

East Metro Football Code of Conduct

In promoting the ethics, safety, and spirit of youth football, East Metro Youth Football has adopted this Code of Conduct in addition to the WYFL Code of Conduct. This Code of Conduct is binding upon all its participants: Board Members, Coaches, Players, Cheerleaders, Parents, Volunteers and Spectators. Violations of this Code of Conduct will result in disciplinary action against any offender

Unsportsmanlike Conduct

Unsportsmanlike conduct shall include the following: fighting, verbal abuse, bullying of a team member or dissent toward an official or opponent, racial or ethnic slurs, inappropriate comments or actions that may be construed as sexual harassment, profanity, obscene gestures, flagrant and violent fouls, taunting, “trash talk”, baiting, cheating, throwing or abusing equipment, physical intimidation or abuse of an official or opponent, and unauthorized leaving of a team bench area.

Board Members & Coaches

- A. Will show the proper respect to all and be held to the highest standards of moral conduct and character both on and off the field.
- B. Will not at any time push, shove, punch, kick, fight or be guilty of physical contact as an Aggressor upon any official, player, cheerleader, coach or spectator.
- C. Will not verbally abuse or threaten any official, coach, player or others.
- D. Will not harass or bait any official, player, coach, cheerleader, spectator or other(s).
- E. Will not use tobacco, alcohol or illegal narcotics in front of players/cheerleaders during practices, or games. This rule applies any time a coach or board member is representing East Metro Youth Football.
- F. Will show the same respect that is due to all participants, including: other coaches, players, cheerleaders, spectators and league officials.
- G. Will not act in any way that is detrimental to themselves, their team or East Metro Youth Football.
- H. Will inform the Board of Directors of any rule violation by other Board Members, coaches, players, cheerleaders, managers, spectators or other(s). Board Member(s) will document any observed violation along with date and time of the incident.
- I. In all dealings with team personnel – including coaches, other coaches, players, cheerleaders, spectators – Board Members and Coaches will show the same respect that is due all participants of this organization.

Football Players and Cheerleaders

- A. Will show the proper respect to all and be held to the highest standards of moral conduct and character both on and off the field.
- B. Will stay in the team-designated area(s), unless excused to leave, by a coach, parent or guardian.
- C. Will not at any time push, shove, punch, kick, fight, bully or be guilty of physical contact as an aggressor upon any official, board member, coach, player, cheerleader, spectator, or other(s).
- D. Will not verbally abuse or threaten any official, board member, coach, player, cheerleader, spectator, or other(s).
- E. Will not harass, bait or be guilty of objectionable demonstration or dissent at any Official’s or Coach’s decision.
- F. Will not refuse to abide by an official’s or coach’s decision.
- G. Will not disobey or attempt to circumvent rules and regulations or the intent thereof.
- H. Will not use tobacco, alcohol or illegal narcotics or act in any way that is detrimental to themselves, their team or East Metro Youth Football.

Parents, Spectators, Volunteers and Others

- A. Will show proper respect to all.
- B. Will not at any time push, shove, punch, kick, fight or be guilty of physical contact as an Aggressor upon any official, board member, coach, player, cheerleader, or spectator.
- C. Will not verbally abuse or threaten any official, board member, coach, player, cheerleader, spectator or other(s).
- D. Will not harass or bait any official, board member, coach, player, cheerleader, spectator or other(s).
- E. Will not directly contact or interfere with coaches or players during a game or practice.
- F. Will not be in the coaching box, player’s area, or on the game field/area prior to, during, or at the conclusion of a game, unless the Commissioner/President or Head Coach has given permission to do so.
- G. Will not use tobacco, alcohol or illegal narcotics in front of players/cheerleaders during practices, or games.
- H. Will not act in any way that is detrimental to themselves, their team, their community or East Metro Youth Football

Disciplinary Action

The Board of Directors of East Metro Youth Football shall have the power to impose any disciplinary action(s) it deems necessary and appropriate for those who fail to abide by the East Metro Youth Football Code of Conduct. Disciplinary action can range from a written reprimand to being barred from participation or association with East Metro Youth Football.

The following and any other acts so deemed by the Board of Directors will constitute grounds for disciplinary action:

1. Striking or abusing physically and/or verbally any official, coach, player, cheerleader, spectator, or other(s).
2. Acting in an unsportsmanlike manner.
3. Violating the East Metro Youth Football By-laws and the WYFL By-laws.
4. Violating the East Metro Youth Football Code of Conduct.
5. Ejection (removal) from a game.
6. Using tobacco, alcohol or illegal narcotics at a league game.
7. Acting in a way that is detrimental to themselves, their team, and/or East Metro Youth Football.
8. Conviction of or pleading guilty to theft or illegal taking of funds or equipment from any Organization, including East Metro Youth Football.
9. Any actions on or off the field that result in a legal conviction of a criminal act as determined by a court of law or other actions that are judged by the Board of Directors to be of such a serious nature that they seriously and negatively impact the East Metro Youth Football Program, or the image in the community and present the potential for liability to the Board Members and/or the WYFL.

Anyone who does not abide by the above East Metro Youth Football Code of Conduct and the Hamilton-WYFL By-laws, can and will be asked to leave the game or event, and may be barred from attending any other East Metro Youth Football sponsored game or event. The President of East Metro Youth Football has the power to ask and if necessary, remove anyone whom they deem to be in violation of East Metro Youth Football Code of Conduct. Upon taking such action, said person must notify the President of East Metro Youth Football.

Ejection and Suspension

1. Game Ejections:
 - A. Any coach, player, cheerleader, parent, spectator, or anyone else – whether associated or not associated with East Metro Youth Football – who is ejected (removed) from a game or practice is automatically suspended from attending and/or participating in the next scheduled game or practices for a week. This rule is not subject to protest or review. (Removal from a game or practice shall be interpreted to include the playing/practice field and the spectator area.)
 - B. A second offense by the same person during the same season and will result in immediate suspension for the remainder of the then current year.
 - C. A third offense by the same person will result in immediate lifetime suspension from participating East Metro Youth Football games and/or any activity sponsored by the WYFL.

PLEASE NOTE:

1. While on suspension, the coach, player, cheerleader, parent or other(s) may not attend any practices or games in which any Hamilton-Wenham Generals Youth Football team participates.
2. **Those who receive suspensions must take the initiative to contact the Board to apply for reinstatement.**
3. The Board of Directors shall reserve the right to impose any penalties or disciplinary actions it deems necessary and appropriate for violations of East Metro Youth Football By-laws and/or Code of Conduct

Fact Finding Hearing

Prior to any decision by the Board of Directors for disciplinary action for board members, coaches, players, parents or spectators or other(s), a Fact Finding Hearing before a minimum of two thirds of the Board will be held behind closed doors by the Board of Directors, with notice given to all involved, via (1) telephone (2) email, and/or U.S. Mail. Said hearing should take place within a reasonable amount of time of the alleged incident unless two thirds of the board members cannot be present. The board must then schedule the next available date (best efforts) that two thirds of the board will be present.

Hearing Process

1. The President or Vice President shall run the hearing.
2. The President or Vice President if (President is not present) shall read the charges brought against the accused.
3. The Board of Directors may then hear from both sides and/or witnesses in an orderly manner.
4. The Board of Directors shall then determine whether sufficient facts and/or evidence have been presented to warrant the holding of the hearing on some or all of such charges with the person(s) violating the Code of Conduct.
5. The Board of Directors shall then judge whether or not the preponderance of the evidence presented in a hearing shows the accused to have committed the acts alleged.
6. The Board of Directors (by majority vote) shall then impose any disciplinary action(s) it deems necessary and appropriate, and/or as specified in the By-laws and Code of Conduct, if the accused is judged to have committed such act or acts as brought before the board.

If the accused does not appear at the hearing, the East Metro Youth Football Board of Directors will render their decision and the accused person(s) will be notified of the disciplinary action to be taken via telephone with a follow-up written notice via email or certified U.S. Mail.

Complaints, Allegations, Grievances

Improper conduct should be reported to President or the Head Football Coach, or Cheerleading Director of the East Metro Youth Football within 24 hours of incident. Those who are found guilty of improper conduct will be subject to disciplinary action by the East Metro Youth Football Board of Directors. Complaints, allegations, or grievances should be brought to the immediate attention of the President, and/or a sitting Board Member of the East Metro Youth Football who shall then do the following:

- a. Make note of complaint, allegation or grievance and date and time of incident and date and time of complaint, allegation or grievance.
- b. Notify, within 24 hours of date/time of complaint, allegation or grievance, the President (if not available, then the Vice President) of East Metro Youth Football that a complaint, allegation or grievance has been made.

NOTE: If the East Metro Youth Football Board finds that the President (the Vice President) and/or the Head Football Coach or Cheerleading Coach did not act upon the complaint, allegation or grievance in a timely manner, then the Board of Directors, at its discretion, may impose disciplinary action(s) it deems appropriate.