

March 2019

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### **SGBA Zero Tolerance Policy**

SGBA has instituted a Zero Tolerance Policy (ZTP) for all players, coaches, parents and spectators for the upcoming 2019-2020 season. The ZTP is a “no-exception” approach to define high-level behavioral standards and the associated penalty for any infraction of the policy. We have aligned with other Shakopee educational and athletic ZTP’s to incorporate items such as violence, weapons, drugs, alcohol, etc. This policy has been enacted and incorporated into the SGBA bylaws, Section 12.4 “Zero Tolerance Policy,” effective March 18th, 2019. A copy of this policy is provided below:

#### ***Section 12.4 Zero Tolerance Policy***

Actions which will result in a recommendation for expulsion:

- a) Use, possession or brandishing of a weapon will result in a recommendation for expulsion. A weapon is defined as, but not limited to, a firearm, pistol replica, starter pistol, stun gun, BB gun or pellet gun, a knife of any size or type, a dirk, dagger, razor, slingshot, any explosives or fireworks. Any object used in a dangerous manner will also be considered a weapon.
- b) Attempting to commit or committing a sexual assault and/or sexual battery will result in a recommendation for expulsion.

Actions which will result in a recommendation of penalty:

- a) Use, possession, or distribution of alcohol, tobacco (including e-cigs or vapes) illegal drugs or other controlled substances will result in a recommendation for expulsion.
- b) Repeated incidents of fighting, violent acts, or causing serious injury to another person will result in a recommendation for expulsion.
- c) Any of the above actions depicted on the person’s own or other’s social media sites, or any other social media activity which violates the SGBA Social Media Policy.

Penalties

First Violation Penalty: The person shall lose eligibility for the next two consecutive tournaments or two weeks, 14 calendar days, whichever is greater, in the current season.

Second Violation Penalty: The person shall lose eligibility for the next three tournaments or three weeks, 21 calendar days, whichever is greater, in the current season

Third or Subsequent Violation Penalty: The player will be recommended for expulsion from the program for active year.

#### **Social Media Posting Guidelines**

Think BEFORE you post anything (text or photo) online. Once you post, it is available and viewable to anyone, anytime, in the WORLD, and the content is no longer yours, no matter how private your accounts may be. Before posting, ask yourself if what you’re about to post is

something you'd want your mother, father, grandparents, college recruiter or future employer to see?

Freedom of Speech is NOT unlimited; there are things you cannot and should not say or write online. There are consequences for your actions and speech.

Strive for accuracy. Get your facts straight before posting them on social media sites. Don't start rumors or post anything you are not 100% sure of. Review all your content for GRAMMAR and SPELLING.

Be aware of liability at all times. You are responsible for what you post on your own site AND the sites of others. You CAN be held liable for anything deemed to be a copyright infringement, defamatory, propriety, libel, or obscene (as defined by the courts). Be sure what you post TODAY does not come back to haunt you TOMORROW.

Photos - You are responsible for anything you post INCLUDING pictures. Do NOT post pictures of anyone other than yourself unless you get their permission.

Never pretend to be someone else; be yourself online. Tracking tools make it possible for those to find out who posted comments anonymously. Even if you delete a post or comment, it can still be found within the hard drives of a computer and/or website.

Correct Mistakes-If you make a mistake when posting, admit it. Be upfront and be quick with your correction, don't wait three days to correct something. Also, monitor your teammates. If you see a post that's very close to violating this policy, encourage them to delete it.

Coaches and parents, make smart choices when friending a player, sending photos, comments, etc that can be seen by anyone. Players and young and impressionable and look up to their coaches and team parents.

#### Safety and Privacy

- Never post anything in relation to your home address, local address, phone number(s), date of birth or other personal, private information. Always exercise caution when posting your location or plans for the night.
- Be aware of who you add as a friend to your site(s)-many people are looking to take advantage of student-athletes or to seek connection with student-athletes to give them a sense of membership on your team.
- Protect yourself at all times! While you want to be honest about yourself, don't provide anything that scam artists or identity thieves could use against you.
- Maintain privacy at all times, especially with pictures. Don't discuss or recreate the scene from a picture you post involving names of the pictured individuals.

**\*Requires acceptance to Terms & Conditions of SGBA Zero Tolerance Policy**

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