

## Drugs, Alcohol and Tobacco Policy

The pressure to use drugs, alcohol and tobacco is a serious problem facing our all of our youth today and with the actual use of drugs, alcohol and tobacco potentially leading to life altering consequences; it is a matter we all must confront.

Since its inception, the Acers Fastpitch Organization (AFO) has adhered to a “zero tolerance” policy toward the use of drugs, alcohol and tobacco by our players. Such a policy is a reflection of our values as an organization and the high expectations we holdout for every student athlete associated with Acers. In fact, we not only expect every Acers player to abstain from using drugs, alcohol and tobacco, we expect our student athletes to be leaders at their schools and in our communities by modeling abstinence and actively applying peer pressure against the experimentation and use drugs, alcohol and tobacco. We believe elite athletes such as those playing for the ACERS organization have the ability and responsibility to influence their peers against the experimentation and use of drugs, alcohol and tobacco.

While remaining steadfastly committed to a “zero tolerance” policy toward the use of drugs, alcohol and tobacco, we recognize from time-to-time we will have a player may make a bad decision and violate this policy. In order to find a balance between our “zero tolerance” policy and our desire to not give up on any player following a single mistake, the AFO Board has updated its policies to include special provisions in the event the family or player self-report a violation. Effective as of June 1, 2012, the policies surrounding drugs, alcohol and tobacco will be:

1. A player’s actual use or the encouragement of the use of drugs, alcohol or tobacco in any form at a practice, tournament or any other Acers sponsored event will result in the immediate suspension of the player from the team until such time as the matter can be investigated by members of the Board’s disciplinary committee (Note: This policy does not apply to medications prescribed by a medical professional to any player). If after reasonable inquiry a violation of this policy is verified, the player will be suspended from the team for the balance of the softball season and all privileges involving practice or the use of the facility will be revoked. A player suspended for violation of this policy will not be entitled to a return of any fees paid. For purposes of this policy a “softball season” will run from approximately September 1 through the first part of August the following year. (Note: While the suspended player will have a right to try out for an Acers team for the subsequent year following suspension, the family and player will need to demonstrate to the satisfaction of the Board that all of the conditions set forth in sections 2(i), (ii) and (iv) below have been fully complied with by the family and player.)
2. Self-Report by Family or Player. In the event of a player’s actual use of drugs, alcohol or tobacco in any form in any other situation not associated with an Acers sponsored event (i.e., practice, tournament or other related Acers activities) AND the incident in question is reported to Acers by the family or player, the following will apply:

The player will not be suspended from practice or team play so long as the family and the player agrees to and satisfy all of the following conditions: (i) the family/player must consent to (a) enroll in a mutually agreed upon counseling program, and (b) submit to 3 consecutive monthly

drug tests from a certified medical professional with the results sent to a designated board representative (Note: Drug tests are only required in the case of drug use and will not be required in the case of alcohol or tobacco use); (ii) there are no further violations or verifiable use of drugs, alcohol or tobacco; (iii) parent or guardian must be present at all Acers sponsored team events, that their player attends, for 3 months following the violation, (iv) the parents and player refrain from derogatory or divisive communications involving the Acers organization and its coaches, and, (v) all amounts due to the club/team for the balance of the year must be paid in full. The parties will exercise reasonable care in keeping the matter confidential. Any subsequent violation will result in suspension under section 1 above. Any associated cost for counseling and/or drug tests will not be paid for by the AFO.

3. **Third-Party Report.** In the event of a third-party's report of a player's purported use of drugs, alcohol or tobacco in any form in any other situation not associated with an Acers sponsored event, the AFO Board will undertake an investigation of the matter to determine if the report can be verified by people with first-hand knowledge of the incident. In all instances, the Board reserves the right to take any and all disciplinary steps it deems appropriate – including taking no steps at all - based on available information, including the suspension of the player from her team under section 1 above.

4. Notwithstanding the above policies and guidelines surrounding the use of drugs, alcohol and tobacco, the Board reserves the right, in its sole discretion, to modify the terms and conditions for reinstatement of playing status based on the Board's investigation of any particular incident.