

## **Eagan Basketball Association (EBA) Code of Conduct**

**Effective July 2022**

**Whereas**, the mission of the Eagan Basketball Association (EBA) is to provide an opportunity for boys and girls in grades K through 8th to play the exciting game of basketball; with emphasis placed on fundamentals, player development, sportsmanship and teamwork; and Eagan In-House Basketball is built to teach the kids about the game, the fundamentals and how to enjoy it; and Eagan Traveling Basketball strives to establish competitive teams, led by knowledgeable coaches, with a goal of developing the players to be ready to compete at the next highest level; and

**Whereas**, the Board of Directors of the Eagan Basketball Association (BOD) believes it necessary and beneficial to the EBA mission to establish and enforce a Code of Conduct for all those involved with the EBA;

**Whereas**, in consideration for being involved in or present at EBA games, practices, events, or other activities, the following Code of Conduct applies to all those involved in these activities, including but not limited to players, coaches, parents, guardians, family members, participants, and spectators (hereinafter “EBA participants”).

**Now therefore**, in consideration of the foregoing, the EBA has adopted the following Code of Conduct:

1. All EBA participants are expected to behave in accordance with federal, state and local laws and in a manner that respects the rights and safety of others, maintaining personal control and self-discipline.
2. All EBA participants, by being involved in EBA activities, agree to abide by the EBA’s behavior expectations and its procedures to support these expectations with appropriate consequences.
3. EBA expects EBA participants’ behavior to be free of harassment. Harassment is defined as participating in or conspiring with others to engage in acts that injure, bully, degrade, intimidate or disgrace other individuals, including indecent exposure, displaying pornography, and harassing words or actions that have negative impact on an individual or group because of their characteristics, including through the use of electronic communication. Harassment in violation of EAA’s Code of Conduct may be reported to the BOD.
4. EBA expects EBA participants’ behavior to be free of bullying. Bullying is defined as intimidating, threatening, abusive or harming conduct that is objectively offensive and there is an actual or perceived imbalance of power between the individual engaging in prohibited conduct and the target of the behavior and the conduct is repeated or forms a pattern; or materially and substantially interferes with an individual’s opportunities or performance or ability to participate in an EBA activity. Bullying in violation of EAA’s Code of Conduct may be reported to the BOD.
5. EBA expects EBA participants’ behavior to be that of excellence in sportsmanship. As part of the EBA mission, EBA teaches players and other participants both teamwork and sportsmanship. Our players and other participants shall make efforts to demonstrate sportsmanship at all EBA

activities, including but not limited to displaying respect for teammates, other EBA participants, referees, opposing players, opposing coaches, and opposing fans. Repeated or egregious violations of sportsmanship may result in a player's loss of playing time, a participant's suspension, or a participant's removal from the EBA activity and future EBA activities. Repeated or egregious unsportsmanlike behavior in violation of EAA's Code of Conduct may be reported to the BOD.

- 6. Complaint process:** EBA participants are encouraged to resolve issues at the lowest possible level—first between those involved, then to coach or other individuals overseeing the activity, then to the BOD, then to the BOD President, and then to the Eagan Athletic Association (EAA). If a complaint is not resolved informally, a participant may formally report a violation to any EAA coach or EAA board member. Participants are encouraged to use the EAA Code of Conduct Report of Alleged Violation Form on the [www.eaasports.org](http://www.eaasports.org) website. The EAA Executive Committee may establish an EAA Conduct Board (ECB) with a minimum of six (6) panel members. Complaints may be assigned to a minimum of three impartial panel members. ECB members will endeavor to make a good faith effort to discreetly interview the complainant, alleged violator, parents, coaches and witnesses within a two-week period. During this investigation the ECB may require the parents of a player complainant or alleged player violator to attend practices or games. Based on the severity of the allegations, the ECB reserves the right to enforce additional precautions for player safety. At the conclusion of such an investigation, a summary of investigative findings will be generated. For allegations that are not substantiated or are determined as not being a violation of the Code of Conduct, no further action will be taken. The EAA President will notify both sides of the decision. If the ECB substantiates the complaint, they will issue a decision using the table of consequences on the attached page as guidance. A hardcopy decision and email will be sent to the party found in violation of the Code of Conduct. A duplicate copy will be provided to the violator's coach, the EAA President, the Sport Program President, the Director of Coaching Development and the EAA Administrative Assistant. The complainant will be notified that the complaint has been resolved and given any safety-related information impacting their child.
- 7. Consequences:** The consequences for harassment, bullying, and repeated or egregious unsportsmanlike misbehavior are designed to be fair and consistent while recognizing that each situation may be unique. Consequences misbehaviors not resolved informally or otherwise will be determined at the sole discretion of the ECB and may include verbal or written apologies, suspensions, or removal from EBA activities. In a situation involving violence or perceived/real physical harm, the ECB may remove a participant from a program and its activities during the investigation, for a first offense and/or ban a participant from future participation. If a participant is removed for their conduct, EAA will not refund their participation fee. Consequences apply regardless of whether the misbehavior took place at a location outside a game or practice if it directly affects EAA/EBA programs or activities.