

Articles taken from
**CONSTITUTION AND BYLAWS OF TOWN
CREEK DIXIE YOUTH, INC.**

ARTICLE VII – MANAGERS/COACHES

- (a) The Manager/Head Coach of each team shall be selected and approved annually by the Board of Directors and will be held accountable for the conduct of the members on the field.
- (b) Assistant coaches will be approved by the TCDY board annually and must meet the requirements as listed below
- (c) In order to be considered for a manager's position, you must petition the TCDY Board of Directors for a position. Each petition will consist of, completion of the TCDY code of conduct, code of ethics and agreement of coaching requirements, basic demographic information to include full name, date of birth, address, social security number, contact numbers and references. The TCDY Board of Directors will then conduct a background criminal investigation of each candidate and said names will be added to a list of potential managers for consideration. Each managerial position will be voted on by the TCDY Board of Directors. Each managerial position will be filled with qualified candidates based on several criteria to include; seniority, past history with TCDY, coaching achievements, coaching knowledge and ability to lead youth in a positive manner.

ARTICLE VIII – SUSPENSION

- a) The Board of Directors shall have the authority to suspend from TCDY any member whose conduct is considered by a majority of the Board to be detrimental to the best interests of TCDY.
- b) Members of the Board of Directors shall, upon evidence of the misconduct of any player in connection with the activities of the TCDY, notify the manager of the team of which the player is a member. The manager shall appear with the player's parent in the capacity of an advisor before the next scheduled game.
- c) Any Member of the Board of Directors, who misses 3 consecutive meetings, may be removed from the Board of Directors, due to lack of participation/interest.
- d) Any Coach (head or assistant) who is ejected from a game (regular or post season) by the umpire will serve a mandatory one game suspension, the following game, must leave the playing field area and have **NO** contact with the team and placed on 1 year probation. If any coach is ejected from two games in the same year, said coach **WILL** serve a two game suspension and **NOT** be eligible to manage or coach All-Stars that year and will not be eligible for a coaching position the following year. If a coach is ejected from three games during the regular season, said coach will be indefinitely suspended from coaching for TCDY. It is our hope that these procedures will never have to be used, but as our league grows so does the possibility that someone will abuse the privilege of being a coach. Because our main concern is for the enjoyment and recreation of the hundreds of parents, coaches, and children who are out to enjoy team and family time together, we will not be tolerant of continued violations of the Coaches' Code of Ethics.

ARTICLE XIV. CODE OF CONDUCT

COACHES' CODE OF ETHICS

I hereby pledge to live up to my certification as a Coach by following the Coaches' Code of Ethics:
I will place the emotional and physical wellbeing of my players ahead of a personal desire to win.

I will treat each player as an individual, remembering the large range of emotional and physical development for the same age group.

I will do my best to provide a safe playing situation for my players.

I will promise to review and practice basic first aid principles needed to treat injuries of my players.

I will do my best to organize practices that are fun and challenging for all my players.

I will lead by example in demonstrating fair play and sportsmanship to all my players.

I will be knowledgeable in the rules of each sport that I coach, and I will teach these rules to my players.

I will use those coaching techniques appropriate for all of the skills that I teach.

I will remember that I am a youth sports coach, and that the game is for children and not adults

COACHES MISBEHAVIOR POLICY

(a) The primary description of acceptable behavior for coaches is given in the Coaches' Ethics Statement distributed to all coaches at the beginning of the year. Generally, we have few or no problems with coaches behaving in a manner contradictory to that described in the Code of Ethics. However, occasionally a situation does arise where the behavior of a coach becomes unacceptable. This policy is intended to describe the procedure that the Town Creek Dixie Youth Board of Directors will follow to address such instances. An occurrence of misbehavior must be documented before the Board will address the matter.

(b) Documentation consists of one of two forms: 1) a Board member personally witnesses the misbehavior and brings the matter before the Board, or 2) an eyewitness has observed the misbehavior and submits a written complaint to a Board member within 1 week of the misbehavior.

(c) Within 3 days of having received the documentation of the incident, the board will appoint a Review Committee made up of the President, the Vice President, and the Commissioners to which the offending coach belongs. The Review Committee will interview those filing the complaint, seek to interview others present who witnessed the behavior, and interview the coach and or coaches whose actions are in question. The Review Committee may determine that the event was not a serious violation of the behavior code, or that circumstances dictate that the event be ignored. If such is the case, the matter will be dropped and all participating parties will be notified.

(d) The Review Committee may determine that the violation was serious and calls for punitive action by the Board.

The first step in such action is for the Board to issue a letter of warning to the coach indicating the Board's disapproval of the indicated behavior, and to advise the coach that he or she is being placed on probation for the remainder of the season. The warning letter will also advise the coach that subsequent occurrences will result in further disciplinary action including but not limited to the suspension of the coach from a part of or all of the remaining season. The letter will be signed by the three members of the Review Committee and delivered to the offending coach for his acknowledgment and signature. A copy will be given to the coach, and the Commissioners from the Review Committee will present the action and a copy of the letter to the Board at its next regularly scheduled meeting. Those filing the complaint will also be notified of the actions taken by the Board.

(e) In the event that the Review Committee finds the first offense to be serious enough to warrant a punitive action greater than a warning, the Review Committee shall call an emergency meeting of the Board of Directors to discuss the situation. At that meeting the Review Committee will present their evidence and recommendation for punitive action up to and including immediate suspension. Upon a vote

of two thirds (2/3) of the total number of board members, that coach shall be reprimanded as recommended and suffers all consequences as determined by the Board of Directors.

(f) If a coach behaves in such a manner as to create a second event of misbehavior during his or her probationary period the Board will react to implement further disciplinary action. The Review Committee will investigate the incident and report its findings and recommendation to the Board. The Review Committee will recommend suspending the coach for any or all of the remainder of the season. Written notification of the suspension will be presented to the offending coach.

(g) If it is necessary that the coach be suspended for the remainder of the season the Board will appoint a replacement coach and the Review Committee will meet with the parents and players of the team to advise them of the Board's actions.

(h) Any coach that is suspended for the year will not be allowed to take a coaching position the following year.

(i) Any Coach (head or assistant) who is ejected from a game (regular or post season) by the umpire will serve a

mandatory one game suspension, the following game and placed on 1 year probation. If any coach is ejected from

two games in the same year, said coach WILL serve a two game suspension and NOT be eligible to manage or coach All-Stars that year and will not be eligible for a coaching position the following year. If a coach is ejected from three games during the regular season, said coach will be indefinitely suspended from coaching for TCDY. It is our hope that these procedures will never have to be used, but as our league grows so does the possibility that someone will abuse the privilege of being a coach. Because our main concern is for the enjoyment and recreation of

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