLYING

PLAYER CODE OF CONDUCT

Youth sports play a vital role in encouraging physical, social and emotional growth of children. It is therefore essential for parents, coaches and officials to encourage their youth players to embrace the values of good sportsmanship, discipline and character development. All compliance infractions will be reviewed by the Executive Board for appropriate actions.

Youth players are expected to:

- Be a good sport (win or lose), be honest, fair and always show good sportsmanship to all coaches, players, officials and fans.
- Learn the value of commitment to the team.
- Show courtesy and respect to all teammates, parents, opponents, coaches, referees and other officials.
- Realize that athletic contests, including practice sessions are educational experiences and opportunities.

It is also expected that youth players:

- Will not engage in unsportsmanlike conduct.
- Will not engage in rude behavior on or off the field.
- Will treat everyone, including coaches, parents, players and officials with respect regardless of race, creed, color, nationality or gender.
- Will comply with all field and/or facility property rules and regulations.
- Will comply with all codes of conduct within the sport/program they are participating in.

PARENT/VOLUNTEER/COACH CODE OF CONDUCT

Parents, volunteers and coaches are vital to the development of young athletes. Whether sitting in the stands or helping out as a volunteer with the URC (on or off the playing field), parents and adults must set a positive example. Parents and adults involved in youth sports should be models of good sportsmanship and lead by example on and off the playing field. All compliance infractions will be reviewed by the Executive Board for appropriate actions.

Parents, Volunteers and Coaches are expected to:

- Give constructive criticism during a private moment, never in front of other parents, players, officials, spectators, etc.
- Support your coach and refrain from excessive "sideline coaching" from the stands.
- Abide by doctor's decision in all matters of players health and injuries, and physical ability to play.
- Accept the decisions of officials on the field as being fair and called to the best ability of the officials. Parents must stay off the field and remain under control in order to set a good example for players and other spectators.

- Support the coaches, players and officials and help teach the value of commitment to the teams, sportsmanship, ethical conduct, and fair play.
- Parents, coaches, and volunteers will not encourage their youth players, or any other person, to engage in unsportsmanlike conduct with any coach, parent, player, participants, officials or any other attendee.
- Inappropriate behavior is cause for immediate ejection from the sideline and may result in the offender and his/her youth player being removed from the premises. Repeat offenses may result in being barred from attending future games, practices, and league sponsored activities.

It is also expected that parents, volunteers, and coaches:

- Will not engage in unsportsmanlike conduct.
- Will not engage in rude behavior on or off the field.
- Will refrain from using profanity.
- Will treat everyone, including coaches/opposing coaches, parents/opposing parents, players/opposing players, and officials with respect regardless of race, creed, color, nationality or gender on and off the playing field.
- Will refrain from criticizing an opposing team, its players, fans, coaches or team, by words or gestures.
- Will comply with all field and/or facility property rules and regulations.
- Will comply with all codes of conduct within the sport/program they are participating in.

If there is a compliance infraction for the above Codes of Conduct, the procedure for remediation will be as follows:

1. The player, parent, volunteer, coach or program board member will be contacted by the Commissioner of the program and given a single verbal warning upon first infraction. The warning will be documented and sent to the URC Executive Board (URC ECB) secretary to keep on file.
2. Upon the occurrence of a second or subsequent infraction, the Commissioner will schedule a time to meet with the coach, player/parent, volunteer, or program board member to discuss the infraction. The meeting will take place as soon as possible but no sooner than 24 hours after the infraction has occurred. The Commissioner will not meet with the offender individually, but will have at least one member of the URC program board and/or URC Executive Board with him/her. The meeting will be documented in writing and a copy will be sent to the URC ECB secretary to keep on file.
 - a. After the meeting, the Commissioner and the URC program board will evaluate the conduct and offer an opinion to the URC Executive Board regarding the appropriate action to be taken in response to the infraction. The URC ECB will then vote on the appropriate action to be taken. The appropriate action could include penalties such as suspension or expulsion depending on the severity of the infraction.
 - b. After the URC Executive Board votes on the matter, the coach, player, parents, volunteer, or board member will be notified of the URC ECB's decision and the appropriate action will be implemented.

POLICY AGAINST HARASSMENT, INTIMIDATION, AND BULLYING

We ask that all families review this Policy against Harassment, Intimidation and Bullying with their children. Together we can ensure that all of our children and participants have a better understanding of the issue and can help make all programs enjoyable for everyone.

Urbana Recreation Council prohibits and will not tolerate acts of harassment, intimidation and bullying (including cyber-bullying). "Harassment, intimidation or bullying" means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability; or
2. By any other distinguishing characteristic; and that
3. Takes place during or in relation to any URC program function, practice, game, or team event, whether on or off the playing field; and that
4. A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a player or damaging the player's property, or placing a player in reasonable fear of physical or emotional harm to his/her person or damage to his/her property; or
5. Has the effect of insulting or demeaning any player/person or group of players/persons; or
6. Creates a hostile environment for the player by interfering with a player's participation or by severely or pervasively causing physical or emotional harm to the player.

Notification of any alleged harassment, intimidation or bullying shall be made to the affiliated Coach. The procedure for remediation will be as follows:

1. Once the Coach of the alleged victim is notified, the Coach is obligated to report the allegation to the appropriate URC program board member and/or program Commissioner.
2. The URC program board member and/or Commissioner will gather all pertinent information in a fair, respectful and confidential manner regarding the alleged harassment, intimidation or bullying and review with both the accuser and the accused.
3. The URC program board member and/or Commissioner will evaluate and offer an opinion to the URC program board. The URC program board will then vote on the appropriate action to be taken in response to the infraction. The appropriate action could include penalties such as suspension or expulsion depending on the infraction.
4. Upon a vote from the URC program board, the accuser and the accused will be notified of the program board's decision and the appropriate action will be followed. The URC Executive Board secretary will be notified in writing of the steps above and keep the notification on file.

CHANGES TO CODES OF CONDUCT AND POLICY AGAINST HARRASSMENT, INTIMIDATION, AND BULLYING

URC reserves the right to update these codes of conduct and the policy against harassment, intimidation, and bullying at any time. We will make changes readily available on our website and through program communications.