

The following policies have been adopted for The Town of Parker Recreation programs and facilities. These rules of conduct will be strictly enforced. It is the coach/manager's responsibility to ensure all players understand and follow these rules.

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## Sportsmanship Policy

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Each team is responsible for the actions of its members before, during and after competition. Unsportsmanlike conduct, including intimidation and infliction and/or threat of bodily harm, will not be tolerated and will result in ejection from competition and/or facilities.

No game is important enough to warrant physical or verbal abuse of officials, participants or spectators. Please remember that these games are not professional sporting events. No one's job is on the line. The officials are doing the best they can, just like the players. Please make the utmost effort to win with class, lose with dignity, and treat the game officials, staff and opponents with respect.

**The following behavior is unacceptable for any player, coach or spectator:**

- Pushing, striking, threatening (verbally or physically) another player.
- Pushing, striking, threatening (verbally or physically) an official/umpire or staff member.
- Refusal to abide by officials' decisions, including dissent and verbal abuse directed toward officials.
- Use of alcoholic beverages, illegal drugs or tobacco while in a Town of Parker facility.
- Failure to follow Town of Parker and/or school district regulations.

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## Zero Tolerance Policy

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The league has zero tolerance for any type of comment that is deemed to be "hate speech". If you or one of your players is heard using an ethnic or racial slur or derogatory term by a Town of Parker Employee, the offending party will be suspended for at least one-year, without exception. The Town of Parker sports leagues are meant to be a place of inclusion for all types of people to come together, have fun and play sports. This written policy serves as the only warning given regarding this topic.

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## Sanctions

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Sanctions for behavior violations can range from verbal or written warning to a permanent ban from Town of Parker programs. The Town of Parker staff (league coordinators and Recreation Supervisor) will determine suspension lengths, penalties, or rule interpretations.

- Game officials have the authority to penalize for unsportsmanlike behavior. This is a judgment call by the official and cannot be protested.
- All players, coaches or spectators ejected from a game will be suspended for a minimum of one week.
- For adult sports, an ejection fee will be assessed. Please review the Town of Parker Youth and Adult Sports Handbook for details.
- Anyone ejected from a game must leave the facility within 5 minutes or the game may be forfeited and law enforcement may be called.
- If two or more players from a team are ejected in the same game, the game will end and the offending team will lose by forfeit.
- If a player is ejected from more than one game in a season, the player will automatically be suspended for the remainder of that season, at minimum.
- Suspended players may not play in additional Town of Parker sports leagues while suspended.

- Suspended players may not participate as spectators in Town of Parker sports leagues during their suspension timeframe.
- All suspensions are subject to a probation period determined by the league coordinator. Once a player(s), coach, and/or team has been placed on probation, their conduct will be evaluated throughout the remainder of the season.
  - Further conduct violations during the probationary period will result in a suspension for the remainder of the season, at minimum.
- **All fees paid will be forfeited.**

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## Due Process

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### Ejections During a Game

- All ejections will be considered final.
- All ejections result in a mandatory one-game suspension with possible extended suspension upon review.

### Appeals Process

- All suspensions are subject to review by the league coordinator or his/her/their designee.
- The league coordinator will determine if an extended suspension is necessary based on their findings. In the event of an extended suspension, the league coordinator will notify the team captain and/or suspended person of any further disciplinary action.
- A suspended player has five (5) business days from the date of notification to make an appeal in writing. Appeals must be filed with the league coordinator.
- A Suspension Review Board may review staff and official reports of the suspension and any player appeals as deemed necessary for due process. The Suspension Review Board may consist of the following staff:
  - Town of Parker part-time sports supervisor/officials present at the incident
  - Contracted officials present at the incident
  - Town of Parker league coordinator
  - Town of Parker full-time sports supervisor
- Players may make a final appeal of the league coordinator's decision in writing to the sports supervisor. The final appeal must be submitted within five (5) business days of receiving the league coordinator's decision.

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## Facility and Supervision of Children Policy

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Children under 5 must always be supervised by a responsible adult. Children ages 5 to 9 must be supervised by someone age 14 or older. If a child is found unsupervised during your team's game, the sports supervisor on duty will notify the parent or individual responsible. The individual, if participating, will be required to leave the playing field immediately to tend to the child if there is no other adult present to provide supervision. If this situation causes a forfeit to occur, due to not enough players as a result, that will be the official ruling. Children are not allowed in the team bench or scorers booth areas.

Please make sure you have prior arrangements in place to avoid these situations.