1. **POLICY**

Northern Lehigh Youth Athletic Association adopt the following standards for Board Members, Coordinators, Coaches, Assistant Coaches, Teams, Players, Volunteers, Parents including Family Members and Spectators maintain high standards of personal conduct and integrity when participating in all events and activities at permitted facilities and confines of the organization, and to adhere to this Discipline & Adverse Action policy without prejudice.

1. **BASIC PRINCIPLES**

Formal disciplinary and adverse actions will be taken for good cause after considering all mitigating and aggravating circumstances and should be consistent with all other actions taken by NLYAA for similar infractions. It is essential that prompt and just corrective action be taken to promote efficiency, integrity and consistency within the organization.

**All such actions shall be governed by the following principles:**

1. **Corrective.**  The intent of discipline or adverse action is not to punish, but to correct unacceptable behavior. Accordingly, discipline or adverse action should only be as severe as necessary to bring about desired change.
2. **Consistent.** Similar penalties shall be imposed for like offenses.
3. **Nondiscriminatory.** Discipline & Adverse Actions shall not be influenced by race, color, religion, sex, age, financial status, political beliefs, national origin, physical handicap, or sexual orientation.
4. **Timely.** Discipline & Adverse Action shall be initiated as soon as practicable following the occurrence of the said infraction.
5. **Progressive.** A more severe action shall be imposed upon an individual if the person has received prior disciplinary action. Prior offenses need not have been of the same nature as the current offense to warrant a more severe action.
6. **CLASSIFICATIONS OF MISCONDUCT**

Actions and conduct considered inappropriate by the Northern Lehigh Youth Athletic Association have been designated by class. The following three classifications describe behavior prohibited at all NLYAA meetings, practices, games and activities.

**CLASS I**

* Use of profane, obscene, inappropriate, or unacceptable language, remarks, or gestures by word or sign at any time.
* Inciting or participating in disruptive behavior (disturbing the natural process of a meeting, practice, game or any official activity).
* Making insulting or derogatory remarks or gestures about any individual or group at any time.
* Coaches and/or Assistant Coaches receiving ~~a~~ 2 or more verbal warning from an umpire/referee during a scrimmage or game.
* Abuse of an umpire/referee excessive dissent.
* Umpire/Referee Official ejection.
* Possession of alcohol beverages or illegal drugs in or on Northern Lehigh Youth Athletic Association affiliated facilities.

**CLASS II**

* Direct or implied threats or innuendos.
* Inappropriate or threatening gestures or behaviors including sexual harrassment amd/or inappropriate sexual conduct
* Excessive Dissent

**CLASS III**

* Physical striking of any Executive Board Member, Official NLYAA Representative, Coordinator, Coach, Assistant Coach, Player, Umpire/Referee, Volunteer, Parent including Family Member and Spectators at all affiliated facilities and confines of the organization.
* Willful or malicious destruction of organization (including school facilities) property or affiliated facilities to include fields, parking lots, gymnasiums or personal property of any individual participating in a sponsored activity.
* Theft or larceny of money, equipment, assets, or services under the affiliated facilities and the confines of NLYAA and its affiliated activities.
* Sexual Assault

**IV. PENALTIES AND ADVERSE ACTIONS**

 Any NLYAA Official, Coordinator, Coach, Assistant Coach, Player, Team, Umpire, Volunteer, Parent

 (including Family Members and Spectators) found guilty of misconduct as classified in Section IV, is subject to

 minimum disciplinary action as follows:

**CLASS I**

* **First Offense** – Verbal warning and/or written reprimand.
* **Second Offense** – Written reprimand if previously given a verbal warning. Suspension for one (1) game if previously given a written reprimand, to include the entire calendar week.
* **Third Offense** – Suspension for two (2) games, to include the entire calendar week.
* **Fourth Offense** – Suspension for remainder of season.

 **CLASS II**

* **First Offense** – Suspension for two (2) games and/or two (2) calendar weeks.
* **Second Offense** – Suspension from four (4) games and/or four (4) calendar weeks.
* **Third Offense** – Suspension for remainder of season.

 **CLASS III**

* Permanent expulsion from the organization.

**\*NOTE: CLASS III offenses may be subject for referral to the appropriate law enforcement entity**

 **and/or District Attorney’s Office for further action.**

**V. FORMAL PROCEEDINGS**

* All violations will be investigated by the Sports Director and two NLYAA Officers.

The Sport Director will, in writing, notify The “violator” or their parents of the results of the

 investigation and any penalty's and averse actions that may be imposed as a result of the

investigation within 3 days of the violation. A copy will also be issued to the NLYAA Officers at this

time.

* All Sport Directors and NLYAA Officers who may be investigating or who may be made aware of any complaint of disorderly conduct are expected to follow the proper guidelines and procedures as set forth above (Formal Proceeding) and below (Appeals Rights/Grievances) as well as in the bylaws under section VII.- C. Violation of Bylaw V11. (1)d thru h and section XI. -C. Grievance Board (1). For any other complaint not related to disorderly conduct, please refer to our complaint policy for proper guidelines and procedures that are to be followed by all officers, directors, and coaches.
* Law enforcement will be notified if necessary.

**VI. Appeal Rights/Grievance Board**

* All conduct infraction/s handled shall have appeal rights to the Northern Lehigh Youth Athletic Association's Grievance Board.
* Within a ten (10) day period from the violation, said person(s) may request a meeting of the

 grievance board. All issues relating to conduct and revoking a membership shall be dealt with on an individual basis by the board, and in accordance with applicable laws.

* Appeal requests must be made in writing, with a detailed reason for the request and must be submitted to the President or other executive board member
* Upon receipt of the written request, the President or other executive board member will appoint 7 members (officers and directors) who are not directly involved with the sport activity in question, to serve as Grievance Board.
* The Grievance Board will review the case and conduct further investigations as deemed neccessary.
* The Grievance board will determine at their discretion, who should be in attendance at the hearing.
* The grievance board will listen to all parties involved in the grievance and attempt to resolve the matter in a manner that will satisfy all parties, while strictly adhering to NLYAA bylaws.
* After careful consideration of all facts, the Grievance board shall render its decision in writing to the individual/s who are the subject of the grievance within (3) days from the date of the grievance hearing.
* The Grievance Board shall have the authority to impose any penalty up to an including CLASS I, II and III offenses.
* The decision of the grievance board is final..
* Grievance matters are to remain strictly confidential.
* All records associated with all Discipline & Adverse Action findings/ judgments shall be filed and kept by the executive board in accordance to the following disposal schedule:

**CLASS I & CLASS II: Ten (10) years from date of offense**

**CLASS III: Indefinite**