

## 23Club Code of Conduct

This Code of Conduct is intended to cover the coaches, players, and parents that are involved with our 23Club Programs. This Code of Conduct is not intended to be an all-inclusive list of expectations and rules, but a minimal guideline for our coaches, players, and parents. It is the mission of our 23Club Program that all of our coaches, players, and parents will at all times exhibit positive behavior. This includes, but is not limited to, being humble in victory and gracious in defeat; exhibiting a positive attitude, win or lose; Showing support for teammates; Encouragement of one another; leadership by example; Giving one's best effort in all practices and games; and above all, having fun.

### Anti-Harassment Policy

23Club recognizes the dangers associated with Harassment, in any form, and recognizes that acquiescence towards Harassment is contrary to the mission of the 23Club. As such, it is our expectation that all players, parents, and coaches shall refrain from ALL forms of harassment, to include, but not be limited to, threatening behavior towards other players, parents, or coaches because of race, religion, sex, and/or ethnic origins. Additionally any behaviors and/or conduct that creates an intimidating, hostile, or offensive team environment; that substantially or reasonably interferes with a player, parent, and/or coach's team participation; and/or that adversely affects players, parents, and/or coaches, shall be considered to be harassing conduct in violation of this Anti-Harassment Policy.

### Code of Conduct Violations and Penalty Procedure

Any matter involving parent, player, spectator, and/or coach conduct that is brought to the attention of the 23Club Board of Directors shall be promptly investigated to determine whether there is a need to impose a penalty. Following investigation by the Board of Directors, in the event that it is determined that a penalty would be necessary and appropriate, the Board will notify the offending party or parties of the penalty imposed. The penalty may include, but is not limited to, a public and/or private reprimand; suspension from games and/or other team activities; or, if necessary, removal from participation in 23Club programming.

In the event any player, coach, or family member is removed from the program, there will be no refund for any fees paid. The investigation by the 23Club Board of Directors regarding any conduct by any person shall be conducted within 24 hours of the Board becoming aware of the matter. Any penalty imposed shall be communicated to the offending party as soon as practicable following the investigation.

All decisions by the Board of Directors shall be deemed to be final and non-appealable. **\*All penalties with regard to Parent violations shall be served by the player or players connected to the offending Parent.**

The following are examples of what may be determined to be inappropriate conduct by players, spectators, parents and/or coaches:

1. Disrespect towards coaches, teammates, parents, opponents, spectators and/or umpires in any form, including via social media or other electronic communication device and/or media.
2. Arguing an umpires call or decision and/or ejection from a game.
3. Use of profanity or other inappropriate language or communication.
4. Engagement in inappropriate behavior, including, but not limited to, throwing equipment or other items.
5. Unexcused absences from practices and/or games by a coach.
6. Failure to assist with dugout cleanup and other duties after a practice and/or game.
7. Physical violence towards any player, coach, umpire, fan, spectator, opponent, or any other person during a game, practice, and/or team function.
8. Use of alcohol, tobacco, drugs, and/or any other illicit substance, including vapes, during a game, practice and/or other team function.
9. Violation of the Anti-Harassment Policy set forth herein.
10. WILLFUL violation of any game or league rules.
11. Any other similar and/or inappropriate conduct as determined by the Board of Directors.