

CITY OF SALEM SPORTS OFFICE – CONDUCT POLICIES AND PROCEDURES

The following policies have been created to provide clarification regarding the City of Salem's Athletic Programs for participants, parents, coaches and spectators. This policy has been developed with the purpose of maintaining an enjoyable experience for all those that choose to participate in our programs.

Zero Tolerance Policy

We understand that sports are competitive by nature; however as a department we've taken a proactive, zero tolerance stance towards any unsportsmanlike act or conduct deemed inappropriate at any City of Salem sponsored athletic event. Therefore, any parent, coach, participant or official may be disqualified from future participation in leagues or activities sponsored by this department for exhibiting behavior not in accordance with these guidelines.

The below infractions are in no way a complete list of unsportsmanlike conduct, but rather examples of possible consequences for actions deemed inappropriate. The City of Salem reserves the right to vary the length of suspensions based on the severity of the action as well as the history of the individual with the department.

Personal Conduct

The following actions may result in a **ONE** game suspension:

- Receiving a yellow card or technical, personal, or flagrant foul during a game for unsportsmanlike conduct.
- Not complying with the request of game personnel, including but not limited to officials, scorekeepers, site supervisor or other department staff.
- Acting in an unsportsmanlike or inappropriate manner before, during or after a scheduled game or practice.

The following actions may result in a **MULTIPLE** game suspension:

- Using obscene or inappropriate language which includes flagrant gestures.
- Ejection from a game for inappropriate conduct or rules violations (i.e. Red Card/Two Technical Fouls, Two Unsportsmanlike Conduct Penalties)
- Failure to provide City of Salem employees, game officials or site supervisors with the name/s of player/s, coach/s or spectator/s involved in any infraction when requested to do so.
- Failure of a coach to play all participants minimum playing requirements.
- Confronting a parent, coach or game official before, during, or after a game in an inappropriate or unsportsmanlike manner.
- Entering onto the playing field or court during a practice or game to confront a coach, official or any other department staff.

The following actions may result in a **YEAR OR LIFETIME SUSPENSION**:

- Verbal threats or harassment made by a player, spectator or game personnel proceeding, during or following a game.
- Providing false registration information about a parent, coach or participant which makes them eligible to participate in the City of Salem's programs.
- Physical violence towards a player, coach, spectator, scorekeeper, official or any other City employee during or after a game or practice.
- Being under the influence of drugs or alcohol while attending any City of Salem sponsored game, practice or event.

Ejections

Any participant ejected from a game, practice or event must leave the facility and surrounding areas near the facility immediately. The game, practice or event will not continue until that person has been satisfactorily removed from the area by the site supervisor on duty. Failure to comply with this rule will result in the cancellation of the practice, game or event.

Suspensions

Suspensions will consist of a person not being in attendance at any practice, game or event sponsored by the City of Salem Athletics Division during the stated dates of the suspension. If the person in question is spotted in attendance during the stated suspension dates, that person will receive additional penalties and/or banishment from all future participation in City of Salem events.

Please note these penalties are not absolute in dealing with behavioral problems. Severe or unsafe situations could merit the harsher sanctions against the individual.

Corrective Action

The ejected or suspended coach, parent or spectator must meet with City of Salem Athletics Division personnel to and sign the Zero Tolerance Policy which will outline penalties, length of suspension and approved return to action date. **Suspensions will not go in to affect until the coach, parent or spectator signs the Zero Tolerance Policy.**