

Title: Conduct and Behavior Policy/Complaint Reporting Procedures

Date: March 2023

**Conduct and Behavior Policy:**

Players, coaches and parents are expected to display at all times, conduct of respect and good sportsmanship. Playing for the St. Cloud Area Youth Basketball Association (SCAYBA) is a privilege and not a right. Because of the tremendous investment of time and money all players and parents have in the program, other players and parents will not be allowed to disrupt or demean activities.

SCAYBA’s policy is that inappropriate, abusive, vulgar, profane, disruptive or disrespectful language or behavior by players, coaches, parents or others associated with the program (e.g. extended family members) will not be tolerated. This includes, but is not limited to inappropriate behavior directed toward teammates, coaches, opponents, parents, fans, and officials. Examples of this are: players walking off the court during a game, ejection from a game (coach, player or parent), gestures, dribbling outside of gym space or designated areas, parents not arriving on time to pick players up after practice or games/tournaments.

The St. Cloud Youth Basketball Association Board members are responsible for dealing with coaches/players/parents on a case by case basis. Misconduct by players will be dealt with by their coach, the board, parents or all.

**Standard Disciplinary Action:**

* 1st occurrence: depending on severity, the violator will be given a verbal and/or written warning by the SCAYBA board. However, the SCAYBA board has the right to deem 1st occurrences as severe enough to warrant more harsh consequences.
* 2nd occurrence: the violator will be suspended from games and practices, suspension may include the next scheduled tournament.
* Upon the 3rd occurrence, the violator may be expelled from St. Cloud Area Youth Basketball Association for the remainder of the year and future years, with no fees being refunded.

**Physical Contact Misconduct:**

* Any player, coach, or parent involved in any intentional physical contact meant to show aggression, threat or do harm during practice or games, or at any event with a presence of SCAYBA teams or players, will result in immediate suspension from the activity until it is complete. The board will review the violation and may decide to suspend the participant for a longer period of time or the entire season. If a player is suspended or expelled, no fees will be refunded.

Every situation is unique and there will always be varying points of view, therefore the Board will discuss and appropriately follow up and/or enforce policy. Based on their findings, the board will then render a decision that may include a discussion with the parent and player or disciplinary action involving written warnings, suspension, and other limitations. If the behavior is severe, the board reserves the right to vote on expedited consequences.

If at any time a parent feels their child is being dealt with too harshly, they may appeal to the St. Cloud Area Youth Basketball Board for resolution. Parents that want to discuss issues about a specific game must wait 24 hours, after the last tournament game, to email or call the coach.

**Conduct Reporting:**

SCAYBA relies on the timely, accurate reporting of misconduct from all participants. The misconduct does not need to be severe; it is important to notify SCAYBA of any conduct that may alter the environment and reduce the enjoyment of the activity for any or all participants.

If, at any time, a participant observes unacceptable conduct, the process for reporting is as follows:

* Document and submit the report in writing – Participant (i.e. parent, coach, player):
  + Download the report form from the policies section of the SCAYBA website. <https://www.scayba.com/page/show/602364-policies>
    - Other formats are acceptable (e.g. email) if the information is thorough and complete.
  + Complete all sections of the form including the contact information.
    - If preferred, the participant may indicate they wish to remain anonymous to others, but must be known to the Director/Board Member.
  + Submit completed form or written report to the appropriate board member or Director.
    - Director and board member’s email addresses and phone numbers are available on the SCAYBA website. <https://www.scayba.com/page/show/354234-scayba-board>
* Report review and follow up – travel director, president and SCAYBA baord
  + Review the report and communicate appropriately with the rest of the board.
  + Conduct further investigation, which may include additional interviews of witnesses and participants.
  + Collaborate with the board on next steps and gain agreement (quorum).
  + Notify affected participants in writing of the results, disciplinary actions, and appeal rights, where applicable.

In the event of an emergency or severe occurrence, alert appropriate law enforcement and event personnel immediately and/or call 911. When the situation is secure or when feasible, contact the appropriate SCAYBA representative.