



IRONDALE BASKETBALL ASSOCIATION

RULES AND POLICIES

Approved by:

President

Date

Vice President

Date

Secretary

Date

Treasurer

Date

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1.0 Competitive PROGRAM

1.1 Purpose. The purpose of the Competitive Program is to provide the more skilled players the opportunity to play against a higher level of competition that isn't available in the Instructional Program.

1.2 Team Limitation. The Competitive Program may provide for both boys and girls teams in school grades four through eight. The Board of Directors will annually determine the number of teams to sponsor. There will be one team per grade level, except upon recommendations of the selection committee of the Board of Directors that there are enough players of equal or similar skill to support more than one team in the same grade. In this case, there will be a single series of tryouts for all players in that grade and those players selected will be allocated to the teams by the selection committee.

1.3 Tryout Policy and Procedure

1.3.1 Tryouts for the IBA Competitive teams will be completely impartial and give every boy and girl an equal opportunity to be selected.

1.3.2 Every candidate will be evaluated by a three-person or more selection committee that may include any combination thereof members of the Board of Directors, current and former Competitive coaches, or the Irondale High School coaches and members of their staff. The Board of Directors will assign selection committees for each grade during the Board meeting that precedes the tryouts.

1.3.3 The selection committees must use a scoring system approved by the IBA Board of Directors to rate the fundamental skills of the candidates and each candidate's score must be recorded on an appropriate evaluation form. At the conclusion of the tryouts, all evaluation forms will be returned to and retained by the Competitive Director.

1.3.4 No parent or other close relative may judge the tryouts in which a child or other close relative is participating except when that parent or close relative is the approved coach of a team that was formed and completed in the previous year.

1.3.5 The selection committee will select the players for all first year competitive teams. For competitive teams entering the second year of competition and above, the selection committee will select the first seven players. The selection committee will work with the head coach to select the additional players needed to fill the roster.

1.3.6 The Board will consider players unable to compete in the tryout process due to injury for inclusion on a competitive team. The injured player must register at the tryout and participate in any skills unaffected by the injury. In addition, the injured player must provide medical documentation of their injury and the expected date at which they can fully participate. To maintain the integrity of the tryout process, the Board will consider injured players only on a case-by-case basis and will consider that player's history with the IBA Competitive program.

1.4 Tryouts

1.4.1 Players are selected for Competitive teams based on their performance at tryouts held before the season begins.

1.4.2 Tryouts are scored by independent evaluators and observed by selected Board members. Tryouts will consist of three parts. The first part involves a series of individual skill drills incorporating:

- Shooting
- Ball handling
- Lay-ups

1.4.3 The final two parts of the tryouts are most valuable and include 3-on-3 and full court workouts. With these scrimmages, evaluators score players on five equal categories:

- Ability to Score (including off the pass, drives, and put-backs)
- Offensive Skills (emphasis on passing and ball handling)
- Defensive Skills (emphasis on rebounding and ability to defend)
- Court Sense (ability to move without the ball, switch on cue, see the entire floor)
- Team Play (sharing the ball, setting screens, hustle, and keeping a positive attitude)

1.4.4 A player who does not do well in the skills portion of tryouts can recover and strengthen their position by performing well in scrimmages. The second day of tryouts may involve 1-on-1 competition and competition amongst players of the same position in order to compare strengths and evaluate skills. In some situations a third tryout session may be utilized to further evaluate some players.

1.4.5 After the tryouts are completed, the evaluators discuss results, place all players, and make team selections. The numbers and skill levels of tryout participants will determine how many and what level of teams will be formed. The Board will make every effort to accommodate as many teams as reasonable within these parameters. In addition, the Competitive Directors will review evaluations and team placement to assure proper position balance and mix of player size and skill.

1.5 Player Eligibility

1.5.1 A player must have his or her primary residence in the Irondale High School attendance area regardless of what school the player is actually enrolled or be open enrolled in an Irondale feeder school (including public and private schools) within the Irondale High School district boundaries.

1.5.2 Exceptions may be made to this policy allowing non-resident players to participate if and only if the IBA board determines there is a need for additional players to form an IBA team at any grade level. The intent of any exception to the player eligibility rule would only be to allow resident players to participate in the Competitive program when the number of players at any particular grade level may not support forming a team.

1.5.3 No player may play for an Instructional team and a competitive team concurrently unless approved by the IBA board.

1.5.4 No player may play below his or her grade level. Typically no player may play above his or her grade level. Exceptions to this policy may be reviewed by the Board of Directors when less than eight players are trying out for either team.

1.5.5 A roster of players that will include the addresses and telephone numbers must be sent to the Competitive Director before the first scheduled game for review. Any change in this roster during the season must be approved. Use of unauthorized players will result in the expulsion of the coach from the Competitive Program.

1.6 Team Player Limitation. The recommended maximum number of players allowed on a traveling team is ten. However, an eleventh player may be added to the roster at the discretion of the coach or section committee. At the discretion of the board in conjunction with the player selection committee, a team may be composed of less than ten players.

1.7 Playing Time. Coaches will delegate playing time in a manner that will provide opportunity for both individual player development and overall team success. It should be noted that consideration of playing time for any one particular game may vary depending on game situations and the necessity of maintaining competitive balance. A coach may also consider an individual's work ethic, attitude, commitment, and disciplinary measures as additional factors determining playing time. Coaches are advised to meet with both the player and parent to define and discuss any "non-game related" situations that would warrant significant reduction in playing time prior to enacting any such measure. A parent may contact the Competitive Director regarding any playing time issues or concerns they are unable to resolve directly with the team's head coach.

1.8 Loss of a Player In the event that a player is unable to play for an extended period due to injury, quits a team, or promoted "A" team due to the former, the following points apply:

1.8.1 If there are at least ten available players on the team, no replacement will be allowed.

1.8.2 "A" team loses a player: The head coach may select an additional player from the "B" team. This player must be the best "B" player at the same position as the player lost. In the case that there is no "B" team for that level, the head coach may select an additional player from the list of candidates who originally tried out for the team.

1.8.3 "B" team loses a player: The head coach may select an additional player from the list of candidates who originally tried out for the team (s), whom are not on the "A" team.

1.8.4 The new player becomes a permanent member of the team for the remainder of the season.

1.9 Player Discipline

The head coach has the authority to discipline any player on his team when there is any violation to the player's code of conduct or other team rules introduced by the coach. The head coach shall be responsible to discuss reasons for discipline with the player prior to implementation of any disciplinary action. The primary form of discipline will be loss of playing time.

1.10 Player Dismissal

Any violation to the Players Code of Ethics can warrant immediate dismissal of a player. In less severe cases, a player may be given warnings before proceeding with the dismissal process. The dismissal process is outlined below. 1.10.1 The head coach shall work with the player to discuss the issue at hand and to emphasize the impending consequences if the player issues are not resolved. 1.10.2 If coach to player discussions fails, the head coach may work with the player and the player's parent or guardian regarding the issue at hand. 1.10.3 If coach to player/parent discussions fails, the head coach shall discuss the issues with the Competitive Director. Together, a decision shall be made whether or not player dismissal is warranted. If deemed necessary, the Competitive Director may seek a vote from the Board of Directors to determine whether or not the player shall be dismissed.

1.11 Selection of Coaches

1.11.1 Head coaches for competitive teams are nominated by the Competitive directors and approved by board members following tryouts or for any unique situation that results where a new coach needs to be selected. Selection of coaches is based on their experience, qualifications, and any prior-year feedback provided to Competitive Directors. Of course, availability of interested parents will also be considered following team selection with the objective of finding the most qualified coach. Head coaches may select their own assistant coaches.

1.11.2 It is recommended that each team have a minimum of two assistant coaches. The head coach may select his or her assistants but they may be subject to approval by the Board of Directors.

1.11.3 Coaching positions will be reviewed annually. Unless otherwise notified, the Competitive Director annually will consider all incumbent coaches along with any other new applicants for coaching positions each year.

1.11.4 Application for coaching positions must be submitted in writing to the Competitive Director and can be mailed to the IBA PO box.

1.11.5 All coaches will be required to provide information to facilitate a background check.

1.12 Coach Dismissal

All coaches must be certified by the IBA and abide by the policies and procedures of the IBA as well as the Coaches Code of Conduct that is required to be signed by each coach. Each coach must also demonstrate competence in their ability to coach. Non-adherence to such policies and procedures may result in the removal of the coach when the following procedure is followed:

1.13.1 Coaching issues are presented to the Competitive Director.

1.13.2 The Competitive Director shall meet with the coach to discuss the issues at hand and get their perspective on what is going on.

1.13.3 If, after discussions with the coach, issues persist, the Competitive Director may survey other families on the coach's team to see if there is agreement on the raised coaching issues.

1.13.4 The Competitive Director determines if the issues need to be presented to the Board of Directors.

1.13.5 The Competitive Director, along with the Board of Directors will decide if dismissal is warranted or if further discussions with the coach are necessary.

1.13.6 If a decision is made that dismissal is warranted, the Board of Directors shall vote on whether or not to dismiss the coach.

1.13.7 The Competitive Director shall meet with the coach to explain justification for dismissal.

2.0 INSTRUCTIONAL PROGRAM

2.1 Purpose. The IBA Instructional program is an instructional program designed for 1st thru 8th grade boys and girls to the game of basketball.

2.2 Teams. The Instructional Program may provide for both boys and girls teams according to school grades one through eight. The Board of Directors will annually determine the number of teams to sponsor, based on the number of registrants. Depending on the number of registrants, teams will be formed by school attendance area. Efforts will be made to distribute players evenly among teams by height and talent.

2.3 Player Limitation. The recommended maximum number of players per team is ten.

2.4 Playing Time. Each player will play an equal amount in each game. (Adjustments can be made for disciplinary reasons at the discretion of the head coach).

2.5 Selection of Coaches. The IBA will provide one head coach per team. The head coach may select his or her own assistants. All coaches must be certified by the IBA and abide by the policies and procedures of the IBA as well as the Coaches Code of Conduct that is required to be signed by each coach. Non-adherence to such policies and procedure will result in immediate removal of the coach.

2.6 Referees. Referees will be paid on a per game basis. Prior to the start of each season, the Referee Coordinator will submit a payment rate schedule to the IBA Board of Directors for approval. The schedule will address the years of experience, the level of games officiated and the number of referees officiating at each game.

2.6.1 Payment to referees will be made only when the IBA Treasurer has received a bill and confirmation from the Referee Coordinator. The bill will indicate specific games worked and number of officials involved.

2.6.2 The Referee Coordinator will advertise for at least two weeks prior to conducting a training session for referees. The Coordinator will review IBA rules during the clinic and will make sure each referee has a copy of the rules.

3.0 FINANCIAL ASSISTANCE

If IBA scholarship funds are available, no player will be denied participation in IBA activities due to an inability to pay the prescribed fees. If full fees cannot be paid, the player's parent/guardian may request a waiver of all or part of the fees by contacting the Registration Coordinator or Instructional Coordinator for Instructional programs. Such requests may be approved by the Registration or Instructional Coordinators if consistent with current guidelines governing the school lunch program. All IBA promotional materials for program registration will include a statement that financial assistance is available to those who meet eligibility requirements.

4.0 PURCHASES

A proposal for purchase of any equipment or supplies must be presented to and approved by the IBA Board of Directors in advance of the purchase. All equipment or supplies must be signed for and a copy of the receipt must accompany the invoice submitted to the IBA Treasurer. A board member will be reimbursed for approved purchases only upon submission of a signed receipt to the Treasurer.

5.0 PRACTICE TIMES

The Scheduling Director will request gym times for the projected needs of the Competitive and Instructional programs in August each year. Gym times received will be divided among the teams using the ratio of one hour practice time for each Instructional team and one and one half hours for each Competitive team. These times will be distributed by the Scheduling Director to accommodate the coaches' preferences to the greatest possible extent.

6.0 IBA SUPPORT OF OFF SEASON BASKETBALL

The IBA encourages teams to play in pre and post season leagues and tournaments.

6.1 To obtain use of IBA balls or jersey's all players must be eligible to play in the IBA. (i.e. must live or attend a school within the Irondale High School district area.)

6.2 Uniforms may be rented from the association for a \$5.00/Player fee.

6.2.1 Uniforms will be numbered reversible practice jerseys

6.2.2 Old IBA uniforms no longer in use

6.2.3 "A" and "B" uniforms used for regular season play will not be available for pre and post season use.

6.3 Basketballs will be available for qualified teams.

6.4 Coaches will be responsible for Insurance and obtaining practice times at area churches or schools.

7.0 IBA CODE OF CONDUCT

The IBA has established strict rules, penalties and conditions of participation for players, parents and coaches. These guidelines are presented in Attachment A.

7.1 Every person who attends or participates in IBA activities is expected at all times to exhibit good sportsmanship and respect for other players, coaches, officials, and fans.

7.2 Unsportsmanlike conduct on the part of the players, coaches, parents or fans will not be tolerated and may be penalized. Penalties may include suspension or expulsion from IBA activities and events for a specified period of time or permanently.

ATTACHMENT A – PLAYERS / COACHES / PARENTS CODE OF ETHICS

Code of Ethics: Players

I hereby pledge to be positive about my competitive basketball sports experiences and accept responsibility for my participation by following this Players' Code of Ethics pledge:

1. I will respect my Coaches, Parents, Teammates, and Competition.
2. I will encourage good sportsmanship from fellow players, coaches, officials and parents at every game and practice by demonstrating good sportsmanship.
3. I will attend every practice and game **ON TIME** that I can, and will notify my coach if I cannot.
4. I will act appropriately abiding to language, drug, and alcohol policies set forth by the Minnesota High Schools Athletics.
5. I will do my very best to listen and learn from my coaches.
6. I will treat my coaches, other players, officials and fans with respect regardless of race, sex, creed, or abilities and I will expect to be treated accordingly.
7. I deserve to have fun during my sports experience and will alert parents or coaches if it stops being fun.
8. I deserve to play in an environment that is free of verbal abuse. That includes during the game, after the game, and off the court from my teammates, parents, and coaches.
9. I will encourage my parents to be involved with my team in some capacity because it is important to me.
10. I will do my very best in school.
11. I will remember that sports participation is an opportunity to learn and have fun.
12. I will come to practice(s) with the goal to become a better player by giving my best effort. Remember: Great Attitudes will WIN 90% of your Games!

Player Signature _____

Parent Signature _____

Code of Ethics: Coaches

I hereby pledge to live up to my certification or IBA training as an IBA youth sports Coach by following this Coaches' Code of Ethics pledge:

1. I will place the emotional and physical well being of my players ahead of a personal desire to win.
2. I will treat each player as an individual, remembering the large range of emotional and physical development for the same age group.
3. I will do my best to provide a safe playing situation for my players. As a basketball coach I am a role model for my players.
4. I will always be cognizant that I am coaching youth and will ensure that my behavior, language and actions are appropriate.
5. I will promise to review and practice basic first aid principles needed to treat injuries of my players. I will do my best to organize practices that are fun and challenging for all my players.
6. I will lead by example in demonstrating fair play and sportsmanship to all my players.
7. I will be knowledgeable in the rules of each sport that I coach, and I will teach these rules to my players.
8. I will use those coaching techniques appropriate for all of the skills that I teach.
9. I will remember that I am an IBA youth sports coach, and that the game is for players and not adults.

Coach's Signature_____

Code of Ethics: Parents

I hereby pledge to provide positive support, care, and encouragement for my child participating in youth IBA sports by following this Parents' Code of Ethics pledge:

1. I will encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice.
2. I will place the emotional and physical well being of my players ahead of my personal desire to win.
3. I will insist that my player(s) play in a safe and healthy environment.
4. I will require that my player's coach be trained in the responsibilities of being an IBA youth sports coach and that the coach upholds the Coaches' Code of Ethics.
5. I will support coaches and officials working with my players, in order to encourage a positive and enjoyable experience for all.
6. I will demand a sports environment for my players that is free from drugs, tobacco and alcohol and will refrain from their use at all youth sports events.
7. I will remember that the game is for players- NOT ADULTS.
8. I will do my very best to make youth sports fun for my child.
9. I will ask my players to treat other players, coaches, fans and officials with respect regardless of race, sex, creed or ability.

Parent Signature _____

ATTACHMENT B – UNIVERSAL HARASSMENT POLICY

Irondale Basketball Association's (IBA) policy is to provide an environment that is free from harassment. Therefore Irondale Basketball Association will not tolerate harassment based on age, race, gender, color, religion, national origin, disability, marital status, covered veteran status, sexual orientation, status with respect to public assistance, and other characteristics protected under state, federal, or local law. Such conduct is prohibited in any form at all organization activities as well as outside the organization if it affects our organization. This policy applies to all Irondale Basketball Association employees, members, volunteers, coaches, guests, vendors, and all persons doing business with Irondale Basketball Association.

Sexual harassment, one type of prohibited harassment, warrants special mention. Sexual harassment has been defined according to Irondale Basketball Association guidelines as:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made a term or condition, either explicitly or implicitly, of an individual's relationship with the organization;
2. Submission to or rejection of such conduct by an individual is used as a factor in decisions affecting that individual's relationship with the organization; or
3. Such conduct has the purpose or effect of interfering with an individual's performance or creates an intimidating, hostile, or offensive environment.

Examples of conduct prohibited by this policy include, but are not limited to:

1. Unwelcome sexual flirtation, advances, or propositions;
2. Verbal comments related to an individual's age, race, gender, color, religion, national origin, disability, or sexual orientation;
3. Explicit or degrading verbal comments about another individual or his/her appearance;
4. The display of sexually suggestive pictures or objects in any workplace location including transmission or display via computer;
5. Any sexually offensive or abusive physical conduct;
6. The taking of or the refusal to take any personnel action based on an employee's submission to or rejection of sexual overtures; and
7. Displaying cartoons or telling jokes which relate to an individual's age, race, gender, color, religion, national origin, disability, or sexual orientation.

If you believe that you are being subjected to harassment, you should:

1. Tell the harasser that his or her actions are not welcome and they must stop, if you feel comfortable enough to do so.
2. Report the incident immediately to an IBA Board Member.
3. Report any additional incidents or retaliation that may occur to an IBA Board Member.

Any reported incident will be investigated immediately and thoroughly. Complaints and actions taken to resolve complaints will be handled as confidentially as possible, given Irondale Basketball Association's obligation to investigate and act upon reports of such harassment. Appropriate actions will be taken by Irondale Basketball Association to stop and remedy any and all such conduct, including interim measures during a period of investigation.

Retaliation of any kind or discriminating against an individual who reports a suspected incident of harassment or who cooperates in an investigation is prohibited and will not be tolerated.

***Irondale Basketball Association
Harassment Reporting Form***

Name complainant _____

IBA Program Position _____

Contact Number and E-mail _____

Name of IBA Board Member taking complaint _____

STATEMENT OF COMPLAINT

Name(s) of Person(s) accused of wrong doing _____

Description of Incident (including all action(s) and statement(s) of all persons involved)

Action Requested _____

Action Taken _____

Date and Time _____

Information Obtained: in person by phone

Interview Scheduled For _____

Signature of IBA Board Member