

SALA STING - CODE OF CONDUCT POLICY

All SALA Sting Members

1. The SALA Sting abides by this Code of Conduct. The purpose of the Code is to ensure all of those people associated with SALA Sting treat each other with dignity and respect and to provide a framework for communication, investigation and discipline.
2. The Code of Conduct applies to all members, including but not limited to board members, coaches, managers, players, parents and spectators. It is understood that by enrolling into the SALA Sting program members are bound by this Code of Conduct and its validity is not dependent upon physical signature.
3. Members are subject to discipline for breach of the code of conduct, discipline may include expulsion from the program, refunds will not be granted to members expelled from the club for violating the Code of Conduct.
4. Members are required to abide by the Bylaws, Rules, and Policies of the SALA and Alberta Lacrosse Association (ALA), and Lacrosse Canada (LC).
5. All members and participants of the SALA Sting shall respect other members, officials, parents, players, spectators, team officials, volunteers, executive committee members, employees and property of the SALA Sting.
6. SALA Sting has a zero tolerance for inappropriate conduct, threats, harassment or abuse (including the use of profanity) directed towards game or team officials, members, parents, players, fans, volunteers, executive committee members, and employees.
7. Willful damage to the property of the SALA Sting or other Associations is unacceptable and will result in cost of repairs being billed to the team and subsequent discipline of offenders.
8. All members, fans, and participants of the SALA Sting shall respect the game of Lacrosse and behave in a manner so as not to make a travesty of the game.
9. The SALA Sting will not tolerate conduct that reflects poorly on yourself or SALA Sting, this includes abusive belittling, obscene language or gestures, racially or religiously insensitive language. This applies to all members both home and away.
10. Coaches and team officials will practice a "two deep" policy in dressing rooms. Parent access to dressing room access will be set by the respective head coach and in consideration of the age of the players. Under no circumstances is a parent or fan to enter the opposing team's dressing room.
11. Coaches and other team official's, players, parents, and fans are not permitted in the officials' dressing room, nor are they permitted to confront game officials during or after the game.
12. Harassment and bullying in all its forms, including cyber-bullying (e.g.: via Facebook, Instagram, SnapChat, etc.) will not be tolerated during the course of any SALA Sting activity or program, all people involved with SALA Sting are responsible for making every reasonable effort to uphold this commitment and report objectionable conduct to the SALA President or SALA Vice President.
13. The use of cameras, cellphones, or any type of recording device is strictly prohibited in dressing rooms, including coaches, parents, players, and visitors. Disciplinary action,

including possible suspension will follow any breach of this rule.

Parents / Guardians

1. I will emphasize the FUN of the game and support the players effort at all times. I will not focus on wins, losses or statistics.
2. I will teach and practice good sportsmanship and doing their best is as important as winning.
3. I will remember my child plays lacrosse for his or her enjoyment, not mine.
4. I will encourage my child to play by the rules and resolve conflict without resorting to hostility or violence.
5. I will not criticize other players regardless of the circumstance.
6. I will be courteous and objective when dealing with others.
7. I will refrain from public criticism, if you consistently believe you can do better volunteer for a role within the SALA Sting
8. I recognize volunteers such as coaches, managers and board members who volunteer for the betterment of the SALA Sting. I will handle issues that arise with grace and respect the time they give to SALA Sting.
9. I will refrain from coaching my child, I will let players play and coaches coach, and support both positively.
10. I will follow the communication protocol for complaints.
11. I recognize the behavior of my guests is a reflection on me.

Players

1. I will respect my teammates, coaches, referees and opponents at all times.
2. I will show good sportsmanship at all times on and off the floor, be modest in victory and gracious in defeat.
3. I will do my best to be a team player.
4. I will play by the rules and in the spirit of the game.
5. I will wear the required equipment at all games and practices and keep my equipment well maintained.
6. I will play the game safely.
7. I will remember winning isn't everything, having fun, improving my skills, making friends and doing my best are also important.

Coaches

1. I recognize a coach is a role model and I will act with the highest moral character possible.
2. I will respect my players, other coaches, referees and opponents.
3. I will follow, teach and enforce the rules of lacrosse at all times.

4. I recognize a coach must reinforce the positive self-image of each player. I will coach with positivity and constructive corrections, I will not ridicule or yell at my players for mistakes or poor performance.
5. I will do my best to ensure the safety of my players by inspecting equipment and facilities, controlling the style of play, monitoring player behavior, and providing a safe environment.
6. I will establish objectives for the team and players and inform them of team and individual goals.
7. I will ensure all my players receive equal instruction, discipline, support and appropriate fair playing time.
8. I will practice good sportsmanship.

Communication Protocol

1. It is expected parents / guardians will communicate coaching concerns directly to the head coach and concerns with team finances or scheduling to the team manager. If resolution is not achieved at that level the parent / guardian must submit their complaint in writing to the next person in the line of communication.
2. Members making a complaint against a member's actions that violate the code of conduct are to be made directly to the SALA Vice President in writing. The complaint must identify the complainant, respondent, issue, witnesses, time and date.
3. Prior to making a complaint all members must wait 24 hours to allow a cooling off period.
4. Lines of communication in sequence: Parent, Manager/Coach, SALA Sting Committee Chair, SALA Vice President and/or President, ALA.
5. If there is a serious problem, such as concerns for the welfare of a child or an issue that may be criminal in nature, notify authorities and inform the President or a Vice-President of SALA.

Discipline Procedures

1. When a formal conduct complaint is received the SALA Vice President or his/her designate will investigate conduct related matters, establish a record of the events, and recommend discipline to the SALA Discipline Committee.
2. The SALA Discipline Committee will evaluate the investigation and recommendations and enforce discipline as per the SALA and ALA Regulations and Bylaws.
3. Discipline shall reflect the severity of the offense, likelihood of reoffending, age of the member and position of the member within the SALA. Members making frivolous or petty complaints will be subject to discipline.
4. Physical abuse of another person will carry indefinite suspension from all SALA Sting events until reviewed by the SALA Discipline Committee.
5. Formal complaints, investigation and outcomes will be filed for a period of ten years by the SALA.

Appeal Process

1. Should either the complainant or respondent feel that a decision of the SALA Disciplinary Committee has not satisfactorily resolved the issue, the decision may be appealed to the SALA Appeals Committee.
2. Appeals are to be made in writing to the SALA President within seven days of the date of the decision being appealed. The appeal must contain the following:
 - a. Statement of the decision being appealed, including a copy of the written decision, if any.
 - b. A concise statement of the grounds for appeal.
 - c. Concise statement of facts, as alleged by the Appellant.
 - d. Summary of evidence the Appellant intends to produce at the appeal hearing.
 - e. A \$250.00 cheque or money order made out to the SALA.
3. The SALA Appeals Committee shall consist of one SALA Executive member not on the SALA Discipline Committee, one member from a SALA Sting Committee (when related to Sting), and one member in good standing.
4. The SALA Appeals Committee shall determine whether the appeal shall be in the form of a hearing or whether it can be dealt with based upon the written material and summaries before the SALA Discipline Committee. If a hearing is determined to be required, the SALA Appeals Committee shall hear the appeal within a reasonable period of time.
5. The SALA Appeals Committee may request further written material from the Appellant or their witnesses.
6. The SALA Appeals Committee may dismiss the appeal, grant the appeal, or vary the decision of the Disciplinary Committee to lessen or increase the discipline imposed to ensure that such discipline is fair and reasonable.

SIGNED: _____ DATE: _____

POSITION: _____