



P.O. Box 42, Elizabethtown PA 17022

EBC Code of Conduct Policy

The Elizabethtown Bears Club is an inclusive and entirely volunteer-run organization, which prioritizes good sportsmanship and proper behavior among the parents, coaches and players associated with the organization. We are mindful that everything we do and say reflects who we are as individuals, as families, as EBC and our community. It is because of this relationship that improper behavior and speech will not be tolerated. Respect should be given to coaches, referees, parents, teammates, and public and private property at all times and under every circumstance.

Following below is a list of guidelines that all participants and spectators in and at our events must follow in order to not only support the mission of our organization, but also to make each event that we produce enjoyable for everyone:

For Players:

- **Respectful behavior:** Treat all participants (teammates, opponents, coaches, officials) with courtesy and respect, regardless of the game outcome.
- **Sportsmanship:** Follow the rules of the game, compete in a fair manner, and strive to play with integrity.
- **Positive attitude:** Encourage teammates no matter the game situation, accept constructive criticism, and refrain from negative comments or actions toward teammates, coaches and EBC volunteers.
- **Effort and commitment:** Give your best effort during practices and games and come with the mindset of continuous improvement both individually and as a Team.
- **Respect for officials:** Accept referee/umpire and / or other officials' decisions without arguing or complaining; understand that any conversations with referees, umpires and officials need to occur between Coaches and officials only.

For Coaches:

- **Encouraging coaching:** Create a positive and supportive environment for your team, players and parents, focusing on skill development, enjoyment of the game, and a "Team First" mindset.

- **Safe practices:** Ensure practices are conducted safely and appropriately for the age and skill set(s) of your players.
- **Ethical conduct:** Uphold and/or enforce as needed high standards of sportsmanship.
- **Role Model:** Strive to be a positive role model for your team by handling both success and adversity in an appropriate manner.
- **Communication:** Maintain clear and open communication with players, parents, and EBC representatives.

For Parents/Spectators:

- **Positive support:** Cheer for exceptional plays for both Teams, while avoiding negative comments that detract from the positive environment that a youth sporting event entails.
- **Address issues appropriately:** When an issue arises during a game or practice that you disagree with or feel should have been handled differently, EBC enforces a 24-hour Rule, which gives both parents as well as coaches a "cooling off period." Parents should address these issues first with the Player's Head Coach. For those issues that you feel cannot adequately be addressed first by the Head Coach, Parents are requested to contact the Sport's Commissioner or Athletic Director, who may escalate issues as needed to the EBC Board of Directors.
- **Respect for officials:** Do not argue with referees or question their decisions publicly.
- **No coaching from the stands:** Refrain from giving instructions or critiques to players during practices and/or games; practices and games are opportunities for your player to be instructed by their Coaches.
- **Appropriate behavior:** Avoid profanity and disruptive behavior and treat all participants and volunteers respectfully.
- **Communication with coaches:** Address concerns with coaches privately, not during or immediately before or after games. Be mindful that all coaches within our system are volunteering their time for the betterment of our young athletes and community.

If conduct occurs that is violative of the above guidelines, as determined by game officials, League / Sport Commissioner, Athletic Director and/ or an Officer of the Elizabethtown Bears Club Board of Directors, we will follow a progressive correction policy as outlined below:

1st infraction: Offending person will be asked to immediately leave the premises for the remainder of the day.

2nd infraction: Offending person will be expelled from the premises for the remainder of the day and will be suspended from attending games or practices for one week.

3rd infraction Offending person will no longer be allowed to attend any future games or practices for the remainder of the season.

The above is meant as a **guide** for EBC's response to behavior which violates this policy. However, EBC is not bound to progress from the first through third infraction in all instances. Rather, EBC reserves the right to progress to the "third infraction" depending on the severity of the conduct in question, and after proper evaluation of the facts and circumstances by the Board of Directors. EBC also reserves the right to involve proper legal authorities when necessary to ensure the welfare of its programs and the safety of its participants.

If you observe a Code of Conduct violation and feel the need to report it, please begin with the Head Coach as a starting point; if your matter cannot be resolved by discussing it with the Head Coach, it should be reported to the Sport Commissioner and/or Athletic Director, who have the authority to contact the EBC Board of Directors.

Thank you for your participation in EBC and we wish you and your player a fun, rewarding and successful season!

Signature:

Date:
