

Eagan Athletic Association (EAA) Policy on Player Code of Conduct

Effective July 2018

Players are expected to behave in accordance with federal, state and local laws and in a manner that respects the rights and safety of others, maintaining personal control and self-discipline. To help ensure this, EAA has established clear player behavior expectations and has further established procedure to support these expectations with appropriate consequences.

Harassment is defined as participating in or conspiring with others to engage in acts that injure, bully, degrade, intimidate or disgrace other individuals, including indecent exposure, displaying pornography, and harassing words or actions that negatively impact on an individual or group because of their characteristics, including through the use of electronic communication. Harassment is in violation of EAA's Code of Conduct and may be reported.

Bullying is defined as intimidating, threatening, abusive or harming conduct that is objectively offensive and there is an actual or perceived imbalance of power between the player engaging in prohibited conduct and the target of the behavior and the conduct is repeated or forms a pattern; or materially and substantially interferes with a player's opportunities or performance or ability to participate in a sport. Bullying is a violation of EAA's Code of Conduct and may be reported.

Complaint process:

Players are encouraged to resolve issues at the lowest possible level. If a complaint isn't resolved informally, players may formally report a violation to any EAA coach or EAA board member. Players are encouraged to use the EAA Code of Conduct Report of Alleged Violation Form on the www.eaasports.org website. The EAA Executive Committee may establish an EAA Conduct Board (ECB) with a minimum of six (6) panel members. Complaints may be assigned to a minimum of three impartial panel members.

ECB members will endeavor to make a good faith effort to discreetly interview the complainant, alleged violator, parents, coaches and witnesses within a two week period. During this investigation the ECB may require the parents of the complainant or alleged violator to attend practices or games. Based on the severity of the allegations, the ECB reserves the right to enforce additional precautions for player safety.

At the conclusion of such an investigation, a summary of investigative findings will be generated. For allegations that are not substantiated or are determined as not being a violation of the Code of Conduct, no further action will be taken. The EAA President will notify both sides of the decision. If the ECB substantiates the complaint, they will issue a decision using the table of consequences on the attached page as guidance. A hardcopy decision and email will be sent to the party found in violation of the Code of Conduct. A duplicate copy will be provided to the violator's coach, the EAA President, the Sport Program President, the Director of Coaching Development and the EAA Administrative Assistant. The complainant will be notified that the complaint has been resolved and given any safety-related information impacting their child.

Consequences:

The consequences for harassment and bullying misbehavior are designed to be fair and consistent. Consequences will be determined at the sole discretion of the ECB using the table of consequences on the following page as guidance. In a situation involving violence or perceived/real physical harm, the ECB may remove a player from a program during the investigation, for a first offense and/or ban a player from future participation. If a player is removed for their conduct, EAA will not refund their participation fee. Consequences apply regardless of whether the misbehavior took place at a location outside a game or practice if it directly affects EAA programs or activities.

Table of Consequences

MISBEHAVIORS	1 ST OFFENSE	2 ND OFFENSE
BULLYING AND HARASSMENT		
INVOLVING PLAYER (GRADES K-3)	Ranges from verbal apology to one practice or game suspension	1+ game suspension
INVOLVING PLAYER (GRADES 4-5)	Written apology, child must read and sign NAYs.org printout, and 1 practice or game suspension	2+ game suspension to removal from sport season
INVOLVING PLAYER (GRADES 6-8)	Specific written apology, 1+ game suspension, child must read and sign NAYs.org printout and parent must attend all practices if requested.	3+ game suspension to removal from sport season