



Lead      Achieve      Xcel

# GREENEVILLE LACROSSE CLUB

## *POLICIES & PROCEDURES MANUAL*



## **TABLE OF CONTENTS**

<b>MISSION STATEMENT.....</b>	<b>pg.4</b>
<b>OBJECTIVES.....</b>	<b>pg.4</b>
<b>PHILOSOPHY OF YOUTH SPORTS.....</b>	<b>pg.5</b>
<b>Code of Conduct.....</b>	<b>pg. 6</b>
<b>GENERAL POLICIES.....</b>	<b>pg. 9</b>
A. Participation	
B. Sign-ups	
C. Creating Balanced Teams	
D. Team Formation Process	
E. Practice and Game Schedules	
F. Game Cancellations	
G. Locations	
H. GLC Rules	
I. Payments	
J. Insurance	
K. Medical Emergencies	
L. Photos	
M. Trophies	
N. Fundraising	
O. Selection of Volunteer Coaches	
P. Grievances	
Q. Protests	
<b>SOCIAL MEDIA POLICY.....</b>	<b>pg. 14</b>
<b>ANTI-BULLYING POLICY.....</b>	<b>pg. 19</b>
<b>DATV POLICY.....</b>	<b>pg. 21</b>
<b>DIVERISTY, EQUITY, and INCLUSION POLICY.....</b>	<b>pg. 21</b>
<b>ATHLETE PROTECTION AND SAFETY POLICY.....</b>	<b>pg. 22</b>
<b>EMERGENCY ACTION PLAN.....</b>	<b>pg. 23</b>
<b>CONCUSSION MANAGEMENT PLAN.....</b>	<b>pg. 25</b>
<b>SUDDEN CARDIAC ARREST .....</b>	<b>pg. 27</b>
<b>HEAT ILLNESS PREVENTION AND DEHYDRATION POLICY.....</b>	<b>pg. 30</b>
<b>LOWER EXTREMITY INJURY PREVENTION PLAN .....</b>	<b>pg. 31</b>
<b>WEATHER POLICY.....</b>	<b>pg. 32</b>
<b>PARTICIPANT SECTION.....</b>	<b>pg. 34</b>
a. Responsibilities and Expectations	
b. Players Code of Ethics	
c. Corrective Action Policy	
<b>PARENTS SECTION.....</b>	<b>pgs. 36</b>
a. Responsibilities and Expectations	
b. Parents Code of Ethics	
c. Corrective Action Policy	
d. Complaint against a Coach Procedure	
<b>COACHING EXPECTATIONS.....</b>	<b>pgs.</b>

## **Welcome to the Greeneville Lacrosse Club!**

Participation in youth sports plays a valuable role in the development of children. Aspects of teamwork, dedication, discipline, physical fitness, self-esteem, and fair play all contribute to the overall growth and maturation of young people. Greeneville Lacrosse Club takes this responsibility seriously and strives to offer quality programs which will aid in all these aspects of development.

This handbook is presented to serve as a reference for you, as a parent or coach, so you will understand the philosophies of this organization regarding youth sports and allow you to do your part to make each program a success. If everyone works together and does their best to enrich the lives of children in Greene County and Greeneville City, we can accomplish remarkable things.

I look forward to your involvement with Greeneville Lacrosse Club programs!

Sincerely,

Jessica Lewis  
President, Co-Founder  
Greeneville Lacrosse Club

# MISSION STATEMENT

The mission of the Greeneville Lacrosse Club is to *promote and teach the sport of lacrosse, develop strength of character in a positive culture while encouraging players to be the best person they can be both on and off the field.*

# OBJECTIVES

The objectives of Greeneville Lacrosse Club are as follows:

- To offer affordable and accessible lacrosse programs as a service to the community.
- To offer an equal amount of participation opportunities to both young men and women regardless of race, creed, religion, or socio-economic status.
- *To make these programs safe and enjoyable in an atmosphere that promotes learning and participation first and competition second.*
- To have the best possible people volunteer as coaches and to thoroughly train them to do the best that they can.
- *To demand from our coaches that those who need the most assistance be given it, rather than those who are already advanced.*
- To expect that good sportsmanship and fair play are standard behaviors.
- To demand from our parents to respect our volunteer coaches by being supportive of their coaching strategies and philosophies.
- To ensure that the child's participation in youth sports is a **positive** and worthwhile experience.

# PHILOSOPHY OF YOUTH SPORTS

The Greeneville Lacrosse Club fervently believes in the benefits of participation in organized youth sports. Participation in sports has proven to build self-esteem, promote teamwork, develop the body as well as the mind, and is an integral part of the maturation process. Therefore, the goal of the Greeneville Lacrosse Club is to provide programs and services to young people of all backgrounds that will build the foundation for them to grow up healthy,

competent, and caring individuals in our community. In order to operate successful youth sports programs; we will enforce the following five philosophies:

- **Everyone plays:** Our program goal is for kids to play. We mandate that every player on every team must play at least half of every game. *High school is more competitive and this may not be guaranteed.*
- **Balanced Teams:** Each year we form new teams as evenly balanced as possible because it is fair and more fun when teams of equal ability play.
- **Open Registration:** Our program is open to ALL children between the ages of Kindergarten through 12<sup>th</sup> grades.
- **Positive coaching:** Encouragement of player effort provides for greater enjoyment by the players and ultimately leads to better skilled and better motivated players.
- **Good Sportsmanship:** We strive to create a positive environment based on mutual respect rather than a win-at-all-costs attitude. Our program is designed to instill good sportsmanship in every facet of GLC programs.

# Code of Conduct

By registering with Greeneville Lacrosse Club, players and parents agree to abide by our Code of Conduct. In becoming a member of the lacrosse community an individual assumes certain obligations and responsibilities to the game of lacrosse and its participants. The essential elements in this "Code of Conduct" are HONESTY and INTEGRITY and align with [USA Lacrosse's Code of Conduct](#).

As Members of GLC, we will conduct ourselves in a manner that both earns and displays respect for all aspects of our sport:

- The history of lacrosse
- Lacrosse in its present form
- Those who have played the game before us
- Those who will play the game after us
- Our competitors
- Our teammates
- Our spectators
- Our sponsors
- Our families
- Our coaches
- Our officials
- Our league
- Our town
- Ourselves

## **Our Commitment to the Code:**

We acknowledge and accept the specific responsibilities and actions that will demonstrate that respect.

### **As Coaches we commit to the following:**

- Share our passion for the sport of lacrosse and team sports in general
- Provide a safe, structured, positive learning environment
- Begin and end practices on time
- Arrive to practices and games prepared and with a plan
- Organize players for games and coach for success
- Reward sincere effort with positive reinforcement
- Promote physical fitness, mental acuity, and emotional tenacity
- Underscore the importance of schoolwork
- Serve as a positive role model
- Accept that players are all different and respect their strengths and limitations
- When detected, never allow bullying to continue
- Ensure that both sidelines of the field are under control
- Demonstrate true hospitality to opposing teams

### **As Players we commit to the following:**

- Upon arrival for practice, get prepared promptly and listen for a coach's instruction
- Be sure to bring all required equipment to practices and games, as well as water and possibly a snack
- Endeavor to arrive rested, nourished, hydrated, and ready to exert yourself
- Enter the practice or playing field only when properly equipped
- Stay focused, attentive, and cooperative during practice
- Absolutely no "smack talk", cheap hits, ball hogging, or bullying
- Run and jog during drills, do NOT walk
- Find time to practice on your own between team practices
- Treat opposing teams and game officials with respect
- Show appreciation for all spectators who have come to watch you compete
- Treat both team and personal lacrosse equipment with care and respect
- Remember that you represent The Pioneers both on and off the field
- Acquire and demonstrate a knowledge of lacrosse
- Strict adherence to the GLC Drug, Alcohol, Tobacco and Vaping Policy

### **As Parents we commit to the following:**

Ensure our players are at practice in time to get prepared and start promptly at the designated time

- Pick-up players promptly at the end of practice
- Ensure players arrive a full 1/2-hour prior to the designated game start time
- Ensure players arrive with all equipment required to practice and/or play
- Ensure that players arrive to both practices and games rested, hydrated, and fed
- Ensure players have water and, if appropriate, nutritious snacks for games and practices
- Encourage players to maintain a positive attitude
- Encourage players to practice individually between team practices
- Emphasize the mastery of skills over team victories or individual accolades
- Facilitate players watching college and/or professional lacrosse games in-person, on TV, or online
- Acquire a baseline understanding of lacrosse in order to share your player's enthusiasm
- Ensure equipment and uniforms are returned promptly and in good condition at the end of the season
- Avoid "coaching" or shouting negative comments from the sidelines
- Avoid forcing an unwilling player to participate
- Encourage positive interaction with spectators from the opposing team
- Applaud good play and acts of sportsmanship by both teams during a game



# GENERAL POLICIES

## Participation

- Most GLC programs are participatory in nature and do not require participants to try-out to participate.
- All programs will emphasize the pleasure of skill development and physical fitness and avoid preoccupation with winning and perfectionism.
- Where equal and separate programs do not exist, girls and boys will be granted an equal opportunity to participate.
- Each child should receive playing time as described in individual sports rules. Every player participates for a significant period of time in every game or practice.

## Sign-Ups

1. Every program has registration deadlines and unique rules on how the GLC must assemble teams. The Board will establish sign-up periods for each program and will allow enough advance time for complete teams to be assembled before registration deadlines.
2. **Team Requests - We do not honor special requests.** We are dedicated to making teams as BALANCED as possible.
3. Because of team size restrictions, signing up does not guarantee a position on a team roster. Therefore, GLC takes sign-ups on a *first-come, first-serve basis*. Reasonable efforts will be made to create additional teams when available teams are over-enrolled.
4. Team Size
  - A. GLC establishes minimum team sizes for each team based upon experience. This is done to reduce forfeited games and to assure that players have reasonable rest breaks.
  - B. GLC establishes maximum team sizes for each team based upon experience. This is done to assure reasonable levels of playing time for each registered player and to assure that each has the opportunity to receive appropriate amounts of direction from the coaches.

- c. GLC, from time to time, will approve minor changes to the minimum or maximum team sizes to deal with unique circumstances that may arise. GLC may consult a coach if we are considering making changes.
5. GLC will allow a child to move up or down an age division per guidelines set forth by USA Lacrosse if the other team has a shortage of players. Players moving up or down an age level will not do so for the purpose of replacing rostered players in order to achieve an advantage.

The purpose of allowing players to do so is to provide them the opportunity to further develop first, their love of lacrosse, and second, their understanding of fundamentals of the game, and third, to help with their individual skill development. The program coordinator will confer with other teams' coordinators to ensure all are made aware and are in agreement.

## Team Formation Process

When GLC has more than one team entered in the same classification/age group, the following criteria will be used to formulate team rosters; with the objective of creating evenly matched and diverse teams by distributing players equitably (listed below by priority). **We are sorry we cannot honor specific team, coach or carpool requests. "The only exception will be siblings registered in the same age and coaches with their children.**

- For grades K-2 a random draft process based on age, grade, and experience will be used.
- For grades 3-6 team formation is based on several criterion:
  1. Grade, Age, or Both
  2. Experience and skill level
  3. Skills sessions may be held prior to each season to assist high school coaches and volunteer staff to informally evaluate players and make informed decisions.
  4. Past Rosters

## Practice and Game Schedules

- Practice and game schedules are prepared according to the following criteria:
  - A. Facility availability. There may be times, with limited notice, that regularly scheduled activities may be canceled or relocated to a different facility.
  - B. Coach's availability: For some program's coaches are able to choose which days they are available to practice. Most times we do not know who is coaching until registration has been completed and coaching applications have been accepted.
- Field availability is extremely limited. GLC must ensure that fields we are allowed to use are properly maintained, therefore, weather can play a significant part in determining whether to have practices or games.

## Cancellations and Rescheduling

- If a game is canceled due to weather or other unforeseeable circumstances, all efforts will be made to reschedule that game.
- However, due to time restraints and/or field usage conflicts, some games may not be rescheduled.
- It will be the decision of the Greeneville Lacrosse Club and head coaches of some of the programs to decide if and when the games will be made up.

## Locations

- Field locations and facility locations are indicated on the schedules of each individual team.

## Lacrosse Rules

- Website links can be found at [Resources for Players and Parents | USA Lacrosse](#)
- Parents are encouraged to read the rules to become familiar with the sport.

## Payments and Refunds

- Payments are due for all programs at time of registration.
- If a program is canceled, the participant is entitled to a full refund or a credit to the individual's household account for use within the current fiscal year.

- Refunds to those who choose to drop a program will be determined on a case by case basis. In order to cancel and receive a refund (minus a \$5.00 administrative fee) you must personally contact the Program Coordinator. You will receive a reply from GLC within (5) five business days.

## **Insurance**

- While GLC maintains a general liability insurance policy, it is required that all participants be covered as a member of US Lacrosse.

## **Photo Release & Team Photos**

- Photographs are occasionally taken of program participants during various GLC activities. These photographs are used to promote GLC. If you prefer that you or your child not be photographed, please notify us.
- The GLC will schedule team photos for all youth sports. Photos are optional-participants do not need to purchase.

## **Trophies/Awards**

Coaches are encouraged to have an end-of-season party for their teams.

## **Fundraising**

- No individual fundraising efforts will be permitted.
- All donations and sponsorships must be approved by the Greeneville Lacrosse Club
- All revenue will be maintained and allocated by Greeneville Lacrosse Club.
- Families are expected to participate in GLC fundraising events.

## **Selection of Volunteer Coaches**

Application Procedure: In order to ensure the safety of all participants in the Greeneville Lacrosse Club, all individuals wishing to volunteer as a coach for a youth sports team within the Greeneville Lacrosse Club must follow this procedure:

- Submit to Greeneville Lacrosse Club, a completed Volunteer Application
- Procure membership with US Lacrosse and provide verification of background check
- Meet with Board of Greeneville Lacrosse Club
- Participate in Volunteer Training Sessions and Coaching Sessions
- All coaches are required to work towards US Lacrosse Level 1 Coaching Certification.

A person will be disqualified and prohibited from serving as a volunteer with the Greenville Lacrosse Club if the person:

- Fails to consent to a personal criminal background search; or
- Has been convicted (including crimes whereby a plea of “no contest” was entered) of a crime of child abuse, sexual assault, child neglect, murder, voluntary manslaughter, felony assault, arson, robbery, burglary, indecent exposure, public lewdness, terrorist threats, any offense against a minor, kidnapping, or felony violations of the Controlled Substance Act; or,
- Has been twice convicted, in any combination, of the following offenses: Misdemeanor Assault, or any violation of the Controlled Substance Act; or,
- Has been subject to any court order involving any sexual abuse or physical abuse of a minor, including but not limited to domestic order for protection.
- Has been adjudged liable for civil penalties or damages involving sexual or physical abuse of children; or
- Has been subject to any court order involving any sexual or physical abuse of a minor, including but not limited to domestic order for protection. The Greenville Lacrosse Club shall have final decisions on all personnel matters.

## **Grievances**

- Any participant, parent, or volunteer may file a grievance when necessary. All grievances should be written and directed through the following sequence of authorities: Coach; Program Coordinator; Board Member; President.
- Grievances will be heard regarding all matters pertaining to conduct in violation of the Code of Ethics as indicated within the Greenville Lacrosse Club Youth Sports Program Policies and Procedures manual.
- The procedure for filing a grievance is to first provide the Program Coordinator with written documentation of the grievance including: date of incident(s), name(s) of person(s) involved, name(s) of any witness(es), and a brief description of the incident(s).
- If necessary, a meeting with the Program Coordinator will be scheduled. If the matter is not resolved it may be forwarded to the Board of Directors.

## **Protests**

- No protests of games or contests will be permitted
- Decisions of on-field officials will stand

# SOCIAL MEDIA POLICY

## GLC VOLUNTEERS AND BOARD MEMBERS

Greeneville Lacrosse Club recognizes the importance of Social Media in shaping the public's perception of our organization. Posts on Social Media can help GLC expand its reach and increase its impact by: helping to raise awareness about the mission and work of the Board and Greeneville Lacrosse Club, building a sense of community among members and potential members, helping improve the knowledge and skills of GLC members, and providing a virtual means to engage with other.

Social Media is an effective communication tool but sometimes it can be challenging to reconcile public and private social media activities in terms of their role as GLC Board members. This policy provides a framework for Board members to engage in these activities effectively and ethically.

GLC also recognizes the importance of our Board members, directors, coordinators, coaches, and volunteers in leading and setting the tone of social media interactions in a positive manner that advances GLCs mission and goals. In many situations the actions of one individual represent the opinion of the entire organization. While misunderstandings are a common source of social media slips, there are also other types of errors one could make:

- Making factual errors speaking on behalf of your organization
- Revealing proprietary information on their personal pages, or publicly behaving in a way inconsistent with our Mission, Goals, and Values.
- PR crises
- False representations

### **Applicability**

This Social Media Policy applies to all Board members, directors, coordinators, coaches, and volunteers ("GLC *Members*"). This Social Media Policy applies to all social media content posted by GLC Members in the professional and personal capacity to the extent such content is related to GLC.

### **Aspirations**

GLC strives to create a positive and inclusive organization that is dedicated to helping young athletes reach their potential. In furtherance of this goal, GLS aspires to engage members of the Greeneville community in a positive, honest, transparent, and knowledgeable dialogue about GLC through social media. GLC views social media as an important tool for communicating its successes and opportunities for athletic and individual development. GLC also views social media as a platform for receiving constructive feedback from the community and for discussion GLC's challenges and opportunities for improvement in a positive and constructive way.

## Definition

For the purposes of these guidelines, social media means any facility for online publication and commentary, including but not limited to: websites, blogs, wikis, social networking sites such as Google+, Facebook, LinkedIn, Twitter, Flickr, and YouTube.

## Guidelines

All GLC Members shall abide by the following guidelines when using social media:

1. Be positive and respectful, and always take the high road. When disagreeing with others' opinions, remain appropriate and polite. If you find yourself in a situation online that is becoming antagonistic, ask the GLC Board of Directors or your coordinator for advice on how to disengage from the dialogue in a polite and respectful manner that reflects well on GLC.
2. Do not post content that would harm GLC or damage GLC's reputation. Remember that even while you are on your own personal time, you are a representative of GLC, and people may interpret your online postings or social interactions as though they were official GLC statements.
3. Use good judgment when posting comments or any official GLC sites. Bear in mind that your comments can create liability for GLC. If you are unsure whether a comment is appropriate to post, either do not post it or obtain prior approval from the Board of Directors.
4. Be smart about what you publish. Once something is posted, it exists online forever. Ask yourself, "would I want to see this published in the newspaper or posted on a billboard tomorrow or ten years from now?" If the answer is "no," do not post.
5. Encourage others to engage in positive interactions on social media. If you are concerned about any GLC Member's use of social media, please bring your concerns to the attention of your coordinator or a member of GLC Board of Directors.
6. Personal identifiable information (information, such as a name and date of birth and/or a street address which, when taken together, can identify a particular individual) should not be disclosed in any manner on official GLC social networking sites without the approval of the Board of Directors.
7. Before posting, ask yourself if the post will improve knowledge or skills of GLC members, if it contributes directly or indirectly to the improvement of GLC, if it builds a sense of community or if it helps promote GLC's mission.

The following are some examples of the kinds of posts a Board member might share via social media:

- Announcements
- Board Liaison work
- New projects
- Basics of GLC Governance
- Marketing
- PR
- Member engagement

## **Violations of the Social Media Policy**

If a member, for whatever reason, takes an action that is in conflict with this policy, he or she will be contacted by the President to resolve the situation and may be asked to withdraw, correct, or revise postings. The GLC Board of Directors, and any individual appointed by the Board of Directors, shall have the authority to monitor and enforce this Social Media Policy by removal of any inappropriate or offensive comments from official GLC sites and to block any individual or organization from posting on any official GLC social media platform if they determine, in their sole discretion, that such removal or block is in the best interest of GLC.

The failure of any GLC Member to adhere to this Social Media Policy shall be considered a violation of the GLC Code of Conduct, and any GLC Member who fails to adhere to this Social Media Policy shall be subject to disciplinary action, up to and including termination of such individual's involvement of GLC, in accordance with the GLC Disciplinary Procedures.

# **SOCIAL MEDIA POLICY**

## **PLAYERS AND PARENTS**

These guidelines suggest best practices regarding the publication of commentary on social media by members, parents, and players of Greeneville Lacrosse Club.

Do not use the organization's social media sites to misrepresent what it does, divulge confidential or private information, violate laws designed to protect employees, or defame others.

The information below can serve as a baseline for parents and students to have dialogue regarding social media.

Greeneville Lacrosse Club recognizes the right to fully participate in social media; however, it maintains and will enforce the following expectations.

- Will not post sexist, racist, obscene or profane material of any kind



- Will not use social media to degrade, demean, attack or threaten any person, school, organization, etc. Cyber-bullying of any kind will not be tolerated.
- Will not post material of acts that are in violation of team, State or Federal laws, policies or rules.
- Will not post materials that reflect negatively on themselves, GLC, their respective teams or other institutions.
- Will not post materials that are in violation of GLC policies and procedures, Greeneville and/or Greene County School policies and procedures, and TSLA/TSSAA rules and regulations.

### **PLAYER SANCTIONS:**

In addition to team policies and consequences, additional sanctions may be imposed by the Program Director to include but not limited to:

- Notification of the violation of the GLC Social Media Policy, requiring the removal of unacceptable content
- Period Suspension-- benched during practice or game.
- Suspension from the team and team related functions.

### **NOTES**

- Keep in mind that any of your conduct that adversely affects Greeneville Lacrosse Club, its members and its ability to secure the resources needed to fulfill its mission promises may result in removal from GLC programs. Adverse impact could result in the loss of donations or sponsors, negative comments, etc.
- Any personal statements and opinions must include a disassociation statement that the views expressed are not that of Greeneville Lacrosse Club, but their own personal thoughts and ideas.

### **KEY POINTS TO REMEMBER WHEN ONLINE**

- There is no difference between your online persona and your real-life persona. Colleges, scholarship providers, and employers use social media to learn more about you as a candidate. Regardless of intent, what you post online has real world consequences.
- The internet is forever. Regardless of your privacy settings the Library of Congress is saving all tweets. Snapchat does not actually disappear, and can easily have content "screen-shot," as can all other forms of online communication. Courts can subpoena all digital media, including text messages. Once you post or share any form of media that application technically has usage rights.

- What you associate with becomes who you are perceived to be regardless of intent. What are you sharing, liking and commenting on? What are your friends “tagging” you in?
- Your social media accounts are your brand. How are you choosing to represent yourself? Are you sending the right message about yourself to the public? What does your social media portfolio say about you? Coaches, Graduate School Admissions, Potential Employers ALL use social media as a reference check. If asked right now, would you want a parent, administrator, coach, or employer to see your online persona?

## **TIPS FOR SUCCESSFUL SOCIAL MEDIA USAGE**

- **Think First--** Once you post online, it is available to anyone – even if you limit access to your site. Privacy is important to safeguard yourself and your identity, but do not use privacy settings to mask poor online behavior
- **Mindful Photography--** Avoid questionable or compromising photos of yourself OR others. What story do your photographs tell about you?
- **Be Accurate--** Make sure your online persona is true to who you are. Is your information accurate? Are they consistent across all platforms? Even if it was accidental, out-of-date or inaccurate information can make it appear you are misrepresenting yourself.
- **Be Authentic--** Part of self-expression is taking responsibility for your own thoughts, opinions and actions. Using an alias, or an identity other than your own, is disingenuous and could cause legal trouble. If you feel the need to use an alias, that means you don't want to be associated with what you are sharing, so that means it probably is not a good idea to begin with.
- **Be Respectful--** Social media should not be used to defame, attack or disrespect other people. If you wouldn't say it to someone directly, don't put it online.
- **Freedom of Speech--** Freedom of Speech will not absolve you from the consequences of your actions, words or expressions.

# ANTI-BULLYING POLICY

In order to help ensure that the Mission, Vision, Values, Goals, and Objectives of Greenville Lacrosse Club are achievable, GLC has adopted the following Anti-Bullying Policy that prohibits acts of harassment, bullying, cyber-bullying, intimidation, or any other victimization of players, based on any actual or perceived traits or characteristics.

## Types of Bullying

There are three types of bullying:

Verbal bullying is saying or writing mean things. Verbal bullying includes:

- Teasing
- Name-calling
- Inappropriate sexual comments
- Taunting
- Threatening to cause harm

Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:

- Leaving someone out on purpose
- Telling other children not to be friends with someone
- Spreading rumors about someone
- Embarrassing someone in public

Physical bullying involves hurting a person's body or possessions. Physical bullying includes:

- Hitting/kicking/pinching
- Spitting
- Tripping/pushing
- Taking or breaking someone's things
- Making mean or rude hand gestures

When looking at the totality of the circumstances, harassment, bullying, cyber-bullying, or any other disruptive or violent behavior includes conduct such as gestures, written, verbal, graphic, or written acts, including electronically transmitted acts, toward a person which is based on any actual or perceived trait or characteristic of the person and creates an environment that meets one or more of the following conditions:

- Places the person in reasonable fear or harm to their person or property;
- Has substantially detrimental effect on the person's physical or mental health;

- Has the effect of substantially interfering with the person’s academic performance; or
- Has the effect of substantially interfering with the person’s ability to participate in or benefit from the services, activities, or privileges provided by Greeneville Lacrosse Club.

All other members of the GLC community, including coaches, players, parents, volunteers, and visitors, are encouraged to report any act that may be a violation of this policy. Reports may be made anonymously; however, such complaints may affect GLC’s ability to issue formal disciplinary action.

Consequences and appropriate remedial actions for anyone who commits one or more acts of harassment, bullying, or other acts of violent behavior may range from positive behavioral interventions up to and including suspension or expulsion, as set forth in the Greeneville Lacrosse Club’s approved code of conducts.

## **GLC PREVENTION AND INTERVENTION RESPONSE**

The GLC Board shall consider the nature and circumstances of the incident, the age and maturity of the student, the degree of harm, previous incidents or patterns of behavior, or any other factors, as appropriate to properly respond to each situation. Consequences for a student who commits an act of harassment, bullying, or other act of violent behavior shall be unique to the individual incident and will vary in method and severity according to the nature of the behavior, the developmental age of the student, and the student’s history of problem behaviors and performance, and must be consistent with the Greeneville Lacrosse Club’s approved code of student conduct.

Remedial measures shall be designed to:

- Correct the problem behavior;
- Prevent other occurrences of the behavior; and
- Protect the complainant of the act.

Effective discipline should employ a club-wide approach to adopt a procedure of handling harassment or bullying offenses and the associated consequences. This procedure should reflect appropriate potential consequences in accordance with discipline policies. The Board of Directors shall be responsible for the development and enforcement of this requirement.

The Board of Directors prohibits reprisal or retaliation against any person who reports or assists in any investigation of an act alleged in this policy. The consequences of appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act.

## **Reprisal, Retaliation, and False Accusations**

The Greeneville Lacrosse Club Board of Directors prohibits any person from falsely accusing another of having committed an act of harassment or bullying as means of reprisal or retaliation or of harassment or bullying. The consequences and appropriate remedial action for a person found to have falsely accused another as a means of reprisal or retaliation or harassment or bullying may range from positive behavioral interventions up to and including suspension and expulsion from Greeneville Lacrosse Club and all associated programs.

## **Drug, Alcohol, Tobacco and Vaping Policy**

Every practical effort shall be made at all levels of the Pioneers to eradicate the promotion, use or abuse of alcohol, drugs, tobacco and vaping. This also includes performance-enhancing substances.

Any use of drugs, alcohol, tobacco, vaping products or PEDs during GLC sanctioned activities, including practices and games, will have consequences.

Coaches, Board Members and the Parents of the player or players involved will be notified, and further actions, such as suspensions or expulsions could be taken.

## **Diversity, Equity, and Inclusion**

Greeneville Lacrosse Club aligns with our governing body, USAL, that lacrosse is a game for all. We are committed to fostering a community that encourages understanding, appreciation, and acceptance of all.

# Athlete Protection and Safety Policy

A paramount principal of USA Lacrosse is ensuring that all athletes and participants are provided with the opportunity for safe and fun lacrosse. USA Lacrosse is committed to providing a positive environment that is free of misconduct and abuse. The following policy sets forth standards and responsibilities to achieve this outcome.

The USA Lacrosse Athlete Protection and Safety Policy applies to all Covered Individuals and Participants as defined below. This document is not intended to and does not replace the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017, any applicable employment policies, or federal or state law. This policy also does not restrict an individual's right to file charges or claims with law enforcement or other appropriate agencies, or in a court of law.

All USA Lacrosse members are responsible for familiarizing themselves with this policy and conducting themselves in a manner that is representative of USA Lacrosse's mission and values. As a condition of becoming a member, or renewing USAL membership, members agree to abide by this Athlete Protection and Safety Policy and the processes outlined below. This policy may be modified at the discretion of USA Lacrosse. [USAL Athlete Protection and Safety Policy.pdf \(usalacrosse.com\)](#)

# EMERGENCY ACTION PLAN

Emphasis is placed on safety and good sportsmanship. Everyone involved with the game must act with consideration for the safety of others.

Players must ensure that their behavior, equipment and uniform conform to all required and allowable standards, as defined by USA Lacrosse rules.

Coaches must ensure that they are teaching their players to play by the rules. Coaches should participate in continuing lacrosse-specific education and training that helps them to understand and teach new rules and address safety concerns.

Officials must ensure fair and safe play by consistently enforcing the rules. Officials must take part in continuing lacrosse-specific education that helps them understand and interpret new rules.

Spectators must contribute to a safe-play environment by demonstrating positive and sportsmanlike conduct. Those watching lacrosse must understand and appreciate the unique rules and culture of the specific game they are watching.

Greeneville Lacrosse Club takes the safety of your child(ren) very seriously. Below is the outline of our Emergency Action Plan.

At every clinic, practice, and game, an adult will be designated as in charge of management of an emergency.

Ideally, an adult with a minimum of basic first aid training should be on site.

At a minimum, a basic first aid kit with materials to clean, cover, or immobilize an injured body part should be on site.

Every coach at every clinic, practice, and game will have a (paper copy) of a current roster with emergency contact numbers.

Every coach at every clinic, practice, and game will have a fully charged cell phone on their person.

At the youth level, more than one adult should be present to deal with the emergency and the other team members.

Make sure gates are open and access to the field and the athletes is not blocked.

Person in charge must control the scene and initiate the EAP.

Coaches, parents, and GLC leadership all have a role in ensuring adequate safety and preventive strategies are employed to keep athletes of all ages safe and in the game.

## EMERGENCY ACTION PLAN PROCEDURES

In the event of a medical emergency the on-duty physician, certified medical trainer, or paramedic will administer immediate emergency aid to the injured person. If none of the above are present, then the head coach or designated first aider will assume responsibility.

The designated person will immediately initiate the Emergency Medical System (EMS). The designated care provider will remain with the injured person at all times.

- Designated person use phone to dial 9-1-1 or other predetermined number
- Identify self and exact location
- State the nature of the injury
- Instruct emergency vehicle exactly where and how to reach the area
- Street Address
- Entry gate
- Field access
- Building location
- Building entry
- Stay on line until operator disconnects
- Return to injury scene to be available for additional assistance
- Designated person meets emergency vehicle(s) at gate entrance
- Designated person works with security (if available) for crowd control and other needs.
- Designated person immediately calls parents/guardian and advise them of circumstances, then call the designated administrator and advise circumstances
- Designated person documents all information relating to injury and emergency response.
- Designated person accompanies the injured athlete to the hospital and remains until parents/guardian arrives or designated administrator arrives

## PARENTS AT PRACTICE

U6: Parents must be present at practice at all times

U8/U10: Parents (or caregiver responsible) must be present at practice

U12: Parents don't have to attend practice, but players must leave with a parent approved adult and have a Player Emergency Card on file.

U14: Parents don't have to attend practice, but players must have a Player Emergency Card on file.

High School players come and leave as they please and must have a Player Emergency Card on file.



# CONCUSSION MANAGEMENT PLAN

*The following policies and procedures have been instituted and will be strictly enforced by Greeneville Lacrosse Club (GLC) in an effort to identify, manage and return athletes safely to competition following a concussion.*

Concussions are a risk associated with any sport, physical activity or accident. It is important that everyone understands the symptoms, risks, and management of a suspected brain injury. Please take the time to review the below information and view the links below. It is information everyone needs to understand. Please read the below management plan.

- It is important to understand that no current helmet can eliminate concussions. All current helmet standards are designed to reduce the risk of severe brain injury and skull fracture, not to prevent concussion. There are substantial efforts towards developing standards and helmets that can reduce the risk of concussions, but this remains a challenge. Additionally, there is no evidence that any helmet or headgear can be used to reduce the risk of a second concussion or allow an earlier return to participation.
- An athlete who exhibits signs, symptoms or behaviors suggestive of a concussion should be removed from practice or competition and not returned to play until evaluated by a healthcare professional with experience in the evaluation and management of concussions. Athletes diagnosed with or suspected of a concussion should not return to activity for the remainder of that day.

Every year, players of all ages in all sports receive concussion injuries during games and practice.

“Concussion is a brain injury and is defined as a complex pathophysiological process affecting the brain, induced by biomechanical forces. Several common features that incorporate clinical, pathologic and biomechanical injury constructs that may be utilized in defining the nature of a concussive head injury include:

1. Concussion may be caused either by a direct blow to the head, face, neck or elsewhere on the body with an “impulsive” force transmitted to the head.
2. Concussion typically results in the rapid onset of short-lived impairment of neurological function that resolves spontaneously. However, in some cases, symptoms and signs may evolve over a number of minutes to hours.
3. Concussion may result in neuropathological changes, but the acute clinical symptoms largely reflect a functional disturbance rather than a structural injury and, as such, no abnormality is seen on standard structural neuroimaging studies.

4. Concussion results in a graded set of clinical symptoms that may or may not involve loss of consciousness. Resolution of the clinical and cognitive symptoms typically follows a sequential course. However, it is important to note that in some cases symptoms may be prolonged.”

**It is very important that coaches, parents and players understand the symptoms and have clear communication about expected and appropriate steps. Once a concussion is suspected, it is the responsibility of the family to follow-up with a health care professional and provide your child's coach with information from the doctor.**

**YOUR SON or DAUGHTER will NOT be allowed to return to play without a signed and dated medical release from a Doctor!**

### **Concussion Management Plan for Greeneville Lacrosse Club**

All coaches are educated on the signs/symptoms and have been instructed to strictly enforce our CMP and are trained in the CDC “Heads Up: Concussion in Youth Sports” program. Parents should become very familiar with this website. [HEADS UP to Youth Sports: Parents | HEADS UP | CDC Injury Center](#)

#### **Pre-Participation:**

- Clearance for participation or need for further consultation, evaluation or testing will be at the discretion of the athlete’s personal healthcare physician.
- In following protocol for any documented concussion, written clearance is required and must be provided by the athlete’s personal healthcare physician to the athlete’s Head Coach prior to participation.

#### **Recognition and Diagnosis of Concussion and Post-Concussion Management:**

- Any athlete who exhibits signs or symptoms consistent with a concussion as deemed by the Head Coach or on site certified athletic trainer, with or without a witnessed injury, will be removed from activity (practice or game) immediately and referred to their personal healthcare physician for evaluation. Head Coaches are not responsible or allowed to evaluate athletes with signs and symptoms of a concussion nor are they allowed to participate in any decision-making regarding return to competition.

- Once an athlete has been formally diagnosed by a healthcare physician with any form of concussion or mild traumatic brain injury, **he/she will NOT be allowed to return to any practice or competition.**
- Following initial injury, the athlete should be evaluated and monitored by their personal healthcare physician.

**Return to Play:**

- Athletes diagnosed with a concussion will undergo follow-up with their personal healthcare physician.
- In following protocol for any documented concussion, written clearance is required and must be provided by the athlete's personal healthcare physician to the athlete's Head Coach prior to return to play.

**Reducing Head Trauma Exposure Management Plan:**

Efforts will be made to reduce exposure to head trauma. Examples of methods to minimize head trauma exposure include but are not limited to:

- Taking a "safety first" approach to sport
- Taking the head out of contact
- Coaching and athlete education regarding safe play and proper technique.

# SUDDEN CARDIAC ARREST RESPONSE PLAN

Sudden cardiac arrest events can vary greatly. All staff and Cardiac Emergency Response Team (CERT) members must be prepared to perform the duties outlined below. Immediate action is crucial in order to successfully respond to a cardiac emergency. Consideration should be given to obtaining on-site ambulance coverage for high-risk athletic events. One should also identify the closest appropriate medical facility that is equipped in advanced cardiac care.

Follow these steps in responding to a suspected cardiac emergency:

**(a) Recognize the following signs of sudden cardiac arrest and take action in the event of one or more of the following:**

- The person is not moving, or is unresponsive, or appears to be unconscious.
- The person is not breathing normally (has irregular breaths, gasping or gurgling, or is not breathing at all).
- The person appears to be having a seizure or is experiencing convulsion-like activity. (Cardiac arrest victims commonly appear to be having convulsions).
- *Note:* If the person received a blunt blow to the chest, this can cause cardiac arrest, a condition called commotio cordis. The person may have the signs of cardiac arrest described above and is treated the same.

**(b) Facilitate immediate access to professional medical help:**

- Call 9-1-1 as soon as you suspect a sudden cardiac arrest. Provide the school address, cross streets, and patient condition. Remain on the phone with 9-1-1. (Bring your mobile phone to the patient's side, if possible.) Give the exact location and provide the recommended route for ambulances to enter and exit. Facilitate access to the victim for arriving Emergency Medical Service (EMS) personnel.
- Immediately contact the members of the Cardiac Emergency Response Team
  - Give the exact location of the emergency. Be sure to let EMS where to access athletes. Assign someone to go to that location to wait for and flag down EMS responders and escort them to the exact location of the patient.
  - If you are a CERT member, proceed immediately to the scene of the cardiac emergency.
  - The closest team member should retrieve the automated external defibrillator (AED) en route to the scene and leave the AED cabinet door open; the alarm typically signals the AED was taken for use.
  - Acquire AED supplies such as latex-free gloves, razor, scissors, towel, antiseptic wipes, a barrier mask and consider an extra set of AED pads.

**(c) Start CPR**

- Begin continuous chest compressions and have someone retrieve the AED.
- Here is how:
  - Press hard and fast in the center of the chest. Goal is 100 compressions per minute. (Faster than once per second, but slower than twice per second.)
  - Use 2 hands: The heel of one hand and the other hand on top (or one hand for children under 8 years old), pushing to a depth of 2 inches (or 1/3<sup>rd</sup> the depth of the chest for children under 8 years old).
  - Follow the 9-1-1 dispatcher's instructions, if provided.

**(a) Use the nearest AED:**

- When the AED is brought to the patient's side, press the power-on button, and attach the pads to the patient as shown in the diagram on the pads. Then follow the AEDs audio and visual instructions. If the person needs to be shocked to restore a normal heart rhythm, the AED will deliver one or more shocks.
  - *Note:* The AED will only deliver shocks if needed; if no shock is needed, no shock will be delivered.
- Continue CPR until the patient is responsive or a professional responder arrives and takes over.

**(b) Transition care to EMS:**

- Transition care to EMS upon arrival so that they can provide advanced life support.

## LOWER EXTREMITY AND ACL PREVENTION POLICY

The ACL (anterior cruciate ligament) tears and lower extremity injuries are the primary cause of missed game and practice time in lacrosse.

US Lacrosse has developed a research based warmup and exercise program, called LaxFit, that can be used to help reduce an athlete's risk of lower extremity injury. LaxFit utilizes a three phase warmup routine designed to develop core strength, balance and proper landing techniques, all of which are instrumental in lowering the risk of knee injury. A commitment of just 15 minutes, 2-3 times per week, can help make athletes stronger and keep them healthier.

When it comes to ACL injuries, prevention is the best solution. Studies have shown that less than 70% of athletes who sustain an ACL injury ever return to the same level of play, and for those that do, it can take up to two years before they return to the same level of competition.

One of the keys in the LaxFix routine is the use of dynamic warm up exercises before each of the three program phases. It is recommended that each athlete utilize a therapy resistance band to assist in the exercises.

## HEAT ILLNESS PREVENTION AND DEHYDRATION POLICY

Heat-related emergencies are progressive conditions, typically caused by overexposure to heat. Heat emergencies fall into 3 categories of increasing severity; heat cramps, heat exhaustion, and heatstroke. Heat illnesses are easily preventable by taking necessary precautions in hot weather. If recognized early, heat-related emergencies can usually be reversed. Without intervention and resolution of the problem, heat cramps (caused by loss of salt from heavy sweating) can lead to heat exhaustion (caused by dehydration), which can progress to heatstroke, a life-threatening condition.

### Prevention

Hot and dry weather increases your young athlete's risk for dehydration. Dehydration causes decreased athletic and mental performance, but more seriously, it can lead to heat illness: Heat cramps, heat exhaustion and life-threatening heat stroke.

Lacrosse players are a group athlete at greater risk of dehydration due to wearing heat-retaining protective gear. Other high-risk factors include athletes not acclimated to exercising in the heat; athletes with certain medical conditions, and participation in double practices.

Heat-related emergencies can be avoided by canceling practice or games in extreme weather (high temperature and/or high humidity) and taking frequent breaks for water every 15-30 minutes.

### Signs of heat-related illnesses:

Early symptoms of heat illness

- Profuse sweating
- Fatigue
- Thirst
- Muscle cramps

Later symptoms of heat exhaustion

- Headache
- Dizziness
- Weaknesses and light-headedness
- Cool, moist skin
- Nausea and vomiting
- Dark yellow urine

Symptoms of heatstroke

- Fever (body temperature above 104 degrees F)

- Extreme confusion
- Dry, hot and red skin
- Rapid, weak pulse,
- Seizures
- Unconsciousness

### **First Aid Response:**

- Follow the basic duties of first aid
- Move the athlete to a cool place
- Loosen tight clothing
- Fan the athlete
- If conscious, give cool water to drink

### **If the athlete refuses water, vomits, or starts to lose consciousness:**

- Send someone to call EMS and activate the EAP
- Contact parent or guardian if not already present
- Place the athlete on his/her side
- Immediately decrease body temperature by hosing the athlete down with cold water or by placing them in an ice bath.
- Continue to cool the athlete by using ice or cold packs on the wrists, ankles, groin, neck, and in the armpits
- Continue to check breathing and for a pulse until EMS personnel arrive

### **Return to Play**

Athletes are not allowed to return to play until all symptoms of heat exhaustion and dehydration are gone. They should avoid intense practice in heat until at least the next day.

# WEATHER EMERGENCY PLAN

The safety of participants, officials, and spectators is the primary concern in cases of inclement weather. Once the game has started the officials will have the responsibility to remove the players from the field if the conditions become extreme.

If ordered to do so, please find a safe shelter in an automobile or building until instructed to return to the playing field or told that the game has been canceled. Some unsafe locations to avoid are small covered outdoor shelters, areas connected to or near light poles, towers and fences, and any location that is at the highest point in the area.

In most programs' games are played rain or shine. Cancellations occur only due to severe weather or persistent rain. If you think the weather is questionable, please check Team App, GLC website, Facebook to check for possible cancellations. If there is an old message or no message pertaining to the day you are inquiring about then no cancellations have occurred.

Programs that use school facilities will be canceled in the event that the school is closed for a snow day.

A person should be designated to watch the weather. If a thunderstorm is imminent, the practice/game should be suspended or postponed. If lightning is seen or thunder heard, activities should stop and everyone should seek shelter.

The designated "weather watcher" should consult television news, Internet, cable, and satellite weather programming, lightning monitoring systems, and the National Weather Service ([www.weather.gov](http://www.weather.gov)).

## Lightning

Thunder may be hard to hear, lightning may be difficult to see.

If one feels the hair on their head, neck or arms stand on end, or feel skin tingling, then a lightning strike may be imminent.

Everyone must wait 30 minutes between the last sound of thunder and/or the last flash of lightning before resuming activity.

Initiate emergency treatment if a person is struck.

## Hail

Suspend practices or games, clear the field, seek proper shelter, and follow the guidelines for lightning.



## Tornado

All GLC coaches must be extra-vigilant when a Tornado Watch is in effect. A **Tornado Watch** means that weather conditions are favorable for development of a tornado. A Tornado Warning is a much more serious condition. A **Tornado Warning** means an actual tornado has been sighted. If a tornado warning is issued, **all practice or games will stop immediately** and all participants and spectators will seek shelter. Seek shelter in a solid structure, preferably in a basement or an interior room. If no building is available, lay down in a ditch.

For GLC coaches, it is **critical** that calm control be maintained during inclement weather. Coaches must be able to communicate calmly with the athletes and parents and ensure that no one is left unaccounted for when seeking shelter.

There are no secure shelters at the fields used by GLC. When an inclement weather event occurs during a practice or game, coaches are to gather the athletes at the nearest structure for collection by their parents – **During practices, the collection point will be at the rear of Doak Elementary School or GMS**. No athlete shall be left unsupervised during an inclement weather event.

# Participant Section

## RESPONSIBILITIES AND EXPECTATIONS

Participation in youth sports programs can have a lasting and meaningful effect on children's lives. Therefore, it is the goal of Greeneville Lacrosse Club to provide the highest quality of athletic programs to ensure that a child's experience with sport is a positive one. It takes the cooperation of everyone involved, including the participant, to make this happen. Therefore, Greeneville Lacrosse Club has established the following responsibilities for participants to adhere to:

- **Players will listen to their coaches and be respectful of their elders.**
- **Players will take care of the facilities, equipment, and uniforms, which they are given.**
- **Players will make sure to eat the right foods and drink plenty of water before and after practices and games.**
- **Players will avoid all types of taunting and belittling remarks to their teammates or opponents.**
- **Players will show good sportsmanship at all times, win or lose.**
- **Players will not make sports a priority over schoolwork or family.**
- **Players will refrain from horseplay and all other dangerous activities, in which they may become hurt.**
- **Players will participate for the love of the game and competition and not to win at all costs.**

## PLAYERS CODE OF ETHICS

**I hereby pledge to be positive about my youth sports experience responsibility for my participation by following this Player's Code of Ethics Pledge:**

- I will encourage good sportsmanship from fellow players, coaches, officials, and parents at every game and practice by demonstrating good sportsmanship.
- I will attend every practice and game that I can, and will notify my coach if I cannot.
- I will expect to receive fair and equal amount of playing time.
- I will do my very best to listen and learn from my coaches.

- I will treat my coaches, fellow teammates, other players, officials and fans with respect regardless of race, sex, creed, or abilities and I will expect to be treated accordingly.
- I deserve to have fun and be treated fairly and will advocate for my teammates during my sports experience and will alert parents or coaches if it stops being the case!
- I deserve to play in an environment that is free of drugs, tobacco, and alcohol and expect adults to refrain from their use at all youth sports events.
- I will encourage my parents to be involved with my team in some capacity because it's important to me.
- I will do my very best in school.
- I will remember that sports are an opportunity to learn and have fun.

## **CORRECTIVE ACTION POLICY**

Players who fail to adhere to the Code of Conduct or do not live up to their responsibilities or expectations will be subject to disciplinary action. Greeneville Lacrosse Club does not want intentionally created problems to spoil the experience of youth sports for the other children in the programs. Therefore, Greeneville Lacrosse Club has instituted a Corrective Action Policy to establish appropriate consequences for inappropriate behavior.

The Corrective Action Policy is a guide to assist coaches and Greeneville Lacrosse Club run a quality program. The Corrective Action Policy is a 4-step system designed to forgive a mistake but to firmly address chronic misbehavior.

For violations of the Code of Conduct or Expectations, these steps will be followed:

- |                            |  |
|----------------------------|--|
| Step 1 – Verbal Warning    | Coach will discuss undesirable conduct with the player and parents and stress that this behavior will not be tolerated.  |
| Step 2 – Period Suspension | Coach will bench the offending player for 1 period of time during a game when he or she should be playing. Coach will inform the Program Coordinator and parent(s) of the problem and why the child is sitting out 1 game period.  |
| Step 3 – Game Suspension   | Coach will bench the offending player for 1 entire game when he or she should be playing. Coach will inform Program Coordinator of the 3rd offense, at which time the player and the parent(s) must attend a meeting with the Coach and the President before the player is allowed to resume playing. The player will be warned that the next will result in his or her expulsion from the league. |

**Step 4 – Club Expulsion**      The participant on the 4<sup>th</sup> offense will be expelled from the Club and no refund will be given. The parent will then have to make a formal request to be reinstated into GLC programs. The child and parents(s) will then have to meet with the GLC Board of Directors prior to the start of the season to determine if the child is capable of playing within the guidelines of this program.

These guidelines are not absolute in dealing with behavioral problems. Severe situations could merit harsher sanctions against participants.

## LACROSSE PARENTS

Being a parent is a tough job, and when a member of the family decides to join a youth sports team, it gets even tougher.

You've done a lot already to bring up your child. You've created the environment in which your child has grown. You've shared your values with your child by the structure you've given his/her life and by the model you have been for him/her. You've exposed him/her to the world as he/she knows it.

Since your child joined a youth sports team, you've been involved in a whole new set of things. You have had to adjust the family routine; a lot of your time has gone into transporting your child to practice at inconvenient times and to weekend games. You have sacrificed some of your own interests, and others in your family have had to adjust, but you have gotten some returns too. There is the pride you feel as your son or daughter plays. There is some kind of expression of thanks your child has "said" to you. You have met other parents and gained new friends.

Being a youth sports parent isn't easy, but the rewards sure are grand!

## GUIDELINES FOR SUPPORTIVE PARENTS

Few youth programs are successful without the support of parents. Below are a few guidelines for concerned parents as they strive to support their young athletes:

- Supportive parents focus on mastering sport skills and strategies rather than on competitive ranking.

- Supportive parents decrease the pressure to win.
- Supportive parents believe that the sport's primary value is the opportunity for self-development.
- Supportive parents understand the risks that competition places on a child.
- Supportive parents communicate their true concerns directly with the coach.
- Supportive parents understand and respect the differences between parental roles and coaching roles.
- Supportive parents control negative emotions and think positively.
- Supportive parents avoid the use of fear and punishment to get kids to perform better.
- Supportive parents avoid criticizing children, coaches, and officials.
- Supportive parents recognize and understand expressions of insecurity and provide support when necessary.
- Supportive parents avoid the use of guilt to manipulate children to perform the way they want them to.
- Supportive parents show empathy for the young athlete.

## **RESPONSIBILITIES AND EXPECTATIONS**

In order for a program to be truly successful, it takes the cooperation of everyone involved: players, coaches, officials, league administrators, and especially parents. Parents have the following responsibilities and expectations when participating in Greeneville Lacrosse Club programs:

### **Parents have a responsibility to their children:**

To make sure that your child gets the most out of his or her playing experience, parents should show their unwavering support, including positive reinforcement of your child's performance and effort. This is absolutely essential, especially at an early age, to ensure their healthy development. Parents should also be positive role models, including, but not limited to, showing proper sportsmanship at all times and refraining from negativity of any kind.

### **Parents have a responsibility to the coaches:**

Coaches volunteer their personal time to spend it with your child. They need you to be supportive of their decisions and not undermine their efforts. If you don't agree with a coach, you are expected to tell that coach, but make certain it is done at the right time and place and not in front of the children. **It is not acceptable to approach a coach before or during a game to discuss playing time etc.** Parents are also expected to drop off and pick up their children on time for games and practice, and it is highly encouraged for parents to stay and participate in order to maintain control of the group and assist the coach as needed.

### **Parents have a responsibility to the league:**

Directors cannot be at all games and practices of all teams. Therefore, in order to maintain the protective shell around these programs, it is essential for parents to report abusive behavior or any other situation that needs to be addressed to a member of the Board of Directors. This is the only way that these programs can achieve their intended goals.

### **Parents have a responsibility to the other parents:**

Personal gain and satisfaction should not be derived from your child's performance. Competition and taunting between parents are never acceptable, and no parent should ever feel embarrassed or disappointed by their team or child's performance. Good plays should always be cheered, and disappointments should always be consoled, no matter whose team it affects.

### **Parents have a responsibility to themselves:**

It is your responsibility to enjoy watching your child and other children participate and learn. The joy and pride associated with watching children participate in sports should be experienced to the fullest, because a lifetime of memories is being created before your very eyes.

## **PARENTS CODE OF ETHICS**

**I hereby pledge to provide positive support, care, and encouragement for my child participating in youth sports by following this Parents' Code of Ethics Pledge:**

- I will encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice, or other youth sports event.
- I will place the emotional and physical well-being of my child ahead of a personal desire to win.
- I will insist that my child play in a safe and healthy environment
- I will support coaches and officials working with my child, in order to encourage a positive and enjoyable experience for all.

- I will demand a sports environment for my child that is free of drugs, tobacco, and alcohol and will refrain from their use at all youth sports events.
- I will remember that the game is for youth - not adults.
- I will do my very best to make youth sports fun for my child.
- I will ask my child to treat other players, coaches, fans, and officials with respect regardless of race, sex, creed, or ability.
- I will require that my child's coach be trained in the responsibilities of being a youth sports coach and that the coach upholds the Coaches Code of Ethics.
- I will encourage my child at all times and teach them that honest effort is as important (maybe even more important) than winning.
- I will remain in the spectator area during competitions.
- **I will support my child's coach and let him/her coach during the game.**
- I will accept that officials are doing the best job they can.
- I will keep my emotions under control.
- I will help when asked by a coach or official.
- I will remember that my child will get the most out of sports with my love and **positive support**.

## CORRECTIVE ACTION POLICY

Parents who do not follow the Code of Ethics will be subject to a Corrective Action Policy. It is the philosophy of the Greeneville Lacrosse Club, that parents should not spoil the experience of participation in youth sports for their children. Furthermore, GLC will never punish a child for the actions of his or her parents(s). Therefore, the following guidelines have been established for addressing problem parents.

For violations of the Code of Ethics or Responsibilities and Expectations, the following steps will be taken:

Step 1: Verbal Warning – Coach will discuss undesirable conduct with parents and stress that this behavior will not be tolerated. Coach will document this conversation and forward it to the Program Coordinator.

Step 2: Written Warning – Coach or official will notify the Program Coordinator and Board of Directors of continued breach of Code of Ethics and league will bring parent(s) in for a meeting to discuss actions and what the proper behavior is. Furthermore, there will be a formal letter of reprimand given to the parent(s) stating that the next offense will lead to parent being banned from the sporting event venue for a period of 1 game.

Step 3: Game Suspension - Greeneville Lacrosse Club will ban the parent(s) from attending the next scheduled contest and another letter will be given to parent(s) stating that the next offense will lead to parent being banned from all future contests.

Step 4: Season Suspension – The parent(s) will be banned from attending all league contests after a 4<sup>th</sup> offense. The parent(s) will then have to make a formal request to be reinstated into this league. The parent(s) will then have to meet with the GLC Board of Directors prior to the start of the season to determine if the parent(s) is capable of behaving within the spirit and letter of the guidelines of this program.

These guidelines are not absolute in dealing with behavioral problems. Severe situations could merit harsher sanctions against the parent(s).

## **COMPLAINT AGAINST A COACH PROCEDURES**

**All grievances should be written and directed through the following sequence of authorities: Coach; Director of Coaching; Program Coordinator; Board Member; President.**

- The procedure for filing a grievance against a coach is to first provide the Program Coordinator with written documentation of the grievance including: date of incident(s), name(s) of person(s) involved, name(s) of any witness(es), and a brief description of the incident(s).
- Gather information and eyewitness accounts of the event(s) that took place from everyone involved to determine if a violation of the letter or intent of the Coaches' Code of Ethics Pledge has occurred. This may include the site supervisor, game officials, and other coaches, parents and children.
- Require the member coach to attend a meeting to address the complaint and to offer his/her side of the incident.
- The President has the authority to determine the severity of the situation and whether or not the affected coach has violated the expected behaviors outlined under each of the canons of the Code of Ethics Pledge that comprise the Code of Conduct.

The President has the authority to enforce the appropriate range of disciplinary actions outlined in the Code of Conduct. The information will be logged in the member file.



## GREENEVILLE LACROSSE CLUB COACHING EXPECTATIONS

### Now you're a Coach

For your players, you, the coaches are the single most important adult leader. You will help the players have fun, learn skills, develop sportsmanship, and discuss values in a meaningful way.

### Coaching Philosophy

As the coach, forget the professional and college coach models and the win at all cost approach. Do not try to get your feeling of self-worth from your team's win-loss record. Coaching youth sports calls for **teaching** the fundamentals properly, **developing** the basic team concepts, **working** on fair play values **and encouraging** all players to participate and enjoy the sport. The most important element is the relationship between the **coach** and the **team**. ***The coach is a leader, role model, teacher and friend.*** This relationship is far more significant than points scored or the games won.

**The quality of the coach-team relationship is the ultimate measure of success for youth sports coaches.**

- **Keep it simple:** Most sports are relatively simple to play and can be enjoyed by all ages. Overcomplicated formations, plays and strategies tend to confuse and frustrate youth. By keeping it simple, it will build self-esteem and confidence.
- **Work on basic skills:** Younger teams especially should concentrate on fundamentals. Teach skills and concentrate on the basics. Help players become conscious of the importance of proper execution. Stop the action often to help individual players improve, but don't interfere excessively.
- **Work with every player on your team:** The most highly skilled and least skilled players on your team should be given equal attention. **Every player should be helped to improve in ability and to enjoy the game. It is important that every player participates and has fun, rather than just a few good players dominating the action.**
- **Teach 'Fair Play':** Playing fair is an essential part of youth sports. Respect for one's self, team mates, the other team, the rules and the officials who uphold them.

- **Help players set and evaluate individual goals:** Competing against oneself is perhaps the best way to improve skills, help players measure their skills, set goals for the future and work to reach those goals. What is important is not so much how players measure up against each other, but how much each player learns and reaches new levels of skills and enjoyment.
- **Keep winning in perspective:** Winning games is only one of the many goals that are important in sports. Help players and their parents become aware of other important goals: learning skills, becoming better physically fit, being a good leader and a good follower, dealing with the emotions of sports and having fun.

## Coaching Policies, Procedures & Guidelines

### You Will:

- Read and review all club rules and paperwork pertaining to the season prior to the first scheduled day.
- Greenville Lacrosse Club is a board run organization, as such the Board has the final determination. You are expected to adhere to all Governance, Ethics, and Fiduciary rules.
- You will begin working towards receiving your Level 1 certification with US Lacrosse and participate in coaching sessions yearly.
- Coaches should arrive to practice at least 15 minutes early to set up and should not leave until every child has been picked up by a parent/guardian.
- Contact parents and players when necessary.
- Conduct parent/players meetings.
- Distribute all materials given to you by the Board of Directors in a timely manner.
- Return any paperwork distributed to you by the Board of Directors in a timely manner.
- Look at yourself and explore your own motivations, values and goals.
- Listen to and share with other adult leaders.
- Explain your discipline procedures for behavior problems, missed practices, etc., (nothing too severe, unless cleared with Board of Directors, refer to policies and procedure manual for guidance).
- Stress parental and player conduct during a game.
- Inform parents about proper equipment: appropriate clothing, good fitting shoes and water.
- Players are responsible for their own equipment.
- Require clean uniforms for every game.
- Stress the need for players to maintain good school grades.
- Get parents involved: at practice, umpire, score keeper, team parent, etc.
- Verify your roster, making sure all player information is correct; pass on any corrections to the Board of Directors. Absolutely no roster changes without notifying the Program Coordinator first!
- Question and answer period after every practice and game.

## Conduct Practice Sessions:

- **Come prepared to practice.** Prepare a practice plan outlining the skills you will be teaching and the drills you will use to teach them for that day. Make copies for those parents who may assist you.
- Get to know your players personally.
- Help them set goals and work towards them.
- Lead discussions by asking questions and introducing problems and situations for players to deal with.
- Teach appropriate skills, chants and physical fitness.
- Build teamwork.
- Enjoy yourself and let your players know it.
- **ABSOLUTELY NO PRACTICE SESSIONS SHALL BE SCHEDULED AT ALTERNATE TIMES OR LOCATIONS WITHOUT RECEIVING PERMISSION FROM THE GREENEVILLE LACROSSE CLUB FIRST.** Practice **must** be conducted at the time, day, and location scheduled by the GLC Board of Directors **unless** you receive permission in **advance** from GLC to practice at/on another time, day, or location. Failure to do so will result in actions of the **ENFORCEMENT OF THE CODE OF CONDUCT.**

## Game Responsibilities:

- See that your players are present and ready to play.
- Pre-game warm ups.
- Introduce yourself to the game official and the opposing team's coach.
- Fill out any paperwork (rosters etc.) prior to the start of the game and submit properly.
- **Control yourself, players and parent behavior during and after the game.**
- **Coach and encourage your team during the game. DO NOT try and officiate the game from the sideline!!**
- **Coaches and players must clean their bench area before leaving the facility!**

## Team Culture:

- The WAY we do things HERE
- We are going to live by our high standard
- The way we compete won't change despite the other team's actions.
- Our **ROOTS** for acting with integrity-- Respect the **R**ules, Respect **O**fficials, Respect **O**pponents, Respect **S**elf