

Youth Sports Committee Code of Conduct

We, the PACIFIC ASSOCIATION believe the sports of TRACK & FIELD, CROSS COUNTRY, and RACE WALKING should be fun as well as an integral part of a sound educational program. We believe those who coach youth and work with youth are first and foremost teachers who have a duty to promote life skills and develop good character. All HEAD COACHES will be responsible for actions of ATHLETES, COACHES and PARENTS who are involved with their club.

- Spectators will be given one warning of inappropriate conduct; if it continues they will have to leave the stadium.

Detrimental Conduct: Acts in a manner detrimental to the purposes of USATF or Athletics

Definition of Behavior	Minimum Consequences
<p><u>Fighting</u> – purposeful conflict between one or more persons, often involving violence and intended to establish dominance over the opposition.</p> <p><u>Verbal Threats</u> – making either a direct or veiled verbal threat of harm (i.e., predicts that bad things are going to happen); intimidation, put-downs, gestures, facial expressions, body gestures; range from explicit, detailed and impending to implicit and vague as to both content and time frame</p>	1 year suspension and/or removal from the Association
<p><u>Profanity</u> – vulgar or irreverent speech or action</p>	1 st – warning 2 nd – 30-day suspension 3 rd – 1-year suspension
<p><u>Cheating</u> – a deception to profit yourself or club; create an unfair advantage usually in one’s own interest and often at the expense of others; violating accepted standards or rules</p>	Removal from Association
<p><u>Theft</u> – wrongful taking of someone else’s property without that person’s willful consent. A crime against property</p>	Removal from Association
<p><u>Taunting</u> – derisive; abusing vocally; expressing contempt or ridicule; derisive laughter; jeering crowds; mocking smile; taunting shouts of ‘slow poke’ or ‘can’t run’</p>	1 st – 30 day suspension 2 nd – 1-year suspension
<p><u>Drugs / Alcohol</u> – any substance that can be used to modify a chemical process or processes in the body to enhance a performance or ability, or to alter states of mind; no drugs or alcohol are allowed at any Youth PA/USATF events</p>	1 st – warning 2 nd – 1-year suspension
<p><u>Unauthorized people on the field</u> – athletes, coaches,</p>	30-day suspension

parents on the infield after the beginning of the first competition	
Disrespect of Officials – an official is someone who holds an office in an organization; an adult volunteer or coach who runs a team; an official (referee) at a competition	1 st – immediate team & coach disqualification from meet AND 30-day suspension 2 nd – 1-year suspension

Eligibility Violations: Violates the rules of eligibility for Athletics

Definition of Behavior	Minimum Consequences
Recruitment of athletes from registered clubs – once an athlete has registered with Club A in a calendar year another athlete, coach or other representative of Club B may not contact that athlete for purposes of recruiting to Club B. If an athlete decides to change clubs of their own desire, the athlete must wait 90 days after their last competition with Club A before they can begin competing with Club B. Guardian of athlete must submit in writing to the PA/USATF Membership Chair the request to change clubs.	1 year suspension

Steps to Follow if Violations Occur

USATF Governance Manual, Section III (Operating Regulations), Regulation 11 (Formal Grievances and Disciplinary Proceedings)

- C **Grievances:** A grievance may involve any matter within the cognizance of USATF, other than doping offenses described in Regulation 10.
1. **Grievance Complaints:** A Grievance Complaint shall state the following:
 - a. Detrimental conduct: Conduct detrimental to the best interests of Athletics or USATF has taken place;
 - b. USATF violations: A violation of any of USATF’s Bylaws or Operating Regulations has occurred; or,
 - c. IAAF violations: The IAAF rules of eligibility have been violated.
 2. **Parties:** Grievance Complaints may be filed only by and against individuals or entities which were, at the time that the conduct complained or occurred, and at the time the Complaint is filed, members, directors, or officers of USATF or otherwise subject to the jurisdiction of USATF. A non-member, former director, or former officer of USATF shall be subject to the jurisdiction of USATF for the purpose of defending against a Grievance Complaint for an incident that occurred while he or she was a member, a director, or officer of USATF or otherwise subject to the jurisdiction of USATF. A Grievance Complaint may only be filed by a person or entity affected by the issues raised in the complaint; and

3. Time limit: Except as provide in Regulation 11-Q-3, Grievance Complaints must be filed within two (2) years from the time the complaining party knew or should have known of the act giving rise to the Complaint.

D **Disciplinary matters**: USATF shall have the authority to discipline any member, delegate, athlete, coach, manager, official, trainer, member of any committee, and any other person or entity participating in Athletics who, by neglect or by conduct, acts in a manner subject to discipline pursuant to Regulation 11-D-1 below. Any athlete, coach, trainer, manager, administrator, or official who alleges that he or she has been denied an opportunity to participate in an Athletics competition shall be entitled to fair notice and opportunity for a hearing conducted pursuant to this Regulation.

1. **Activities subject to discipline**: USATF may discipline any member, delegate, athlete, coach, manager, official, trainer, member of any committee, and any other person or entity participating in Athletics who, by neglect or conduct:
 - a. Detrimental conduct: Acts in a manner detrimental to the purposes of USATF or Athletics;
 - b. USATF, IAAF, and Sports Act violations: Violates any of the Bylaws, Operating Regulations, or Competition Rules of USATF or the IAAF, or violates the Sports Act;
 - c. National team conduct: Violates a commitment as a member of a national team as provided in Regulation 13; or
 - d. Eligibility violations: Violates the rules of eligibility for Athletics.

Pacific Association USATF Bylaws; Article 16 (Grievance Procedures)

(a) Any member of this Association may file a written grievance with the President pertaining to any matter within the cognizance of the Association. However, if a committee* has a grievance procedure, resolution of a grievance should be attempted under that procedure. If the grievance is against a committee chair then the grievance should be sent to that committee's secretary or someone on the committee's executive board who will act in place of the chair for resolution. The grievance shall be signed under oath and shall state with particularity the nature of the grievance, the individual or entity against which the action is directed, and the nature of the relief sought. The grievant will send a copy of the grievance to the member or members accused of the act as well as the appropriate committee chair (s).

* If the committee does not have specific grievance procedures than Article 16 a through g will be used with the appropriate substitution of the word "chair" for the word "President" and the word "Committee" for the words "Board of Athletics".

The full PA/USATF Grievance Procedure can be located online at the PA/USATF website under the section titled, "About PA/USATF." Review all steps of the grievance process before submitting a grievance.

Pacific Association Youth Sports Committee Grievance Procedures

The Youth Sports Committee has adopted the PA/USATF Grievance Procedures.

- B. Should the grieving party wish to first bring a grievance to this committee, they may do so unless specifically prohibited by the Pacific Association. The procedure shall be as follows:
1. The grievance shall be presented in writing to the Youth Chairperson.
 2. The Youth Chairperson shall appoint, within 10 days, a three (3) person grievance committee who shall investigate the grievance and make a decision. That decision shall be put in writing and sent to the grieving party and a copy sent to the Youth Chairperson within forty-five (45) days.
 3. All decisions of the Grievance Committee shall be final within the Youth Committee. If that decision is not satisfactory then the grievance must be sent to the Association Chairperson as defined in the Association Bylaws for appeal.
 4. All proceedings of the grievance shall be kept confidential if requested by the grieving party.

