



## **East Ridge Athletic Association Operating Manual**

### **Purpose**

This guide is designed to assist you in gaining a better understanding of the East Ridge Athletic Association (hereby known as ERAA). If you have questions after reviewing it, contact any of the ERAA Executive Board of Directors (hereby known as ERAA Executive Board). Their contact information is listed on the ERAA website at [www.eraamn.com](http://www.eraamn.com) under the “Board” tab.

### **Mission and Program Objectives**

Our mission is to support athletes who live within the East Ridge High School boundary in developing sport and teamwork skills. We strive to create a positive environment for East Ridge players to learn, grow and develop as individuals and athletes.

ERAA's objectives are to provide an organized sports program for youth in the community that will:

- Promote physical fitness, stamina and agility
- Develop self-confidence
- Develop respect for others, teamwork and pride in team and community
- Teach the fundamentals of sports
- Foster good sportsmanship in victory and defeat
- Play in a physically and emotionally safe and healthy environment
- Build character and set priorities in our lives
- Allow as many players as possible to safely have an opportunity to participate and develop
- Allow everyone to have fun and enjoy the game

Each sport within ERAA has its own sport board of directors (hereby known as ERAA Sport Board). The ERAA Executive Board works closely with each individual ERAA Sport Board to provide overall guidance and support with their programming. Together, their primary responsibilities are to provide:

- Fair and transparent tryouts/auditions/evaluations (when applicable)
- Fair team selection process

- Positive player experience
- Positive coaching principles
- Compliance with required background checks and trainings
- Responsive, timely and relevant communication with parents/guardians
- Web content that is customer service focused
- Easy and clear registration process
- Alignment with ERAA varsity coaches and programs
- Competitive program fees
- Financial investments that will build a stronger sports community

## **GENERAL INFORMATION**

### **Commitment and Attendance**

Sports require a significant time commitment from players, coaches and parents/guardians during the season. In order to establish a cohesive team environment, every player's presence is important. Unless excused by the head coach, every player is requested to attend practices, league games and tournament games. Excused absences will be granted for school and religious events. However, it is expected that the head coach be notified in advance of such events.

Commitment from our parents/guardians is as important as that from the players. In order for our association to be a success and for our children to maximize their joy of playing sports, we need your help in a variety of ways to include but not limited to coaching, helping out at practices and being team managers. In addition, parents/guardians may be required to volunteer throughout the season (see "Volunteer Commitment" below for more details).

### **Registration**

ERAA provides sports registration online at [www.eraamn.com](http://www.eraamn.com).

### **Tryouts (If applicable)**

While no child is guaranteed a spot on a team or at a specific level, we do try to field as many teams as possible. Players will be assigned based on past performance, independent evaluations and coaches' assessments. Review [www.eraamn.com](http://www.eraamn.com) for more sport specific information.

### **Fees**

Whenever possible, ERAA tries to simplify the cost of playing sports into a single fee for each player that is collected at the time of registration. Examples of the cost to play sports include:

- Registration
- Tryouts
- Equipment (gear, first-aid kits, etc.)
- Facilities
- Officials
- Fields/gyms
- Uniforms/jerseys
- Tournament fees

All fees are used solely to run the ERAA sports program. ERAA is a nonprofit and all funds are used to grow the organization and further support its mission. ERAA is committed to ensuring all interested children can participate in ERAA sports regardless of financial ability so fundraising is a critical component to the success of ERAA.

## **Refund Policy**

The initial registration fee is non-refundable in the event that the player is placed on a team. If the player is not placed on a team, ERAA will reimburse all registration fees as approved by the ERAA Sport Director and will be reviewed on a case-by-case basis.

## **Volunteer Commitment**

The family of each player is required to work a minimum number of hours per sport at ERAA-hosted events. The requirement may be capped per household for families with multiple children in the same sports program. All volunteers must be at least 13 years old.

Volunteer sign-up will be posted on the ERAA website under the DIBS tab once shifts are determined by the sport.

If someone is unable to work their scheduled shift, it is their responsibility to find a replacement. If your shift is canceled or rescheduled due to inclement weather, you will still be expected to complete the volunteer requirement at a future date.

Any family that chooses not to fulfill their volunteer commitment will be required to make an incremental payment as defined by each sport at the time of registration. ERAA reserves the right to increase the fee if this fee is not paid at time of registration or the volunteer commitment is not fulfilled. Families must be in good standing and must be current before they may register for the following season.

Exceptions: Head coaches do not need to fulfill this requirement due to the high number of volunteer hours they contribute as a coach throughout the season. In addition, ERAA Sport Board members that fulfill their board member responsibilities do not need to fulfill this requirement as they are already scheduled to work tournaments and other sponsored events throughout the year.

## **Games and Practices**

In an effort to preserve the quality of the fields, no team or parent/guardian in ERAA is permitted to use school or city fields for official or unofficial practices prior to their openings/approvals by the cities. No team or parent/guardian is allowed to book indoor gym space through ISD 833 prior to the start of their season unless the space is not being used by an in-season sport.

Teams are assigned fields/gyms that they may use for practice and league games at the start of the season. ERAA makes every effort to share the fields/gyms as fairly as possible. However, with other associations sharing field/gym use, space is at a premium and teams must use their field/gym time wisely. If the field/gym space is not going to be used for the scheduled reserved time, the facilities coordinator should be informed so it can be released for other teams/sports to use. If field/gym space is being reserved by others but upon arrival it is not being used the facilities coordinator should be informed to prevent misuse of reservations.

## **Uniform and Spirit Wear Brand Requirements**

ERAA uniforms will be outlined each year by sport in compliance with branding and color guidelines set by the ERAA Executive Board. ERAA colors are white, black, gray and vegas gold. View the [ERAA Brand Guide](#) for approved pantones and logos. View the [ERAA Font Guide](#) for approved fonts to use. Violations of compliance to ERAA brand guidelines will result in the purchase not being eligible for payment to the vendor or for reimbursement. All uniform designs need to be approved by an officer of the ERAA Executive Board to ensure compliance with ERAA's brand guidelines.

There is more flexibility with designing spirit wear that allows for more creativity and customization in styles, colors and fonts. However, spirit wear must still only use the approved ERAA logos outlined in the ERAA Brand Guide. ERAA Sport Board approval is required for spirit wear designs before ordering.

### **Equipment**

Each player must provide their own personal protective equipment unless indicated during registration by sport. Parents/guardians are responsible for providing any additional safety equipment that they choose to use. Properly fitted, correctly sized equipment is very important to a player's success.

The ERAA Sport Board will supply equipment such as balls, hurdles, pucks, etc. as mentioned above under "fees."

### **Officials (non-parent/guardian volunteers)**

All officials, such as referees and umpires, are sanctioned by the state of Minnesota and provided to us by certified associations as covered under "fees." Generally, the younger the age group, the lesser the experience of the officials. While our expectations of the quality of officiating may be high, we must always exercise patience, understanding, good sportsmanship and respect for their efforts. Our officials are also developing their skills and judgment and cannot be expected to be mistake-free. The character of our players, coaches, spectators and community will be gauged by the message the officials carry out into the sports community statewide.

The ERAA Executive Board retains the right to prohibit family members and other spectators from attending ERAA events if they repeatedly fail to show proper respect to officials. In addition, a coach/official may suspend any coach, player, parent/guardian or other spectator who acts in an unsportsmanlike manner, as described in the "Behavior and Code of Conduct" section below. Additional guidelines will be followed based on league guidelines. League policies prevail.

### **Evaluation Forms/Suggestions**

In an effort to continuously improve, parents/guardians will be asked to complete an evaluation survey at the end of each sport season on their and their child's experience with the ERAA program. This request will be sent out via email by the ERAA Executive Board to those on the ERAA sport email distribution list. This is an excellent opportunity to express your opinions and to help us make improvements. Survey results and recommendations will be shared with each ERAA Sport Board. Aggregate data will be posted on [www.eraamn.com](http://www.eraamn.com) for everyone to have access to review.

### **Partnership, Sponsorship and Advertising**

Whenever possible, ERAA wishes to support local businesses that support and serve our families and communities. To ensure there are no conflicts of interest, the below guidelines are published for accountability and transparency to the ERAA community.

**Partnerships** will be approved by the ERAA Executive Board on an annual or multi-year basis depending on the opportunity. For example, if ERAA determines that it is in the best interest of the players and families to include a membership to a business, ERAA will charge families during the registration process and all funds will be made directly to ERAA. ERAA will then pay the vendor for services rendered. To ensure access to these opportunities, ERAA will invite interested businesses to participate in a Request for Quote (RFQ), which details the requested services and costs associated with them. The RFQ will be reviewed and approved/declined

during an ERAA Executive Board meeting. ERAA will respond back to the business that submitted the RFQ with the review outcome. In-kind donations are not considered partnerships.

**Sponsorships** will be approved by each ERAA Sport Board and are specific to each sport. For example, if a specific sport wishes to have sponsorships for banquets, fundraisers, etc., they will establish the criteria, cost and benefits to the sponsor associated with the financial contribution for the sponsorship. The ERAA Executive Board recommends financial guidelines and levels be established to ensure consistency among the sports for financial contributions (for example, \$1,000 for a Gold Sponsorship, \$2,500 for a Diamond Sponsorship, and \$5,000 for a Platinum Sponsorship) so that benefits are clearly stated for consideration by the family or business. In-kind donations are not considered sponsorships.

**Advertising** requests will be approved by the ERAA Executive Board. Advertising will be shared with all ERAA families and will include offers for services rendered. For example, if a local restaurant wants to offer an incentive to ERAA families to visit their restaurant or an athletic club wants to offer a discount on memberships, this would be classified as advertising. In these examples, the local business would pay ERAA and ERAA would invest the funds into resources and services that benefit ERAA players/families. In-kind donations are accepted as advertising if they help defray costs that would be otherwise paid by ERAA (e.g., facility, security and/or sanitation fees).

## **GENERAL POLICIES**

### **Discrimination**

ERAA does not tolerate discrimination on the grounds of any characteristics including but not limited to race, color, national or ethnic origin, gender, sexual orientation, age or disability, be it physical, sensory, intellectual or psychiatric. Consequences for such behavior may include but are not limited to conversations with players/parents/guardians/coaches, temporary suspensions, suspensions for the season or permanent expulsion from ERAA sports. Speak with your coach, ERAA Sport Director or an ERAA Executive Board member to address any concerns. Any suspensions must include the ERAA Executive Board prior to implementation.

### **Transgender Players**

Each ERAA Sport Board will follow the guidelines as set forth by any overseeing association in which that ERAA Sport Board is a member of and regulated by.

Any request to allow an athlete to play according to the gender they most identify with (whether or not that is the same as their birth gender) shall be handled by the ERAA Sport Board and ERAA Executive Board on a seasonal registration and case-by-case basis. Decisions will be based on a number of factors including but not limited to age, ability and safety. ERAA will always first follow state and/or federal guidelines that are in place.

### **Accommodations**

ERAA wants to ensure that all ERAA eligible and interested children have the opportunity to play sports regardless of economic, physical and/or social needs. Contact the specific sports director listed on [www.eraamn.com](http://www.eraamn.com) to discuss accommodation requests.

### **Playing Time**

ERAA expects that playing time will be distributed amongst all players who attend practices and games, demonstrate good sportsmanship, make a strong effort to improve as a player and otherwise exhibit the qualities expected of an ERAA athlete. Head coaches are permitted to use their discretion regarding playing times within individual games and tournaments, with an

expectation that players will be treated fairly as the season progresses. This is NOT a requirement of equally-divided playing time; coaches are expected to be fair, not perfect. Head coaches are permitted to assign players to specific positions, or use more varied rotation plans. They are also permitted to use different strategies for league games vs. tournament games.

### **Suspensions**

The ERAA Sport Board reserves the right to suspend any coach, player, parent/guardian or other spectator who violates the ERAA Code of Conduct (see "Behavior and Code of Conduct" below for details). A coach or official may also suspend any coach, player, parent/guardian or other spectator who acts in an unsportsmanlike manner as described in the "Behavior and Code of Conduct" section below. Suspensions will be documented by the ERAA Sport Board and ERAA Executive Board.

Subsequent violations may result in the coach, player or parent/guardian being removed from the ERAA athletic program. All violations must be reported to the ERAA Sport Board for proper action.

### **Player Removal**

Once a team is selected, a coach cannot release a team member solely based on skills. A player may be released for the following specific reasons:

- Frequent, flagrant disregard of the player's responsibilities
- Continued play in such a manner as to endanger others and/or self
- Displaying an uncaring attitude, which results in not applying oneself, thus hurting the team's competitive potential
- Failure to work within a team environment (placing self-interest before the teams)
- Repeated unsportsmanlike behavior

Before requesting the removal of a player, the coach must discuss the situation with the ERAA Sport Director and the player's parent(s)/guardian(s) and attempt to correct the problem. The discussion should include an objective description of the behavior and of the intended discipline. If this fails to correct the situation, the coach must then notify the ERAA Sport Director, who must approve further action. The ERAA Sport Director must inform the ERAA Sport Board in writing of the action taken within 48 hours of its occurrence.

### **Coach Selection and Application Process**

Anyone who desires to be a head coach must submit an electronic request online at [www.eraamn.com](http://www.eraamn.com) and email the appropriate ERAA Sport Director. The ERAA Sport Director, with the consent of the ERAA Sport Board, is responsible for selecting provisional coaches. As deemed by the ERAA Sport Board, when necessary, an interview process will be used by the ERAA Sport Board to aid in the selection of provisional coaches. Selection as a provisional coach does not guarantee that the coach's child will be selected for a given team. All coaching candidates are informed during their interview that their status as coach (if selected) will be provisional subject to their child qualifying for that team via the tryout/evaluation process.

If the player qualifies for a different team or no team, the provisional coach will be excused, and a new coach will be selected from the applicants of the players who qualified/were chosen for the team. At times, a team may be created without a head coach being assigned at tryouts. A coach will be named for that team as soon as possible.

Primary selection criteria include past coaching and playing experience, personal coaching and human development philosophies, organizational skills, strong moral and ethical characteristics,

support of the ERAA program and ERAA policies/procedures and the applicant's commitment to devote several hundred hours to the program during the season.

Coaches' responsibilities begin per each sport's guidelines, tournament selection, tournament entry, ERAA meetings and league meetings. They end with equipment check-in, season reviews, recommendations/feedback and performance evaluations.

While it is important that a head coach have expertise in the sport, it is just as important for the coach to have the welfare of the individual players and the players' character and confidence development foremost in mind. Even a person of integrity, sincerity and high idealism needs other qualifications, such as but not limited to the ability to remain even-tempered under pressure, the ability to discover ways to impart their knowledge to each individual player and the ability to understand children, to relate to them and to be sensitive to their developmental requirements.

Head coaches have discretion to select assistant coaches for teams, subject to the review of the ERAA Sport Director. ERAA does not believe that paid assistant coaches are required for any team, and strongly encourages head coaches to involve other parents/guardians in coaching. If no parent/guardian is willing to serve as a head coach, the ERAA Sport Board may hire a coach for a team, and these costs are passed on to the team's families. In addition, the ERAA Sport Board reserves the right to hire head coaches as needed.

### **Coach Removal**

Removal of a coach is a very serious situation and must be dealt with in a fair and open manner. A coach may be removed for the following reasons:

- Failure to perform duties
- Conduct detrimental to the player, team, organization and/or parents/guardians
- Abusive behavior, whether physical or psychological, towards players, parents/guardians, opposing players, coaches, spectators, officials, volunteers, ERAA Board Members or league officials

Any coach removed from league or tournament games will automatically receive a two-game suspension from ERAA. A suspension means that a coach cannot attend the game as either a coach or a spectator and may not participate in practices prior to completion of the second game. If a coach is removed a second time during the season, they will receive a minimum two-game suspension AND will meet before the ERAA Executive Board. The ERAA Executive Board will decide on the coach's continued involvement in the ERAA sport program.

### **Background Checks**

All ERAA Board members across all ERAA boards (Executive and Sport) with direct access to Board finances will be required to complete a background check. It is the intent of ERAA to deny any person who has been convicted of a crime involving misuse of monies from serving on the Board in this capacity. The background check must be updated annually and must include a five-year county check.

All ERAA Board members, age group coordinators, coaches and any other program-related roles as deemed necessary by the Executive or Sport Board that have direct access to ERAA youth will be required to complete a background check, including a five-year county check. It is the intent of ERAA to deny any person who has been convicted of a felony, a crime involving a minor, or a crime(s) that exhibits violence or endangerment of others from serving ERAA in this capacity. The background check must be updated annually.

Any applicant may submit an appeal to the ERAA Executive Board if they are not in agreement with the ERAA denial of their application by following the process and procedures of submitting an incident report.

### **Inclement Weather**

In case of inclement weather, the head coach will determine if there will be a practice. At games/events, the home team's head coach is responsible for determining whether the game/event will start. At a tournament, the site director will make this decision. Once play begins in any game/event, the official is responsible for determining whether play should be halted.

In all cases, unless you receive a call/text/email from your team's head coach, you should appear at the site of the game/event or practice as scheduled. Weather conditions can vary widely, even over short distances, so our policy is to make the decision at the field/gym site. Games and practices will be suspended when lightning is visible for outdoor activities. If parents/guardians are unable to be present during an event, be sure that your child knows another parent/guardian who will be present and with whom they can take shelter if bad weather threatens. The head coach has ultimate discretion in determining whether to play based on the safety of players.

### **Concussion Policy**

Any player suspected of sustaining a concussion or brain injury must be immediately removed from the game or practice and cannot return to play the day of the injury. The player should be monitored while at the game or practice until in the care of a parent/guardian. The player should be medically evaluated after the injury and can return to play once cleared by a medical professional to do so.

All coaches and officials must complete online concussion training at minimum every three years per the requirements established by the state of Minnesota's Concussion Law to ensure the safety of ERAA athletes.

Online concussion training for parents/guardians and athletes has been made available at no cost by the Center for Disease Control (CDC) and can be accessed at [www.cdc.gov/headsup/youthsports/training/index.html](http://www.cdc.gov/headsup/youthsports/training/index.html).

### **Blood Policy**

A player or coach who is bleeding or has an open wound shall be prohibited from participating until appropriate treatment has been administered. If medical care or treatment cannot be administered in a reasonable amount of time, the individual will have to leave the game. The length of time considered reasonable shall be in the official's judgment. Once the bleeding has stopped, the player or coach may re-enter the game. If there is a substantial amount of blood on the uniform, it must be changed before that individual may participate again.

### **Drug and Alcohol Policy**

It shall be a violation of this policy for a player, coach or parent/guardian to consume alcohol or illicit substances while participating at an ERAA youth sport activity. Any violation shall be brought to the attention of the relevant ERAA Sport Board, who shall investigate and create an incident report per the incident reporting protocols noted in this manual.

### **Tobacco Policy**

ERAA does not permit the use of tobacco in any form (e.g., smoking, vaping, chewing) by players under the legal tobacco age. It shall be a violation of this policy for a player participating

in ERAA sports programs to use tobacco. Once a violation has been brought to the ERAA Sport Board's attention, the player will be informed of their ineligibility. Ineligibilities will be the same as for the drug and alcohol policy. ERAA mandates that coaches refrain from the use of tobacco in any form during an ERAA youth sport activity (including but not limited to practices and games).

### **Equipment Abuse**

Under no circumstances will the abuse of equipment be tolerated, regardless of whether that equipment is owned by the player, a city, ERAA or another host association. Officials and coaches are instructed that each instance of equipment abuse will result in that player sitting on the bench for the remainder of the game. However, at the official or coach's discretion, one warning may be given.

Players' families will be responsible for costs associated with any damage caused to ERAA equipment due to negligence or intentional abuse. Failure to do so will result in denial of any further sport participation in any ERAA program by the player or any other member of their family until payment has been made.

### **Guest Players (Non-ERAA Registered Players)**

ERAA does not allow non-ERAA registered players to participate in ERAA sports. If you are in need of additional players for play, it is recommended you find current ERAA players from other teams, including different age brackets (as allowed by the host organization) to fill in where needed. If none are available, you are required to register your non-ERAA players as ERAA players (even if it is at a discounted rate for limited play) to ensure player compliance with ERAA's policies and procedures, including being covered by ERAA's insurance carrier (a benefit made available only to those who pay registration fees).

The only exception to this rule is if the ERAA sport is covered under a second insurance policy through a national membership (e.g., ERAA Soccer is a member of US Club Soccer) and the non-ERAA player has insurance coverage under the same national membership policy. In this situation, the ERAA Sport Director is required to obtain written proof of insurance coverage with the national membership organization before the player can play with ERAA.

### **Problem Resolution Guidelines**

When a player or parent/guardian has a question regarding a specific circumstance or situation within the ERAA program or sport, they should address their questions/concerns with the coach of their team. Once a situation is communicated for awareness, it is recommended by ERAA that future discussions occur in person versus electronic communication after a "cool off period" as interpretation of meanings can vary by person/party with electronic communication. If a question or situation is not answered or addressed satisfactorily and a player or parent/guardian feels the need to pursue the matter further, they may contact the ERAA Sport Director, but should do so only after exhausting all reasonable efforts directly with the coach(es).

When a player or parent/guardian has a significant concern about the handling of the team or an individual player, they should adhere to the "24-hour rule", which requires a player or parent/guardian to wait at least 24 hours before approaching a coach on the matter. Choose a time and place that is convenient for all parties involved (not prior to or during a game or practice) and approach the situation in an appropriate manner keeping emotions under control and discussions respectful, private and to the point. If the problem persists or cannot be resolved between the player or parent/guardian and coach within 72 hours, it should be brought to the attention of the ERAA Sport Director. At this time, the ERAA Sport Director will act as a mediator between the player or parent/guardian and coach. All parties involved will meet to discuss the situation and strive for a solution.

The ERAA Sport Director shall communicate in writing with the ERAA Sport Board any mediation steps and the outcome of that mediation. If mediation still is unable to resolve the issues and all of the above steps have been followed, the ERAA Sport Director shall inform both parties in writing within five days that the complaint has been referred to the ERAA Executive Board. The ERAA Executive Board will then determine resolution and their resolution will be final.

If the ERAA Sport Director is the subject of the grievance, a written complaint should be submitted directly to the ERAA Executive Board. All board member email addresses can be found at [www.eraamn.com](http://www.eraamn.com).

### **Interactions Between ERAA Representatives and Minor Players**

Adults that participate in ERAA activities, including coaches, board members and volunteers, shall take reasonable steps to avoid one-on-one interactions with players other than their own, including in-person and electronic interactions. For purposes of this paragraph, "one-on-one interactions" may include interactions at practices, training sessions, meetings, transportation, lodging, social media, phone calls, direct messages and texts, especially where the interaction is not observable or interruptible by another adult. Adult ERAA participants shall take extreme care to avoid one-on-one interactions with any player or other minor other than their own in a locker room or changing area. In the rare case that a one-on-one interaction must occur, the adult shall seek the prior consent of the player's parent/guardian where practical (for example, a coach need not have the prior consent of the parent/guardian to stay behind with a player whose parent/guardian is late to pick up the player, as such instance is for the safety of the player).

### **Incident Reporting**

ERAA has in place a means for anyone to report violations of prohibited conduct. This process requests the following information and will initiate a review process with the appropriate ERAA personnel.

- Name(s) of player/parent/guardian/coach/official/spectator involved
- Type of incident (e.g., code of conduct infraction)
- Details of the incident, including location, date and sport involved
- Level of safety risk
- Desired outcome of reporting the incident

The Incident Report form should have all the details and only facts as you know them. Do not report what you did not witness or get first hand. All incidents will be reviewed and broken into three categories:

- **Low-impact scenarios:** We hope items can be taken at team level and resolved quickly.
  - These include but are not limited to abuse of equipment, unsportsmanlike behavior, temper tantrums, leaving the game early, teasing, name calling, etc.
- **Medium-impact scenarios:** There may need to be a delay of 24-48 hours in a ruling due to the state of volunteers and gathering of information.
  - During this time, ERAA reserves the right to limit or revoke eligibility in participation.
- **High-impact scenarios:** Additional information and legal advice may be needed.
  - In some cases, the person or team involved may be temporarily suspended until more information can be gathered.
  - All levels of incidents must be reported and managed at some level either by a parent/guardian, coach or the ERAA Sport Director prior to being submitted to the ERAA Executive Board.

- These are sensitive matters and we ask that it not be put out to a large group as gossip or storytelling as we know that facts can get twisted in extended communication. The ERAA Executive Board appreciates and supports your reporting of these incidents.

Here are the Code of Conduct resolution guidelines.

- **Low-impact penalties:**
  - Take action quickly thereafter (sit out)
  - Game reprimand: in game scenarios, player is sat for remainder of game
  - Suspension of playing or observing: can be remainder of game and next game
  - Added penalties: repeat offenses (can move up to medium-impact penalties)
- **Medium-impact penalties:**
  - Take action immediately (24-hour suspension)
  - Suspension of playing or observing: depends on situation, one game to two weeks or more depending on actions
  - Added penalties: if repeat offenses (can move up to high-impact penalties)
- **High-impact penalties:**
  - Immediate action/safety (48-hour suspension)
  - Suspension of playing or observing: several weeks to remainder of season or seasons depending on actions
  - Dismissal: can result in a dismissal of the program either seasonally or indefinitely

Incidents will be handled on a case-by-case basis and penalties will be granted to the appropriate individual(s) involved. Incidents are handled as individual occurrences, not as a household. However, if this is an ongoing issue for the household, the impact and penalties may be leveled up. The ERAA Executive Board will document all incidents reported, investigation outcomes and penalties granted. This will assist in identifying repeat offenders across ERAA's various sport programs.

If the incident involves individuals from opposing associations, the ERAA Executive Board will contact and work with the other association regarding the incident as appropriate.

The link to report an incident to the ERAA Executive Board for investigation can be found on the homepage of [www.eraamn.com](http://www.eraamn.com).

## **“No-Fly List” Policy on Eligibility for Board and Coaching Positions Related to Behavior Issues**

### **Purpose**

The purpose of this policy is to uphold the integrity, safety, and positive environment of ERAA by establishing clear guidelines for managing behavior issues among ERAA members.

### **Incident Reporting and Documentation**

Behavior issues are defined as actions or behaviors that violate the organization's Code of Conduct, bylaws, or established guidelines, including but not limited to:

- Unsportsmanlike conduct
- Inappropriate communication or actions
- Violation of organizational policies or procedures

All behavior issues must be reported via our Incident Reporting and Documentation tool. Reports will be reviewed, investigated, and documented to ensure fairness and consistency by the ERAA Executive Officers.

### **"No-Fly List" Policy**

#### **1. Placement on the No-Fly List**

- Placement on the No-Fly list can be an outcome of an investigation from an incident report submitted with medium or high impact scenarios.
- Placement on the No-Fly List makes the individual **ineligible** to serve on the board or as a coach for any team or sport within the organization.

#### **2. Duration of No-Fly List Status**

- To be removed from the No-Fly List, the individual must maintain a record of **zero substantiated behavior issues for a consecutive 24-month period** from the date of the last documented behavior issue.
- If additional behavior issues are reported during this period, the 24-month timeframe restarts from the date of the new incident.

### **Notification and Appeal Process**

- Individuals placed on the No-Fly List will receive written notification, including details of the substantiated behavior issues leading to the decision.
- Appeals may be submitted in writing to the Executive officers within 14 days of notification which will review the appeal and provide a decision within 30 days from receiving appeal.

### **Reinstatement Review**

- After completing the 24-month period with no further incidents, individuals may request a review for reinstatement.
- Executive Officers will evaluate the individual's record and make a determination. Reinstatement is not guaranteed and is at the discretion of the executive officers.

### **Confidentiality**

All reports, investigations, and outcomes related to behavior issues will be handled with confidentiality to protect the privacy of all parties involved.

### **Enforcement**

This policy is enforced by the Executive Officers, with oversight by the Executive Board. Consistent application of this policy ensures a safe, respectful, and positive environment for all participants.

### **Risk Management Policies**

ERAA is greatly concerned about the safety of and preventing the abuse of children. As people who are interested in the wellbeing of children, ERAA believes you are entitled to know how our organization is addressing these critical issues.

ERAA will not tolerate the abuse of any child. We make an active, and we believe effective, effort to prevent child abuse in our programs. We screen all coaches and any other program-related roles as deemed necessary by the ERAA Sport Board who have direct access to ERAA youth by requiring these individuals to complete an annual background check, including a five-year county check, which is processed by a third party through the BCA (Bureau of Criminal Apprehension) or other appropriate 'background check' agency. We will take any allegations of abuse made by children and others very seriously, and refer all allegations to local

child protection authorities for investigation. We will fully cooperate in those investigations. Appeals to decisions from ERAA based on background checks will need to go through our formal incident reporting process by submission on the ERAA website.

All coaches (head and assistant) must complete online concussion training at minimum every three years per the requirements established by the state of Minnesota's Concussion Law to ensure the safety of ERAA athletes. View more details in the "Concussion Policy" section of this manual.

In June 2023, the state of Minnesota implemented a requirement that all coaches (head and assistant) must complete mandated reporter training. Mandated reporter training provided by the state of Minnesota is a one-time, self-paced online learning module that is designed for professionals identified by law who must make a report if suspected or known child maltreatment has occurred. The training module can be accessed at <https://mnchildwelfaretraining.com/training/mandated-reporting-training>. All coaches must complete this training prior to the beginning of their sport season and provide their ERAA Sport Board with a copy of the completion certificate. In addition, as a mandated reporter, coaches are required to report any suspected or known incidents of child abuse to the appropriate law enforcement agencies within 24 hours. In addition, coaches must notify the ERAA Executive Board of a filed report. If the claim involves an ERAA volunteer, that ERAA volunteer will be suspended until the investigation is complete.

Information included on the ERAA website or other sports-related websites or apps used to facilitate or coordinate participation in an ERAA sport (e.g., MYAS website, GameChanger, etc.) may identify your child or his or her whereabouts (e.g., rosters, practice schedules, pictures, etc.). Should a parent/guardian have concerns about the wellbeing and safety of a child playing in an ERAA sport with such information available, they should contact the ERAA Executive Board. ERAA Executive Board officer contact information can be found on ERAA's website.

### **Insurance Claims and Certificates of Insurance**

ERAA carries insurance on its players, coaches and board members, including accident and health and general liability coverage. Incidents that may require a claim to be filed with our insurance carrier must be reported to an ERAA Executive Board officer within 24 hours of the incident.

If your team is participating in an ERAA-sponsored event that requires proof of insurance, such as an out-of-state tournament, the team may request a certificate of insurance from one of the ERAA Executive Board officers. Please allow two weeks for delivery. ERAA Executive Board officer contact information can be found on ERAA's website.

### **Purchasing**

All purchases must be pre-approved and accounted for by the Treasurer of the respective ERAA Sport Board or the ERAA Executive Board. Receipts for all purchases must be provided in order to receive reimbursement for purchases made using personal funds. Contact the ERAA Executive Board Treasurer to obtain the link to request a reimbursement. The ERAA Executive Board Treasurer contact information can be found on ERAA's website.

For those ERAA Executive and Sport Board members who have been granted an ERAA credit card, the credit card should be used for as many ERAA-related purchases as possible and only ERAA-related purchases. Receipts for ERAA credit card purchases should be emailed to the ERAA Executive Board Treasurer within 30 days of the purchase.

### **Vendors and Vendor Gifts**

ERAA has a list of preferred vendors for services such as background check processing, uniforms and spirit wear and online sports management. Contact the ERAA Executive Board Secretary for a list of preferred vendors.

Vendors outside of this list should be chosen without conflict of interest and/or personal gain. Decisions to choose a vendor outside of ERAA's preferred vendor list should be vetted and decided on by a group of ERAA Executive or Sport Board members to avoid a conflict of interest.

In addition, no gifts valued at more than \$50 should be solicited or accepted by ERAA Executive or Sport Board members by vendors for any reason.

### **Storage**

ERAA has storage space for all products, such as equipment and tournament supplies, purchased and owned by ERAA. Items belonging to ERAA may not be stored at a private location beyond the time allotted for sorting and distribution.

### **ERAA Email Accounts and Systems Access**

For security and to prevent liability concerns, each ERAA Executive Board member, ERAA Sport Board member and the ERAA bookkeeper must have and utilize an eraamn.com email account. Emails sent from an ERAA email account must include the sender's name and board title for identity purposes. No other individuals will be granted an ERAA email account. This email address is to be used solely for conducting business as it relates to ERAA and all ERAA business must be conducted using the eraamn.com email account. All ERAA emails should be treated as confidential.

Some ERAA Executive and/or Sport Board members as well as volunteers, such as coaches and team managers, will have access to confidential and/or personal player information, including but not limited to registration data and personal information found on player birth certificates. All information collected and used for the purpose of conducting ERAA business is confidential and should not be shared outside of its intended purpose.

### **Onboarding Process for New Sports**

In order for a new sport or activity to be considered to be added to the ERAA program, as much of the following information as possible should be provided to the ERAA Executive Board for consideration.

- What is the sport?
- Why do you feel it should be added to ERAA programming?
- How many volunteers does it take to run the sport efficiently (e.g., board members, coaches)?
- When will the sports season run?
- What are the facility requirements of the sport?
- What levels/grades/ages does programming start and end with?
- What are your thoughts on the progression of the sport in three years?
- How many registrants would be considered a success?
- What would the fee structure look like for players?
- ERAA would like to have the sport be able to be established and then stand on its own. Can and will the sport comply with ERAA policies and 501(c)3 requirements?

The ERAA Executive Board will use this information to determine the needs to initiate a sport. During a monthly board meeting, the ERAA Executive Board will determine the program viability and whether or not the sport will be allowed. To schedule a proposal to be heard by the ERAA Executive Board, contact one of the ERAA Executive Board members at least one week prior to a scheduled board meeting. A schedule of upcoming board meetings and ERAA Executive Board member contact information can be found at [www.eraamn.com](http://www.eraamn.com).

### **ERAA Sport Board Structure**

All ERAA activities will be advertised and branded as “East Ridge Athletic Association” or “ERAA.” No deviations to this name will be allowed.

Each sport is required to have an operating board. The board will consist of, at minimum, four officers - Director, Assistant Director, Secretary and Treasurer. These positions will be elected by general membership at an annual meeting held by the sport. The annual meeting time and location along with the board openings will be communicated to general membership at minimum 30 days prior to the annual meeting taking place.

Each ERAA Sport Board will meet on a regular basis (minimum 10 times per year). Meetings will be open to the public and meeting details will be advertised on [www.eraamn.com](http://www.eraamn.com).

Each ERAA Sport Board will have current bylaws, which will be reviewed every two years at minimum. Bylaws will be posted on [www.eraamn.com](http://www.eraamn.com). Changes to the bylaws require a minimum two-week notice to general members and a general membership vote at the annual meeting.

The ERAA Executive Board bylaws will override any ERAA Sport Board bylaws if there are discrepancies.

An annual survey will be conducted by the ERAA Executive Board for members of each ERAA sport to collect player and family experience feedback. Survey results and recommendations will be shared with each ERAA Sport Board. Aggregate data will be posted on [www.eraamn.com](http://www.eraamn.com) for everyone to have access to review.

### **Board Member Stipends**

ERAA Executive Board and ERAA Sport Board positions are primarily volunteer positions and require significant investments of time to ensure a good experience for ERAA players and members. Historically, ERAA Executive Board Officers each received an annual stipend of \$750. Effective in 2024, ERAA Sport Board Officers will also be eligible for an annual stipend as a nominal fee for service, which will be equal to \$20 per player enrolled in that sport and divided amongst the respective Sport Board Officers. Any and all stipends will be proposed on an annual basis and voted on by the ERAA Executive Board. Stipends will be paid out at the end of the calendar year to those board members identified above who have served a minimum term of seven months of service for the current calendar year and are in compliance with ERAA Executive Board bylaws. All stipends will be recorded as taxable income where appropriate. Stipends for any other purposes must be pre-approved first by the ERAA Executive Board Officers.

### **Photo and Video Release**

ERAA likes to share positive-natured photos and videos of sports activities through their communication tools, including but not limited to social media pages, [www.eraamn.com](http://www.eraamn.com) and newsletters. These photos and videos may include, but are not limited to players, families, coaches, officials and spectators. The purpose of sharing photos and/or videos is to celebrate

team wins and promote ERAA as a youth association of choice. By joining ERAA as a member through paid registration dues, parents/guardians authorize ERAA to publish photos and videos of their player(s) and family members. Any parent/guardian who does not wish to provide such authorization is expected to notify the individual taking the photo and/or video that they have chosen to opt out of this release and that they do not want their image and/or their player's image recorded. If you have questions or concerns regarding content posted by ERAA, email the ERAA Director of Marketing and Communications, which can be found at [www.eraamn.com](http://www.eraamn.com).

### **Social Media Use**

ERAA operates several social media sites, which are used as a positive communication tool to share relevant information and celebrate wins with our community. ERAA welcomes and encourages positive comments and interactions on ERAA's social media pages. ERAA will not tolerate discriminatory, harassing, threatening, violent or vulgar language on these sites. If you have questions or concerns regarding content posted by ERAA, email the ERAA Director of Marketing and Communications, which can be found at [www.eraamn.com](http://www.eraamn.com).

### **Behavior and Code of Conduct**

The highest standards of sportsmanship and conduct will be expected from individuals including but not limited to players, parents/guardians, coaches, officials, spectators, volunteers and ERAA board members. Conduct that will not be tolerated includes verbal abuse, tantrum-like acts, profanity, physical or emotional misconduct on or off the field/gym, bullying, hazing, harassment of any kind, sexual misconduct or abuse, and acts intended to cheat the spirit of the rules or to intimidate the officials. Officials will use their discretion whether to issue a warning or to immediately eject the violator (coach, player or spectator) from the game. Coaches are responsible for reporting all incidents to the ERAA Sport Board by filling out a formal incident report that can be found on ERAA's website at [www.eraamn.com](http://www.eraamn.com). Subsequent violations may result in suspension from play and/or attendance.

In games, the head coach represents the ERAA program and shall be the only person communicating with the officials. One of the objectives of the ERAA program is to teach respect for the officials and the proper procedure for dealing with any concerns with the officials. Unless playing on the field, all players shall remain in the bench area/sideline out of the field of play or designated practice area.

Players will treat their coaches, parents/guardians, teammates, officials and the opposition with respect. After each game, the participants will line up and shake hands or use another appropriate gesture to demonstrate respect. To assist with the orderly coaching of players, spectators are restricted to the areas that are "out of play" and away from the field of play.

If a parent/guardian or player has a problem with the performance of a player, coach or official, they should wait to direct their concerns to one of the team's coaches at least 24 hours from the time of the incident unless the concern is directly related to a safety issue.

### **Player Responsibilities and Rights**

Players should take pride in themselves, their team and in their community. They must follow the directions of the coaches and must be willing to accept constructive criticism.

#### **Player responsibilities:**

- Have pride and confidence in yourself, your teammates and your coaches.
- Be attentive and work hard in practice and games; make your best effort to perform the tasks as directed by the coaches.
- Be a competitor, perform up to your full ability, and contribute to team unity.

- Compliment teammates and let the coaches handle criticism.
- Show respect toward your teammates, coaches, officials, spectators, parents/guardians, volunteers and ERAA board members.
- Show respect toward opposing players, coaches, officials, spectators and volunteers.
- Don't argue calls during games.
- Don't let personal success or failures affect your ability to compete for the success of your team during practices or games.
- Demonstrate good sportsmanship and proper behavior.
- Don't use foul or inappropriate language while representing ERAA.
- Remember that sports are a game, and keep it in perspective with family, school and/or church activities and responsibilities.
- Maintain a responsible attitude toward your health; be aware of and adhere to the ERAA policies on drugs, alcohol and tobacco.
- Wear your uniform correctly – jersey/uniform clean and tucked in.
- Remind your parents/guardians that you need to be at practices and games on time.
- Inform the coach whenever you will miss or be late for a practice or a game.
- Keep cell phones turned off during practices and games.
- Remember to bring all your equipment to and from all games and practices.
- Keep your personal and team equipment clean and in good repair.
- Pick up your trash and dispose of it in trash containers after all games and practices.
- Obey all curfew rules set by your coaches.

#### **Player rights:**

- To participate at a level that matches your maturity and ability.
- To play as a child, not as an adult.
- To participate in a safe, healthy environment.
- To be treated fairly, with dignity and with respect by teammates, coaches and parents/guardians.
- To have fun in sports.
- To have an equal opportunity to develop your abilities and strive for success.
- To have good coaching; to be taught the fundamentals and strong character development.

#### **Player Code of Conduct**

As an ERAA player, you agree to abide by and follow the rules and guidelines listed below:

- Compete to the best of my abilities - every game and practice!
- Control what I can at every practice and game - ENERGY, ATTITUDE, DESIRE TO IMPROVE.
- Come prepared both physically and mentally to every practice and game.
- Hustle to every position when taking or leaving the field of play.
- Treat my coaches, teammates, parents/guardians, spectators, volunteers, ERAA board members, officials and opponents with respect at all times.
- Not let my own personal successes or failures affect my ability to compete for the success of my team during practice and/or competition.
- Not, at any time, use foul or inappropriate language while representing ERAA; this includes away from team functions as well.
- Official's decisions are non-debatable; I will not argue official's calls during games; if I am ejected for any reason, I will accept any further consequences from my coach or the ERAA Sport Board.
- Arrive at the field/gym for team practices a minimum of 10 minutes prior to the start.

- Arrive at the field/gym to any game one hour prior to start time; if for ANY reason this is a problem, players or parents/guardians must communicate to their coach 24 hours in advance whenever possible.
- If I am late to any practice or game, I will accept any further consequences from my coaches.
- Cell phones will be turned OFF during practices and games.
- Refrain from proposing threats, bullying, harassing or otherwise abusing individuals including but not limited to players, parents/guardians, coaches, officials, spectators, volunteers and ERAA board members through social media, text, email, blog, phone or in person.
- My uniform will be worn correctly: jersey/uniform tucked in.
- Obey all curfew rules set by my coaches.

ERAA will not be responsible for returning or pro-rating any fees lost because of a player not adhering to the conduct listed above. ERAA reserves the right to make exceptions to these rules at any time, for any reason.

### **Coach Responsibilities and Rights**

The coach is a teacher of sport skills, a manager of the functions necessary to run a team, and is responsible for the social, psychological and physical development of all players in their care. They are accountable to the players, parents/guardians and the ERAA Sport Board.

#### **Coach responsibilities:**

- Comply with and enforce all ERAA program policies and rules.
- Know and comply with all league and tournament rules.
- Adhere to the ERAA drug, alcohol and tobacco policies.
- Complete concussion training.
- Recruit assistant coaches who will reflect the coach's philosophy and follow ERAA regulations.
- Treat all players in an equitable, respectful and fair manner.
- Assure that all players receive playing time that is as mandated by the ERAA Sport Board.
- Teach the players to have fun and enjoy competition.
- Help the players to develop a healthy, competitive attitude toward winning and losing.
- Assess individual player's strengths and weaknesses and create a developmental plan to help each player improve in the areas of concern.
- Encourage and compliment players, using only constructive criticism.
- Communicate regularly with parents/guardians regarding schedules and expectations.
- Demonstrate good sportsmanship, self-control and proper behavior.
- Ensure the good sportsmanship and proper behavior of players, assistant coaches, parents/guardians and spectators.
- Attend the ERAA coaches meetings, clinics and other appropriate meetings.
- Attend league meetings and functions as needed.
- Arrange to have an alternate attend any required functions (e.g., coaches meetings, etc.) that they are unable to attend.
- Attend a minimum of 90% of their team's practices and games.
- Care for the equipment that is issued to them; if any equipment is lost or damaged, coaches should report the problem to the ERAA Sport Director.
- Return all issued equipment in good, clean condition.
- Attend any coaches clinics arranged by the ERAA Sport Board.

- Conduct a pre-season parent/guardian meeting; at this meeting, the coach should set the tone and expectations for the season, distribute the team schedule, roster and team rules.
- Conduct a mid-season player meeting, including evaluations of each player.
- Arrange for team photographs.
- Schedule field/gym time for practices, league games using league procedures and any make-up games with opposing coaches.
- Report any problems with fields/gyms to the ERAA Sport Director.
- Recruit parent/guardian volunteers, such as a team manager, communication coordinator and social director, as necessary.

#### **Coach rights:**

- To be treated with respect by players, parents/guardians, volunteers, officials, volunteers and ERAA board members.
- To be made fully aware of the rules and policies under which they must function.
- To have access to necessary safety equipment and practice fields.
- To expect full cooperation from parents/guardians when they are asked to assist.

#### **Coach Code of Conduct**

As an ERAA coach, you agree to abide by and follow the rules and guidelines listed below:

- Lead by example by demonstrating fairness, respect and self-control.
- Be responsible for my words and actions.
- Not engage in unsportsmanlike conduct with any other coach, parent/guardian, player, spectator, opponent, volunteer, ERAA board member or official.
- Not encourage my child, any other child, or any other person, to engage in unsportsmanlike conduct with any coach, parent/guardian, player, spectator, opponent, volunteer, ERAA board member or official.
- Place the emotional and physical wellbeing of my players ahead of a personal desire to win.
- Do my best to provide a safe playing situation for my players.
- Remember that I am a youth sports coach, and that the game is for children and not adults.
- Not engage in any behavior that would endanger the health, safety or wellbeing of any coach, parent/guardian, player spectator or official.
- Not encourage my child, any other child or any other person, to engage in any behavior which would endanger the health, safety or well being of any coach, parent/guardian, player, spectator or official.
- Not engage in the use of profanity.
- Not encourage my child, any other child or any other person to engage in the use of profanity.
- Not engage in verbal or physical threats or abuse aimed at any individual including but not limited to players, parents/guardians, coaches, officials, spectators, volunteers and ERAA board members.
- Not encourage my child, any other child or any other person, to engage in verbal or physical threats or abuse aimed at any individual including but not limited to players, parents/guardians, coaches, officials, spectators, volunteers and ERAA board members.
- Not initiate a fight or scuffle with any individual including but not limited to players, parents/guardians, coaches, officials, spectators, volunteers and ERAA board members.
- Not encourage my child, any other child or any other person, to initiate a fight or scuffle with any individual including but not limited to players, parents/guardians, coaches, officials, spectators, volunteers and ERAA board members.

- Accept the decision of the official on the field/gym or use acceptable means to settle a dispute via conversation with an onsite tournament director.
- Refrain from proposing threats, bullying, harassing or otherwise abusing individuals including but not limited to players, parents/guardians, coaches, officials, spectators, volunteers and ERAA board members through social media, text, email, blog, phone or in person.

## Religious Expression and ERAA Participant Activities

ERAA is a non-denominational youth athletic association that welcomes participants from diverse backgrounds and beliefs. ERAA recognizes that personal faith can be an important part of life for many participants. To maintain an inclusive and respectful environment, ERAA's policy is to **separate personal religious activities from official ERAA programming**. This policy ensures that every athlete and coach can participate freely and comfortably without pressure to conform to any belief or practice.

### Policy Statement

- Prayer or other religious expression is **not within the scope of official ERAA coaching duties or team activities**.
- This applies to coaches, ERAA Board Members, ERAA Volunteers, and ERAA paid roles; while acting in any official ERAA capacity (e.g., practices, games, meetings, communications), **they should not lead or organize prayer or religious observances**.
- Coaches and players **retain their individual right to pray or express their faith privately or voluntarily**. However, such activities must be:
  - Conducted **independently of official ERAA events**,
  - **Voluntary and participant-led**, and
  - Clearly **separate from team meetings, practices, or games**.

### Examples for Clarity

- *Acceptable*: A group of players voluntarily prays together before a game, separate from the official team meeting or huddle.
- *Not acceptable*: A coach leading or initiating a prayer as part of the team's pre-game or post-game meeting, practice, or official event.
- *Acceptable*: A coach participating in a private prayer circle organized by willing individuals, outside official ERAA timing and without implying it is an ERAA-sanctioned activity.

Rationale: This policy protects the religious freedom of all participants and ensures that no athlete feels obligated or excluded based on religious belief. ERAA strives to create a welcoming, inclusive environment for all athletes and families, regardless of their personal faith or background.

**Coach Expectations:** All coaches are expected to:

- Maintain separation between personal beliefs and official ERAA responsibilities,
- Begin official team meetings or events **after** any private voluntary activities have concluded, and
- Model inclusive behavior that respects each athlete's individual choice and beliefs.

### Parent/Guardian Responsibilities and Rights

Your child's participation in the ERAA program will require a significant contribution of your time and effort. Parents/guardians can contribute many things to support their child, team and the program.

**Parent/guardian responsibilities:**

- Let your child know you love them, win or lose, whether they play well or not.
- Compliment and encourage your child - let the coaches handle coaching and criticism.
- Coordinate your efforts to help your child's development with the recommendations of the coaches.
- Support your coaches and remember that they are responsible for many children in addition to yours.
- Don't compare your child to other players; be honest with yourself and your child about their abilities.
- Regard each player on the team as your own.
- Keep negative comments to yourself; express concerns only to the coach privately and in a straightforward, fair and objective manner.
- Teach your child to have fun and enjoy competition; help them develop a healthy, competitive attitude toward winning and losing.
- Ensure the good sportsmanship and proper behavior of your child and your guests.
- Get your child to and from practices and games on time.
- Volunteer to assist the coach whenever possible.
- Volunteer your time and talents to make your team's tournament a success.
- Complete the post-season parent/guardian survey; feedback is important for the continual improvement of the program.

**Parent/guardian rights:**

- Have you and your child be treated equitably, fairly and with respect.
- Have your child practice and play in a safe and healthy environment.
- Have your child coached by effective and qualified adult leaders.
- Have your child engage in practice and playing activities that increase their skills and enjoyment of the sport.
- To be fully informed by the coaches with respect to schedules, team philosophies, team rules and your child's strengths and weaknesses.

**Parent/Guardian Code of Conduct**

As a parent/guardian of a child involved in an ERAA program, you agree to abide by and follow the rules and guidelines listed below:

- Support and promote the philosophy of ERAA sports: teamwork, effort, skill development, character, sportsmanship, safe environment, humble and thankful in victory; gracious and complimentary in defeat.
- Respect the property and equipment used at any sports facility, both home and away.
- Encourage good sportsmanship through my actions by demonstrating positive support for all players, coaches and officials at every game or practice.
- Promote the emotional and physical wellbeing of the athletes ahead of any personal desire to win.
- Provide support for coaches and officials working with the athletes to provide a positive experience for all.
- Enforce a drug-, alcohol- and tobacco-free environment for my child, and agree to assist by refraining from use at all ERAA events, home or away.
- Remember the game is for the athletes and not for the parents/guardians.
- Enforce that my child treat any individual including but not limited to players, parents/guardians, coaches, officials, spectators, volunteers and ERAA board members with respect.

- Treat all individuals including but not limited to players, parents/guardians, coaches, officials, spectators, volunteers and ERAA board members with dignity and respect in language, attitude, behavior and mannerisms.
- Refrain from proposing threats, bullying, harassing or otherwise abusing individuals including but not limited to players, parents/guardians, coaches, officials, spectators, volunteers and ERAA board members through social media, text, email, blog, phone or in person.
- Inform the coach of any physical disability or ailment that may affect the safety of my child or the safety of others.
- Inform the coach, within a reasonable period of time, of any anticipated absences from a game or practice my child might incur due to sickness, injury, vacation or any other reason.