

Upper Queen Anne's Youth Association (UQA)

Code of Conduct

Effective Date: July 1, 2025

Purpose

The UQA Code of Conduct establishes clear expectations for behavior among all participants involved in UQA programs — including players, parents/guardians, coaches, volunteers, and spectators. This Code supports a positive, respectful, and developmentally appropriate environment in line with UQA's mission to promote fair play, good sportsmanship, and youth development.

All participants are expected to uphold this Code as a condition of registration, employment, appointment, or involvement with any UQA-affiliated program or activity.

For Parents & Guardians

As a parent or guardian of a youth participating in UQA, I agree to:

- Promote a positive attitude and show respect to all players, coaches, officials, and volunteers.
- Never engage in or tolerate abusive, disrespectful, or disruptive behavior at practices, games, meetings, or events.
- Refrain from coaching my child or other players during games and practices unless officially assigned as a coach.
- Address any concerns through the proper chain of communication: Coach → Program Director → Board.
- Wait 24 hours after any incident or disagreement before initiating a complaint or concern, in order to allow for reflection and constructive dialogue.
- Support my child's commitment, effort, and growth over wins or stats.
- Ensure my child arrives on time and is picked up promptly for practices and games.

For Coaches

As a UQA coach or assistant, I agree to:

- Create a safe, respectful, and inclusive team environment.
- Abide by all rules set by the Association and my program's Playbook.
- Model integrity, self-control, and good sportsmanship at all times.
- Communicate constructively with players and families and avoid favoritism or retaliation.
- Prioritize player safety, skill development, and fun.
- Comply with all background checks, certifications, and safety requirements.
- Report any Code of Conduct violations or safety concerns to my Program Director promptly.

For Players

As a player participating in UQA, I agree to:

- Respect my teammates, coaches, opponents, officials, and volunteers.
- Always give my best effort in practices and games.
- Listen to my coaches and follow directions.
- Take care of uniforms and equipment issued to me.
- Demonstrate good sportsmanship whether winning or losing.
- Accept coaching feedback respectfully.
- Never use foul language, make fun of others, or fight.
- Report any Code of Conduct violations or safety concerns to a Coach promptly.

For Volunteers and Spectators

All volunteers and spectators at UQA events agree to:

- Model respectful behavior for the children participating.
- Follow all posted field/facility rules.
- Avoid interfering with practices or games unless authorized to assist.

- Comply with any requests or instructions from coaches, referees, or Board Members.
- Help create a positive environment for all athletes and families.

Non-Solicitation Policy

All volunteers, coaches, and staff members of UQA are strictly prohibited from using their role or access to UQA platforms or communications for any form of solicitation — including personal, professional, or organizational outreach — that is not directly approved by the Association.

This includes, but is not limited to:

- Promoting or selling personal business products or services to UQA participants or families
- Recruiting for non-UQA sports organizations, programs, or clubs
- Distributing flyers, business cards, or online invitations unrelated to UQA programming
- Using contact information obtained through UQA for non-UQA purposes
- Disseminating or distributing UQA contact lists, participant information, or internal materials to any outside individuals, organizations, or platforms without explicit authorization

Violations of this policy may result in immediate removal from any volunteer or coaching role and/or permanent disqualification from participation in UQA programming.

Unacceptable Conduct & Behavioral Expectations

UQA is committed to creating a safe and inclusive environment free from harmful behavior, manipulation, or drama. The following are expressly prohibited:

- Public slander, gossip, or defamation of UQA, its volunteers, staff, players, or parents — including on social media or through word-of-mouth.
- Actions that foster division within a team or program by undermining trust, creating drama, or spreading negativity.

- High-conflict, volatile, or toxic behavior that damages morale or detracts from the youth experience.
- Skipping the appropriate communication chain (e.g., posting grievances publicly or engaging other parents rather than addressing concerns directly with coaches or program leaders).

Concerns must be addressed directly and respectfully, beginning with the appropriate coach. If unresolved, they should then be brought to the Program Director, and if still necessary, to the Board. Failure to follow this protocol, or repeated engagement in harmful behavior, may result in removal from the Association at the discretion of the Board.

Anti-Harassment and Anti-Discrimination Policy

UQA is committed to providing a safe, inclusive, and respectful environment for all participants regardless of race, color, religion, gender, sexual orientation, age, national origin, disability, or any other protected status.

Harassment of any kind — including physical, verbal, written, or online — will not be tolerated. This includes bullying, intimidation, threats, or derogatory language directed at any participant, volunteer, coach, or staff member.

Violations of this policy may result in immediate removal from UQA programs and permanent disqualification from participation.

Electronic Communication and Social Media Policy

All digital communication related to UQA activities must be respectful, age-appropriate, and transparent.

Coaches and volunteers may only use approved team communication tools and must copy a parent or guardian on any direct message to a minor.

Any use of social media to publicly criticize, defame, or create division within UQA programs may result in disciplinary action.

Group chats or digital platforms used for team communications must remain free from offensive language, personal attacks, or drama. Program Directors may request review or removal of such platforms if misuse occurs.

Compliance with League and Partner Organization Rules

All participants, volunteers, coaches, and families are expected to comply with the rules and codes of conduct set forth not only by UQA, but also by the organizations with which UQA is affiliated — including leagues, tournaments, events, and partner programs. Failure to adhere to the rules of these external entities may result in disciplinary action by UQA in addition to any penalties imposed by the external organization.

Authorized Engagement with Vendors and Partners

Only authorized representatives of the UQA Board or designated Program Directors may contact, direct, or coordinate with vendors, sponsors, service providers, or affiliate organizations on behalf of UQA.

Parents, volunteers, or staff members shall not initiate or interfere with communications or relationships with UQA partners unless explicitly authorized by the Association.

Unauthorized engagement may result in disciplinary action, including removal from volunteer roles or restriction from program involvement.

UQA Name, Logo, and Brand Use Policy

The use of the “UQA” name, logos, program names, or other brand elements is strictly prohibited without written authorization from the UQA Board or its designated officers. This includes, but is not limited to:

- Creating or selling unofficial merchandise or apparel
- Launching social media pages, group chats, or websites that appear to represent UQA or any of its programs
- Using the UQA name or brand to raise funds, advertise, or represent the organization publicly in any capacity

Unauthorized use of the UQA brand may result in immediate removal from the Association and potential legal action where appropriate.

Reporting Concerns

Concerns or violations of this Code may be reported directly to a Program Director, the Vice President, or the UQA President.

Anonymous concerns may be submitted via email to: **info@uqalions.org**

All concerns will be handled with discretion and in accordance with the grievance resolution procedures outlined in UQA's governing documents.

Financial Obligations and Non-Payment

All participants and families are responsible for satisfying registration fees and any applicable program costs by the deadlines set by the Association or its programs.

Failure to fulfill these obligations may result in the suspension or removal of the participant from practices, games, or events, and may result in a restriction from future participation.

Families in need of financial assistance must communicate directly with their Program Director to request a scholarship or payment plan prior to the due date.

Consequences for Violations

Violations of this Code of Conduct may result in disciplinary action by the Association, including but not limited to:

- Verbal or written warning
- Suspension from practices or games
- Removal from staff or volunteer position
- Expulsion from participation in one or more UQA programs
- Permanent removal from all current and future UQA programs and activities

Misconduct in any UQA program, or in any capacity (including as a parent, guardian, spectator, coach, or volunteer), may result in enforcement across all UQA programs. This means that individuals may be restricted or removed not only from the specific program where the violation occurred, but from all UQA activities if deemed appropriate.

UQA reserves the right to refuse service or participation to any individual whose behavior or actions are determined—by the Board or Executive Officers—to be detrimental to the best interests of the organization, its participants, or its mission.

Disciplinary decisions will be made by the Program Director and/or UQA Board in accordance with the policies outlined in the Bylaws and any applicable procedures.

Acknowledgement

By registering with or participating in UQA programs, all participants and families agree to abide by this Code of Conduct. This Code is subject to updates by Board resolution and will be communicated to all stakeholders as needed.