

# **Avalon/Timber Creek Youth Sports Policy on Harassment and Unsportsmanlike Conduct.**

Avalon/Timber Creek Youth Sports endorses the principles of good sportsmanship as promulgated by the National Pop Warner Little Scholars Inc. and the Mid-Florida Pop Warner Little Scholars. In that regard the Association establishes the following rules with respect to incidents of harassment, and unsportsmanlike conduct.

The Association considers all forms of harassment (including racial, sexual, national origin, and other forms) to be unacceptable behavior because such conduct undermines productivity, degrades, intimidates, isolates, discriminates against individuals in the youth sports environment, and creates unreasonable interference with an individuals ability to perform in sporting activities. Therefore to develop a harassment-free environment for players and spectators, the association expressly prohibits such practices and will take necessary steps to prevent acts of harassment from occurring. The appropriate authorities may discipline any spectator or participant in association activities who engages in harassment.

Verbal slurs and other non-verbal action or physical conduct directed toward any individual constitutes harassment when this conduct:

- A. has the purpose or effect of creating an intimidating, hostile, or offensive environment; or
- B. has the purpose or effect of unreasonably interfering with an individuals work or performance; or
- C. otherwise adversely affects an individual's opportunity in any Association activity.

With respect to the Association no person shall be denied registration to the Association because of the person's sex, race, national origin, ancestry, creed, parental status, or sexual orientation.

Fighting or unsportsmanlike conduct shall be construed to consist of:

an invitation to fight or closely following an opposing player during a disturbance and making any menacing or taunting gesture or sound, shall be considered in participation in the altercation. Furthermore, any athlete, coach, or team personnel member ejected by a contest official from any contest for harassment, fighting, taunting, unsportsmanlike conduct, or for such acts as witnessed by an official before, during, or after any contest will be subject to the penalties listed hereafter.

Participants who are subject to harassment violations will **immediately**:

- a. Report the incident to their coach and complete the Harassment Complaint form.
- b. The coach will report the incident to the Football or Cheer Director.
- c. Coaches notified of allegations will immediately counsel all squad members of the allegations and take appropriate steps to prevent any future incident.

## **Penalty**

Violation of the prohibition against harassment, fighting, taunting, or unsportsmanlike conduct shall bring an automatic suspension for the remainder of that event plus suspension from the next scheduled contest date.

A more severe penalty may be assessed against an individual for a violation if, in the judgment of the board of directors, such action will be beneficial to the future of that sport.

Unsportsmanlike conduct suspension appeals may be made by; participant, parent and or coach. For harassment ejections, there are **no appeals**.