



Spring-Ford Youth Basketball Corrective Action Policy

Effective 2025-8-21

ADOPTION OF POLICY/PROCEDURE

RESOLVED, that the following Policy/Procedure relating to Spring-Ford Youth Basketball shall be adopted by the League as follows:

CORRECTIVE ACTIONS POLICY:

Policy Purpose

The purpose of this **Corrective Action Policy** is to outline the procedures and expectations for addressing behavioral issues, unsportsmanlike conduct, and policy violations within Spring-Ford Youth Basketball, hereafter known as “**SFYB**.” This policy aims to promote a safe, respectful, and positive environment for all participants, including **SFYB** members, coaches, players, parents, spectators, officials and volunteers. **SFYB members, coaches, players, or parents, spectators, officials, and volunteers are required to adhere to the following policies / rules, collectively known as the “SFYB Personal Conduct Policies”:**

- **Coaches Code of Conduct**
- **Players Code of Conduct**
- **Parents/Spectator Code of Ethics**
- **SFYB Facility Rules**

Any party that fails to adhere to any of the rules set forth in any of the **SFYB Personal Conduct Policies** will be subject to disciplinary action. This will help ensure that Spring-Ford Youth Basketball remains a high-quality program for children to learn, play, and have fun with the game of basketball in a safe environment.

1. Scope:

This policy applies to all **INDIVIDUALS** defined as **SFYB** members, coaches, players, parents, spectators, officials and volunteers.

2. Expectations of Conduct:

All members are expected to:

- Uphold the values and mission of **SFYB**,
- Demonstrate respect for others, sportsmanship, and teamwork,
- Be courteous, fair and accept the results,
- Abide by all organizational policies and practices, including those outlined in the **SFYB Personal Conduct Policies**.

3. Grounds for Corrective Action:

Any conduct which undermines the core values of SFYB or violates any rule outlined in the **SFYB Personal Conduct Policies** will not be tolerated.

In addition to all rules outlined in the **SFYB Personal Conduct Policies**, corrective action may also be taken for any behavior that is deemed, by the SFYB Compliance Officer and/or the Board of Directors, to be unbecoming of **INDIVIDUALS**. For the avoidance of doubt, behaviors that most certainly are considered to be in violation of SFYB Personal Conduct Policies include but are not limited to the following:

- **Unsportsmanlike Conduct or Harassment** – any conduct that is unbecoming in behavior or treatment of others. Aggressive or threatening body language, physical contact, and/or excessive arguing or threats will be considered harassment.
- **Fighting / Physical Altercations** – A hostile encounter with another party or parties, resulting in a physical struggle or physical contact, will be defined as a “fight.”
- **Verbal Abuse** – The intentional act of insulting another individual through oral measures with the aim of offending, use of abusive language, tormenting others, and baiting of individuals.
- **Use of Racial and/or Gender Epithets** – Any use of racial or gender epithets used in reference to an individual’s race, color, gender, or sexual orientation.
- **Use of Profanity or other disrespectful language (including obscene gestures)**
- **Substance use or abuse during practices or games**
- **Questioning, disagreeing or harassing officials / Failure to abide by an official’s decision**
- **Failure to comply with a coach’s decision**
- **Violation of safety or facility rules and procedures**
- **Throwing objects onto the court**
- **Abuse of volunteers and other SFYB members verbally, in writing, via email, or via social media**

Any incident or behavior not defined above that is deemed detrimental to the welfare of the organization and its members may also result in disciplinary action.

All technical fouls and ejections given by will be reported to the league and will follow the SFYB Technical Foul Policy.

4. Corrective Action Process:

If a complaint is filed, whether formal or informal, or an incident is reported to or witnessed by an active Board Member regarding any failure to adhere to the **SFYB Personal Conduct Policies**, the incident will be investigated and handled accordingly, as outlined below.

Step 1: Preliminary Investigation

- Upon receiving a report of possible misconduct, a preliminary investigation will be conducted by the Compliance Officer and/or one or more of the Board of Directors.
- The **INDIVIDUAL** accused of misconduct will be given an opportunity to explain their behavior.

Step 2: Documentation

- All findings and evidence from the investigation will be documented.
- A record of the incident will be maintained in a confidential manner.

Step 3: Determination of Action

- Based on the investigation, corrective actions will be determined, which may include one or more of the following:
 - Verbal warning,
 - Written warning,
 - Completion of the Positive Coaching Alliance (PCA) Coaching Course,
 - Written/verbal apology to impacted parties and / or the Board of Directors,
 - Immediate removal from game play (sit on the bench or ejection from the facility),
 - Suspension from practices and/or games,
 - Dismissal from a facility,
 - Expulsion from the league for the remaining season or indefinitely.

Any person(s) ejected or asked to leave a facility/property shall leave immediately. The game shall not continue until the person(s) has been removed. Failure to comply with leaving may result in forfeiture of game and league officials contacting the Spring-Ford Police Department or Security Personnel.

- The severity of the corrective action will correlate with the nature and gravity of the misconduct, as well as the number of offenses.
- If any **INDIVIDUAL** is expelled from the league for the remainder of a season, no refund will be provided.

Step 4: **Communication**

- The **INDIVIDUAL** involved will be informed of the decision regarding corrective action. A written notice will be provided explaining the details and reasons for the action taken.

Step 5: **Following Disciplinary Action**

- Any discipline action levied applies to both SFYB Recreation and Travel Programs or the Program in which the incident occurred, as determined by the Compliance Officer and/or Board of Directors.
- Failure to comply with any punishment set forth shall result in not being allowed to participate in any SFYB activities indefinitely.
- To be reinstated as a member in good standing, **INDIVIDUALS** must present in front of the Board of Directors or a subset of Board Member(s) appointed to address reinstatement. If the **INDIVIDUAL** is a minor, the minor must present with a parent or guardian in attendance. A timeframe for any reinstatement meeting shall be set forth by the Compliance Officer and/or Board of Directors.

The decision of the Compliance Officer and/or Board of Directors is final.

5. Implementation:

- This policy will be reviewed annually and updated as necessary to ensure its effectiveness and relevance.

Conclusion:

Spring-Ford Youth Basketball is committed to fostering a positive sports environment for everyone involved. The Corrective Action Policy serves to maintain standards of conduct and ensure that all members are treated fairly and respectfully.