

MINNETONKA BOYS BASKETBALL ASSOCIATION ("MBBA") CODE OF CONDUCT

Every Player, Coach and Parent must read and review the below Code of Conduct. Each person is required to sign the Code of Conduct acknowledgement during the online registration process at the beginning of each season indicating their commitment to adhere to the terms of the Code of Conduct.

EXPECTATIONS OF ALL

- Players, Coaches and Parents are expected to read, understand and follow the MBBA mission statement, core values and Code of Conduct.
- By accepting placement on an MBBA traveling team, all participants in any capacity are committing their time to basketball for the duration of the season. If a player continually misses practices and/or games due to other conflicts, sports or otherwise, the amount of playing time the player receives will be affected.
- Players, Coaches and Parents are expected to conduct themselves in a respectful manner on and off the court at all times. This includes interactions in-person or online (including social media) with the community, players, coaches, officials, and administrators both within Minnetonka and outside associations.
- The MBBA has implemented a Development Matrix that outlines a progressive development plan for players at every grade for both offensive and defensive skills. Both the coach and the player are accountable for the players developing these skills throughout the season.
- Yelling, swearing, trash-talking, and negative questioning of officials, opponents, or coaches is absolutely not tolerated by our organization. Players who exhibit unsportsmanlike behavior can be removed from game(s) or tournament(s) at the discretion of the coaches, referees and/or tournament officials.
- The MBBA endorses the policy that "coaches coach, players play, referees officiate, and parents cheer."

EXPECTATIONS SPECIFIC TO PLAYERS

- Players are expected to arrive at all practices and games on time, dressed, and ready to play as directed by the coach. Teams need to use the full practice time for productive skills, drills, and scrimmages.
- At each practice, players are expected to hustle, work hard, focus, and listen to coaches.
- If a player is going to be late or miss a practice or game, he and/or his parents must notify the coach reasonably in advance so that the coach can plan accordingly. If a player misses consecutive practices prior to a game or tournament, the coach has discretion to limit playing time.

- Coach decisions, policies, and practice/game management must be respected. If a player has a concern or a question regarding the team or the coach's approach, he should ask the coach or the assistant coach directly, or ask a parent to speak with the coach(s) at an appropriate time.
- Winning is positive and rewarding, especially in competitive traveling basketball. However, we encourage our players to focus on having fun, developing their basketball skills, and working together with their teammates and coaches.
- Players must adhere to a TEAM concept in practices and games and must commit to hustling on both offense and defense. Selfish play and lack of hustle will not be tolerated.
- Players who do not adhere to this Code of Conduct (including attending all practices, playing team basketball, running plays as directed by the coach, hustling at all times, etc.) may be subject to reduced playing time or further discipline, at the discretion of the coach and/or MBBA Board.
- Players understand that the MBBA places a higher emphasis on player development than winning. We believe winning will be a by-product of focusing on the development of our players.
- Players must behave properly at all basketball facilities. This includes staying within the designated practice gyms and not roaming through the schools, adhering to the posted rules at all tournaments (i.e. not bouncing balls in common areas), and not interfering with other games in progress.

EXPECTATIONS SPECIFIC TO COACHES

- Background checks are completed for all coaches annually. Any conduct, while on MBBA time or not, that is detrimental to the MBBA participants or the community, is illegal, or is deemed unacceptable by the MBBA board will lead to immediate dismissal.
- Each coach can determine schedules for practice and game preparation and must clearly communicate expectations to both players and parents. Players will have other activities and homework but have committed to being on time for all MBBA activities - they should not be asked to arrive at a practice facility more than 15 minutes prior to the scheduled start time and should not be held late more than a few minutes. Generally, players should be required to arrive at games about 30 minutes prior to the scheduled start time to allow for warm-up and game preparation - most tournament locations do not have warm-up gyms or meeting areas. Coaches are expected to arrive at the same time as players.
- If a coach is going to be late or miss a practice or game, he/she must notify the parent assistant coach and/or team parent as quickly as possible.
- Coaches are expected to enforce playing time rules as set forth in this Policy.

EXPECTATIONS SPECIFIC TO PARENTS

- Parents are expected to pay all program dues at the designated time(s). Players will not be able to begin practices with their team until all dues are paid or other arrangements are made with the MBBA President.
- By accepting a spot on a travel basketball team, you are committing your player to participate in a minimum of two 90-minute practices per week as well as weekend tournaments November through March. If your son consistently misses MBBA events, his playing time will be affected.
- Parents are expected to get their player to practice and games on time, ready to play both mentally and physically. If a player is going to miss a practice or game, the parent must notify the coach ahead of time so that the coach can plan accordingly.
- The MBBA-hosted travel tournament is a main source of revenue for our organization. All parents are expected to volunteer their time in support of this tournament (3-4 hours over the course of the tournament weekend, per child). The volunteer deposit on file will be collected if this fulfillment is not made.
- When discussing travel basketball with their player, parents are expected to promote a team concept and the notion of coach-ability.
- Parents understand that the MBBA places a higher emphasis on player development than winning. We believe winning will be a by-product of our focus on the development of our players.
- If a coach asks a parent for help regarding a player that is being disruptive and/or is struggling to play as a 'teammate,' the parent is expected to be helpful in finding a solution.

PLAYING TIME POLICY

The MBBA basketball experience will be primarily focused on skill development within a team context and competitive play environment. Players should expect to receive a minimum of 40% playing time throughout the course of each tournament (absent disciplinary, health or attendance issues). This allows the coach discretion to reward the players that are working hard in practices and games. Additionally, this creates an environment where the players need to earn playing time to motivate them to provide their best efforts.

ANTI-BULLYING POLICY

Bullying is defined as intentionally aggressive behavior that can take many forms (verbal, physical, social, emotional, or cyber bullying-or any combination of these); it involves an imbalance of power and is often repeated over a period of time. The bullying can consist

of one person bullying another, a group of people ganging up against one lone person, or one group targeting another group.

We believe that no person deserves to be bullied on or off the court and that every player regardless of race, color, religion, nationality, size, gender, popularity, athletic, academic, sexual orientation, or social ability, or intelligence has the right to feel safe, secure and respected.

A person who engages in bullying or tolerates bullying will be subject to discipline. The Board may take into account the following factors:

1. The developmental and maturity levels of the parties involved;
2. The levels of harm, surrounding circumstances, and nature of the behavior;
3. Past incidences or past or continuing patterns of behavior;
4. The relationship between the parties involved; and
5. The context in which the alleged incidents occurred.

Consequences for participant(s) who engage in an act of bullying may range from behavioral interventions up to and including immediate removal from the team or program. In addition, immediate removal from program activity is warranted if the participant physically attempts to cause injury to him/her or others. The Board will act to investigate all complaints of bullying and will take appropriate action against any participant who is found to have violated this policy.

TECHNICAL FOUL 1-2-3 POLICY & FLAGRANT FOULS

Players, Coaches or Parents who receive technical fouls are required to report each incident to the Board and are subject to the below:

The Technical Foul Policy is intended to eliminate unsportsmanlike behavior with a 1-2-3 policy on technical fouls. Suspensions under the MBBA Code of Conduct for technical fouls shall be administered as follows:

- 1st Technical: A written (email) warning from the coach or Board, as applicable
- 2nd Technical: A one game suspension with the suspension to be served during the next game. If the 1st and 2nd technical fouls occur in the same game, the person will be ejected from the current game and suspended for the next game.

- 3rd Technical: Ejection from the current game and suspension for the next two games. If the 2nd and 3rd technical fouls occur in the same game, the person will be ejected from that game.
- 4th Technical: Suspension for remainder of the MBBA season, including all season ending tournament games, with no refund of the registration fee. If the 3rd and 4th technical fouls occur in the same game, the person will be ejected from that game and suspended for the remainder of the season, including the season ending tournament (i.e. State Tournament).
- Flagrant Fouls: committing a flagrant foul will result in the person being ejected from the game immediately. If a 2nd flagrant foul occurs during the season, the person will be suspended for the remainder of the season, including the season ending tournament (i.e. State Tournament).

The consequences set forth above are for technical fouls related to conduct. Technical fouls related to non-conduct occurrences (6 men on court, player calling a time-out when none are left, two coaches standing at the same time, etc.) do not result in any warnings or suspensions but must be reported to the Board.

Players, Coaches or Parents who accumulate multiple technical fouls during the season may receive additional disciplinary action as determined by the MBBA Executive Team (President, Vice President(s), Treasurer, Secretary).

Nothing in this policy shall prohibit the MBBA from taking stricter action for a technical or flagrant foul (striking an official, coach, player, etc.) than would be called for under this policy alone. The MBBA Code of Conduct Policy recognizes that certain actions may warrant an immediate and more severe sanction than any step-by-step sanction spelled out either in this policy or the MBBA Coach Code of Conduct Policy.

COMMUNICATION

MBBA has informed our coaches that communication with parents is an important part of their position as a coach in our organization. Coaches should attempt to work out any player/parent issues first with the player/parents in question, and then approach the board if a solution cannot be reached.

Parents are expected to approach their son's coach directly with any questions or concerns. Parents can also utilize the parent assistant coach if they feel this would help.

If communication between coaches, players and parents is not working, the persons involved should contact the MBBA President or Vice President, who will determine next steps.

DISCIPLINE

A violation of this Code of Conduct may result in a temporary or permanent removal from MBBA participation and/or participation in MBBA related events.

In most cases, disciplinary action will be progressive and can include:

- Verbal warning will be issued
- Second incident: A second verbal warning will be issued to the person by the coach and a parent/coach discussion will follow discussing the inappropriate action and a report of the incident will be filed with the Board.
- Third Incident: A meeting will be set up with the player/parents and the coach to discuss the inappropriate action(s) and the player will be benched for the remainder of that practice, game or tournament and may be benched for the following scheduled tournament as well.
- Any violations occurring after the third incident will result in the player being removed from the team and/or MBBA program.

If a Coach or Parent is in violation of the Code of Conduct, the violation must be reported to the MBBA President or Vice President, who will determine next steps.

The type of disciplinary action imposed is at the discretion of the coach and/or MBBA Board and nothing in this policy is intended to guarantee each step must occur prior to suspending or barring any person with or without notice. A policy violation may require stricter, immediate discipline than what is outlined above. If progressive discipline is pursued, the three steps listed above may all take place in the same incident/violation, if warranted.