



## DISCIPLINARY PROCEDURES

### 1. Reporting Improper Conduct

Brattleboro Youth Soccer Association provides a tool on its website to allow coaches, players, parents, and spectators to report to the Disciplinary Subcommittee any issues they observe before, during, or after practices and games. Please see the Code of Conduct page under the Resources menu on our website.

#### a. Reporting By Coaches

- 1) It is the responsibility of every coach to address improper conduct observed by the coach or brought to the coach's attention in a timely and respectful manner.
- 2) In the event any coach feels that the Disciplinary Subcommittee should be involved in addressing any improper conduct, the coach is encouraged to contact the Disciplinary Subcommittee through the website.
- 3) Coaches must report any Offensive Actions to the Disciplinary Subcommittee, including:
  - I. Any report or allegation of inappropriate physical contact, violence, or threatened violence against any player, coach, official, parent, spectator, or BYSA Board members.
  - II. Any observed or reported use of drugs or alcohol by any player, coach, official, parent, or spectator during any BYSA event.
  - III. Any situation where a player, coach, parent, or spectator is ejected from a game or removed from the premises.
  - IV. Coaches are encouraged to keep the Disciplinary Subcommittee informed of any improper conduct and the steps taken by the coach to address the misconduct, even if the coach is not required to report the misconduct to the Disciplinary Subcommittee.

- V. Coaches shall promptly respond to any request by the Disciplinary Subcommittee for information relating to any incident or violation of the Code of Conduct.

b. Reporting by Parents and Spectators

- 1) Parents and spectators are encouraged to report any improper conduct to the coach and/or the Disciplinary Subcommittee.
- 2) If a parent or spectator reports misconduct to the coach and feels that the misconduct is not appropriately addressed, the parent or spectator is encouraged to contact the Disciplinary Subcommittee through the BYSA website.

## 2. Procedures for Addressing Improper Conduct

a. Coaches

- I. Coaches shall promptly address any misconduct that is observed or brought to the attention of the coach during a BYSA event.
- II. Coaches and officials have the absolute authority, in their sole discretion, to issue verbal warnings and/or eject any player, parent, or spectator from any game or match if the player, parent, or spectator violates the Code of Conduct or engages in any Offensive Action.

b. BYSA Disciplinary Subcommittee

- I. The BYSA Disciplinary Subcommittee will conduct a timely and reasonable investigation into any misconduct reported to the Subcommittee. The scope of any investigation is the sole discretion of the subcommittee. The subcommittee will provide any person accused of misconduct a reasonable opportunity to be heard.
- II. After a reasonable investigation, the subcommittee will determine the appropriate penalty for any violation of the Code of Conduct.
  - A. Penalties will be based on the nature and severity of the violation.
  - B. The subcommittee will strive to treat all similar offenses in a similar manner, while taking into account the individual facts and circumstances of each violation.
  - C. The Subcommittee will not discriminate in any manner in determining whether to impose a penalty or in determining which penalty to impose.

- III. The Disciplinary Committee will keep appropriate records of each reported violation, and shall document each penalty and the reasons for imposing the penalty.

**All decisions of the Disciplinary Committee are final and cannot be appealed.**

**A. Penalties**

- a. The Disciplinary Committee shall determine the appropriate penalty for any violation of the Code of Conduct and any Offensive Actions. Penalties may include any one or more of the following:
  - i. Verbal Warning
  - ii. Written Warning
  - iii. Suspension:
    1. One game suspension
    2. Multiple game suspension
    3. Indefinite suspension
    4. Expulsion from BYSA

**B. Additional Considerations**

- a. If a coach or parent is expelled from the club, any child associated with that person is also expelled from the club.
- b. If a player is suspended from BYSA, they cannot participate in BYSA for the duration of their suspension. If a player is expelled from the BYSA, they cannot participate in BYSA programs. If they are currently on a team, they will be removed from that team.
- c. Behavior of players may also subject them to discipline under the League or organization of the event BYSA is participating in at the time of the violation.
- d. There are no refunds as a result of any person being removed from the Club.