



24-Hour Conflict Resolution Policy for Coaches, Players, and Parents

Purpose

This policy is designed to promote respectful communication, emotional regulation, and constructive problem-solving within our athletic program. The 24-hour rule ensures that all individuals have adequate time to reflect before addressing concerns.

Scope

This policy applies to all coaches, players, and parents involved in the program.

Core Principles

- **Respectful Communication:** All discussions should be calm, professional, and solution-focused.
- **Emotional Regulation:** Waiting 24 hours allows emotions to settle, leading to more productive conversations.
- **Safety and Well-Being:** Interactions should always prioritize the physical and emotional safety of participants.
- **Clear Boundaries:** Coaches and staff must be able to perform their responsibilities without disruption.

The 24-Hour Rule

When to Use the 24-Hour Rule

The 24-hour rule applies to concerns related to:

- Playing time
- Coaching decisions
- Team selection
- Conduct during practices or games
- Interpersonal conflicts
- Any emotionally charged issue

What the 24-Hour Rule Requires

- Individuals must **wait a minimum of 24 hours** after an incident, game, or practice before initiating a conversation regarding concerns.
- No discussions may occur during or immediately after games or practices.
- This waiting period applies to all forms of communication, including in-person conversations, phone calls, texts, and emails.

Reporting and Communication Procedures

Step 1: Wait 24 Hours

Allow time to reflect and ensure communication is guided by clarity and respect.

Step 2: Request a Meeting

After the 24-hour period:

- Parents, players, or coaches should request a meeting with the relevant personnel (team manager, association, parent/player).
- Requests should be in writing including a brief description of the topic to ensure the parties can prepare.

Step 3: Conduct the Meeting

Meetings should:

- Take place in a private, neutral location.
- Focus on finding constructive solutions.
- Avoid blaming, confrontational language, or emotional escalation.

Step 4: Follow-Up (If Needed)

If concerns remain unresolved:

- The issue may be elevated to the director or designated administrator in NMSA.
 - Further meetings will follow a similar format.
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Expectations for All Participants

Coaches

- Maintain professionalism during all conversations.
- Listen actively and respond respectfully.
- Provide clear explanations and reasonable solutions when appropriate.
- Enforce boundaries consistent with the 24-hour policy.

Players

- Communicate responsibly and respectfully.
- Take part in discussions when appropriate, promoting growth and accountability.
- Follow team guidelines and coaching decisions.

Parents

- Support the emotional and physical well-being of their child.
 - Follow the 24-hour rule before addressing concerns.
 - Communicate respectfully and avoid discussing issues in public settings.
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Prohibited Behavior

- Confronting coaches during or immediately after games/practices.
 - Using aggressive, abusive, or disrespectful language.
 - Attempting to discuss team issues in public or online forums.
 - Undermining coaches or players in front of the team.
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Consequences for Violating the Policy

Depending on the severity of the violation, consequences may include:

- Verbal or written warnings
 - Temporary suspension from practices or games
 - Removal from team activities
 - Restricted communication with coaching staff
 - For severe or repeated offenses: dismissal from the program
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Emergency Exceptions

The 24-hour rule does **not** apply to safety-related issues, including:

- Physical harm or injury
 - Harassment or discrimination
 - Threats or bullying If any of the above occur, they should be reported to a coach or administrator **immediately**.
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Acknowledgment

All coaches, players, and parents must acknowledge and agree to this policy before participating in the program.

By adhering to the 24-hour policy, we create a healthier, more respectful, and more productive environment for everyone.