

## **FNWLL Code of Conduct**

FNWLL is committed to creating a positive, respectful, and safe environment for all players, coaches, parents, and volunteers involved in our organization. To ensure the success and integrity of our organization, we have established this Code of Conduct. All members of our organization, including players, coaches, parents, and spectators, are expected to adhere to these guidelines.

### **1. Player Conduct**

- **Respect for Coaches and Teammates:** Players must show respect for their coaches, teammates, and opponents at all times. Encouragement and positive reinforcement should always be the priority.
- **Effort and Commitment:** Players are expected to attend all practices and games, arrive on time, and give their best effort in everything they do. If unable to attend a practice or game, players/guardian should communicate the absence with the coach in advance of the absence.
- **Sportsmanship:** Players will demonstrate good sportsmanship, which includes accepting victory with humility and handling defeat with grace. Any behavior that is unsportsmanlike or disrespectful will not be tolerated. In the case of a player being ejected from a game, players will be required to sit out the game immediately following and may be subject to ejection from future game(s) subject to the Board of Director's discretion.
- **Safe Play:** Players must follow all safety guidelines and regulations to ensure the well-being of themselves and others.
- **Parents and Spectators:** Players are expected to always show respect for to their parents and all spectators. Players should not engage with opponent spectators and if disparaging remarks are made players are expected to let the coaches and officials handle the situation.

### **2. Coach Conduct**

- **Role Model:** Coaches should do their best to act as positive role models for their players, demonstrating integrity, respect, responsibility, and commitment to the game.
- **Sportsmanship:** Coaches will demonstrate integrity and good sportsmanship, which includes accepting victory with humility and handling defeat with grace. Any behavior that is unsportsmanlike or disrespectful will not be tolerated. In the case of a coach being ejected from a game, they will be required to sit out the game immediately

following and may be subject to ejection from future game(s) subject to the Board of Director's discretion.

- **Communication:** Coaches will maintain clear and open communication with players and parents regarding expectations, schedules, and any issues that may arise. Constructive feedback and encouragement should be given to players to support their growth.
- **Fairness:** Coaches will treat all players fairly and equally, ensuring that each player has the opportunity to develop and contribute to the team.
- **Player Safety:** Coaches play an important role in supporting both the physical and mental well being of all players, ensuring a safe and positive environment for development.
- **School Affiliation:** Coaches will not use their position or influence within the organization to recruit, encourage, or pressure any player to change school affiliations, little league teams, or any other related commitments. The integrity of the coach-player relationship is built on trust, and coaches are expected to prioritize the development and well-being of players within the team. We believe in fostering a positive and supportive environment where players are free to make decisions based on their best interests, without external influence related to school or league affiliation. Additionally, coaches should not use their influence to discourage any school, little league, or other related commitments.

### 3. Parent and Spectator Conduct

- **Support and Encouragement:** Parents and spectators are expected to offer positive support and encouragement to all players, coaches, and officials. We encourage cheering for your team and respecting all players, regardless of the team they play for.
- **Respect for Coaches and Officials:** Parents and spectators must respect the decisions made by coaches and officials at all times. Any attempt to criticize or question coaching decisions or officiating during games or practices will not be tolerated.
- **Sideline Behavior:** Parents and spectators are expected to remain off the field and out of the dugout unless otherwise instructed by the coach or team management. Negative comments, criticism, or unsportsmanlike behavior directed at players, coaches, umpires or other parents will result in immediate action from the organization. FNWLL entrusts all coaches to take immediate action when unacceptable sideline behavior occurs.
- **Constructive Communication:** Parents are encouraged to discuss concerns directly with coaches or team administrators in a respectful and professional manner. If a resolution is not reached, the issue can be escalated to the board of directors.

#### 4. General Expectations

- **Respect for All Participants:** Every member of the organization, whether a player, coach, parent, or spectator, must treat all individuals with respect and dignity. Discriminatory, abusive, or offensive language or behavior will not be tolerated.
- **Teamwork:** We believe in the value of teamwork, cooperation, and mutual respect. Every player, coach, parent, and volunteer must work together to create a positive and enjoyable experience for all.
- **Zero Tolerance for Harassment or Abuse:** Harassment, bullying, and any form of abuse—whether physical, emotional, or verbal—will result in immediate disciplinary action and may lead to removal from the program.

#### 5. Disciplinary Action

All alleged violations of the Code of Conduct may be reported directly to the board at [fnwllpresident@gmail.com](mailto:fnwllpresident@gmail.com). Upon receipt of any report of alleged violation of the Code of Conduct, the President of FNWLL or his designated representative, will conduct an investigation to determine if the allegations are substantiated. The investigation will commence within 7 days of the reported incident. FNWLL is committed to handling all reported concerns, complaints, and potential violations of this Code of Conduct in a fair, respectful, and confidential manner. To protect the privacy and integrity of all individuals involved, information related to any investigation will be shared only with those who have a legitimate need to know. While confidentiality will be maintained to the greatest extent possible, FNWLL may disclose information as required to ensure player safety, comply with league policies, or meet legal obligations.

Any violation of this Code of Conduct may result in disciplinary action, including but not limited to:

- A verbal warning
- Suspension from a practice or game
- Suspension from participation in the program
- Permanent removal from the organization as a player or coach

The severity of the discipline will be determined based on the nature of the offense and will be handled by the board of directors. The FNWLL Board of Directors retains the sole authority to determine what, if any, disciplinary action is appropriate for any conduct infraction.

#### 6. Anti-Retaliation Policy

FNWLL is committed to ensuring that all players, parents, coaches, volunteers, and spectators feel safe to raise concerns, report violations, or participate in investigations without fear of retaliation.

Retaliation in any form is strictly prohibited against any individual who, in good faith:

- Reports a concern, complaint, or suspected violation of this Code of Conduct
- Seeks guidance or clarification regarding FNWLL policies or expectations
- Participates in, cooperates with, or provides information during an investigation
- Refuses to engage in conduct that would violate this Code of Conduct

Retaliation may include, but is not limited to:

- Harassment, intimidation, or threats
- Reduction of playing time, removal from a role, or exclusion from team or league activities
- Unfair or selective enforcement of rules or discipline
- Negative treatment, social exclusion, or disparaging comments
- Any adverse action intended to punish or discourage an individual from raising concerns

Any act of retaliation will be treated as a **separate and serious violation** of this Code of Conduct, regardless of the outcome of the original complaint. Individuals found to have engaged in retaliation may be subject to disciplinary action as outlined in this Code, up to and including permanent removal from the FNWLL organization.

Concerns or reports of retaliation should be reported in the same manner as other Code of Conduct violations and may be submitted directly to the FNWLL Board of Directors at [fnwllpresident@gmail.com](mailto:fnwllpresident@gmail.com). FNWLL will investigate all reports of retaliation promptly, fairly, and confidentially, consistent with its disciplinary procedures.

## 7. Commitment to Excellence

We encourage all players, coaches, parents, and volunteers to strive for excellence both on and off the field. By adhering to this Code of Conduct, we ensure that our organization remains a place of integrity, respect, and enjoyment for everyone involved. As a player, coach or parent you are an extension of the overall FNWLL organization. Failure to adhere to the guidelines and expectations set forth in this code of conduct may result in disciplinary action, including but not limited to removal from the team or organization.