

Ethics Policy and Process for LCS

1. Develop the LCS Ethics Policy Committee (Code of Ethics) with the LCS Ethics Representative, Director of Cheer, Director of Lacrosse, and Director of Football.
 - a. Annually review the coaching application so it meets LCS standards and guidelines.
2. Send to full Board for review and approval.
3. Publish on website and agreed to during registration.
4. LCS Ethics Policy Committee develops the Ethics Escalation Process
 - a. Define the process to follow, used as a guideline and format.
 - b. Linkage to Cheer, Flag, Tackle, Lacrosse guidelines, parent code of conduct, coaches code of conduct, players code of conduct, TCYFL, etc.
 - c. Define levels of violations i.e. minor, mid and major with associated consequences for a guide for the Ethics Escalation Sub-Committee.
 - d. Meet annually to review policy and amend as necessary.
5. All current LCS Community members are eligible to report a violation or conflict of interest.
6. LCS Board selects the Ethics Escalation Sub-committee members from the current Board and member community.
 - a. Determine make-up of the Ethics Escalation Sub-Committee
 - i. 1 Cheer Board Rep., 1 Football Board Rep., 1 Lacrosse Rep., 1 Parent Rep. (1 year term chosen by LCS Board), 1 child advocate (1 year term chosen by the LCS Board).
7. Ethics Escalation Sub-Committee
 - a. Meets to review and understand their role.
 - i. Use existing concerns to let them role play through the events.
 - b. Meet only when there is an escalation.
 - c. Terms for Board Representatives follow their board term and 1 year for parent/child advocate.
 - d. Review Stallions Code of Conduct and Ethics Escalation Process.
 - i. Make recommendations to the LCS Ethics Policy Committee
 - e. An escalation is received from the LCS Code of Conduct webpage.
 - f. Determines if there is a violation or there is an appearance of a violation.
8. A representative chosen from the E.E.S.C will provide all details related to an issue and act as a liaison to the LCS Board members per incident.
9. The Ethics Escalation Sub Committee comes to a vote for any discipline and recommends to the Full Board for a vote and approval.

