

Jags League would institute a new policy (as of 3/1/18) to enforce a strict "no coaching" and "no remarks Campaign for the Referees, Others, Parents, Coaches and Players" to teams in the League. When Coaches sign up a team they must agree to this New Policy for 2018.

# Jag's League Harassment Policy

Harassment of any kind policy of others i.e. Others, Parents, Coaches and Referees.

## #No Coaching & No Remarks

### **Policy Statement**

It is the policy of Jags League to promote a cooperative sports environment in which there exists mutual respect for all athletes, coaches, officials, volunteers and staff. Of all type of harassment is inconsistent with this objective and sports opportunity without regard to age, sex, sexual orientation, alienage, citizenship, religion, race, color, national origin, ethnic origin, disability or any other personal status. Harassment of any kind is illegal under Federal and State laws and will not be tolerated within the Jags League.

### **Prohibited Conduct**

It is a violation of Jags League policy for any volunteer, employee, member coach, player or member of Jags to engage in any type of harassment or to retaliate against any member of Jags, players, coaches, parents and referees for raising an allegation of any harassment or for filing a complaint alleging all harassment.

### **Definition of Harassment for purposes of this policy**

Any harassment is defined as unwelcomed comments, sexual, verbal, physical, electronic, or other conduct based upon an individual's protected status (as defined in this policy) that creates a hostile environment or involves a quid pro quo exchange. Harassment occurs when this type of conduct unreasonably interferes with an individual's: oral and written communications or physical conduct. While participation in any Jags event activity by an individual(s), such conduct has the purpose or effect of interfering with an individual's work, sport performance or participation in Jags activities or creates an intimidating, hostile or abusive environment at a Jags sports event for that person(s).

Jags League has developed procedures to implement this policy. The President/Board Officers has ultimate responsibility for overseeing compliance with this policy. In addition, each Officer, Committee Chair, Director, Head Coach, Assistant Coach, Team Leader, Team Manager and players are required to report any complaint of harassment to the next person in charge to move it up it chain to be followed up by the Jags League. All employees and members of Jags League are required to cooperate in any investigation. If they fail to report any incident of harassment, or refuse to cooperate in any investigation, they may effectively waive or forfeit any available remedies. They may themselves be subjected to disciplinary action for failure to comply with this Jags League Harassment Policy.

Investigation as designated by the Jags League representative shall schedule a confidential meeting with the person making the complaint. Thereafter, that representative shall thoroughly investigate the complaint, which investigation will include an interview with the alleged harasser and any potential witnesses. Upon completion of the investigation, the person making the complaint shall be contacted and advised of the outcome of the investigation. Jags League will conduct the investigation as expeditiously as possible and will act upon its results as appropriate. Outcomes could include, but are not limited to; Team fine, referral of the complaint to State Affiliate Judicial Committee for a hearing, mandatory mediation, and/or immediate disciplinary measures as order by the Jags League. Jags League reserves the right to end investigations in its sole discretion on its own accord by request of the complaining party.

Jags League Contact Person; current President,

A person wishing to file a complaint may do so by contacting any of the following: Team Manager, any Coach At Jags League competitions and activities: in addition to the above, the person in charge of the event, competition or activity.