



Hoover Parks and Recreation Board

Athletics Code of Conduct

Purpose:

Hoover Parks and Recreation Board (HPR) activities are made available to youth and adults as a means of providing fun and wholesome recreational programming. HPR supports the belief that all recreational programming and experiences should be positive and safe with sportsmanship, character building and enjoyment as primary goals. To achieve these goals, HPR will strive to provide a safe environment for all program participants to the best of its ability. To that end, all participants must be accountable for their behavior when participating in recreational programming.

As a means of holding participants accountable for their behavior, HPR has enacted this Code of Conduct to allow HPR to provide penalties for violations thereof. This Code of Conduct prohibits certain specified conduct so that all users might have the opportunity to enjoy the activities and programs made available to Hoover citizens through HPR. This Code of Conduct applies to all participants in HPR activities and applies to parents/guardians of participants and all friends and family members in attendance.

Expectations:

- Program participants and their parents, guardians, and all others accompanying them to activities shall treat all participating parties (including players, referees, coaches, etc.) with dignity and respect.
- Program participants and their parents, guardians, and others accompanying them to activities shall use appropriate language, tones of volume, and body language when communicating. When in doubt, remain silent.
- Program participants shall become knowledgeable in and have an understanding of and respect for the rules and guidelines applicable to the related programming.
- Program participants and their parents and/or guardians shall recognize and acknowledge HPR programming as a privilege that can be rescinded for the greater good.

Offenses & Penalties:

- Disciplinary Action Allowed for Violation of Code of Conduct. Participants violating this Code of Conduct will be subject to disciplinary action, including but not limited to any of the following, depending upon the nature of the offense committed:

LEVEL	DESCRIPTION	PENALTY
<u>Level 1:</u> <u>Standard</u> <u>Offense</u>	<p><u>Offenses such as:</u></p> <ul style="list-style-type: none"> (i) failure to follow departmentally established guidelines; (ii) Failure to comply with an HPR official's decision; (iii) Taunting/mocking/harassment of players; (iv) Disgruntled expressions such as rude gestures or comments; (v) Screaming and loudly disagreeing with others; (vi) Obscene/profane/vulgar language; (vii) Throwing/kicking/striking of bats, balls, and other miscellaneous equipment; (viii) Unnecessary roughness among participants; and/or (ix) Other similar offenses. 	<ul style="list-style-type: none"> • <u>Minimum penalty</u> : Warning given by official • <u>Maximum penalty</u>: Immediate ejection and removal from the premises; and/or one (1) game suspension and placement on probation for one (1) year from the date of the offense
<u>Level 2:</u> <u>Verbal</u> <u>Offense</u>	<p><u>Offenses such as:</u></p> <ul style="list-style-type: none"> (i) Malicious obscene/profane/vulgar verbal abuse directed towards another individual; (ii) Verbal epithets related to race, color, religion, creed, gender, or sexual orientation; (iii) Verbal communication of threats, physical violence or acts of insulting another with intention to offend, defame, or embarrass; (iv) Invading another individual's personal space during a dispute; and/or (v) Other similar offenses. 	<ul style="list-style-type: none"> • <u>Minimum penalty</u>: Warning given by official • <u>Maximum penalty</u>: Immediate ejection and removal from the premises; a two (2) game suspension and placement on probation for one (1) year from the date of the offense; and/or referral to HPR for further action
<u>Level 3:</u> <u>Physical</u> <u>Offense</u>	<p><u>Offenses such as:</u></p> <ul style="list-style-type: none"> (i) Physical aggression towards another; (ii) Pushing, shoving, striking or touching another individual with the perceived intent to incite, inflict, or cause harm; (iii) Other similar offenses. 	<ul style="list-style-type: none"> • <u>Minimum penalty</u>: Warning given by official; Immediate ejection and removal from the premises; a four (4) game suspension; placement on probation for one (1) year from the date of the offense; and/or referral to HPR for further action • <u>Maximum penalty</u>: Immediate ejection and removal from the premises; suspension of participant for the remainder of the current activity season and placement on probation for one (1) year from the date of the offense; and/or referral to HPR for further action

**Level 4:
Unlawful
Offense**

Offenses such as:

- (i) Any violation of state or federal law;
- (ii) Possession of firearms, knives, explosive devices, or weapons;
- (iii) Under the influence of alcohol, narcotics, controlled substances, chemical or drug paraphernalia;
- (iv) Assault with or without a weapon; and/or
- (v) Other similar offenses.

- Minimum penalty: Immediate ejection and removal from the premises; suspension of participant for the remainder of the current activity season and placement on probation for one (1) year from the date of the offense; and/or referral to HPR for further action
- Maximum penalty: Minimum one (1) year suspension from all HPR leagues; multiple season suspension from all HPR leagues; and/or permanent suspension from all HPR leagues

- Punishment; Warning Not Required. When administering disciplinary action, the HPR, its officials and/or agents may select the minimum or maximum punishment from a Level offense or any other punishment falling between the minimum and maximum. A warning is not required to be given prior to ejection or suspension by the HPR, its officials and/or agents for any violation of this Code of Conduct.
- HPR Right to Review HPR Official's Decision. HPR and/or its agents shall have the right to review any penalty determination by its officials and modify such determination as deemed necessary by the HPR and/or its agents and shall further have the right to impose stronger or lesser penalties than those indicated in the Code of Conduct depending upon the circumstances surrounding an incident.
- Suspensions.
 1. Suspended participants may not return to the activity for which he/she was suspended or attend activity games until the suspension expires or is lifted.
 2. All suspensions will be tracked and monitored. Individuals who have been suspended will be immediately placed on probationary status for a period of one (1) year from the date of the offense. A second offense by the same individual within one (1) year, regardless of nature, will result in double the term of the penalty and an extension of probationary period for a period of one (1) year from the date of the second offense. A third violation by the same individual within the probationary period, regardless of nature, will void the individual's HPR participation privileges indefinitely.

Procedures:

- Punishment Levied by HPR Official/Agents. When an incident occurs at any HPR activity, HPR and/or its officials and/or agents will evaluate the incident, determine those at fault, and render the appropriate penalty depending upon the Level of the offense as set forth

above. HPR officials have the authority to institute immediate suspensions to all participants/parties deemed at fault for the incident. If necessary, a representative of HPR will offer to escort the offending individual(s) from the activity, event, or facility. If the offending individual(s) refuses to leave the premises when requested, local authorities will be contacted immediately and asked to enforce the ruling.

- Written Notification of Penalty Provided. When a participant has violated this Code of Conduct involving any Level offense set forth above and is penalized for such violation by ejection, removal and suspension for two (2) games or more, the HPR official shall report such ejection, removal and suspension to the designated agent of the HPR. Thereafter, such designated HPR agent shall forward a letter to such violator (and/or the violator's parent/guardian, if applicable) at the address of the violator provided when registering for the activity notifying the violator of the date, location, and nature of the violation, as well as the period of ejection, removal and suspension and/or other action taken in response to such violation. The letter shall be delivered via regular and certified mail, or by personal delivery, and if mailed, the effective date shall be the date of mailing. Personal delivery shall be effective on delivery.

Appeal:

- An individual who is aggrieved by an ejection or suspension for two (2) games or more may appeal the decision to the Board of Parks and Recreation (the "Board"). All other disciplinary action is not appealable.
- In order to appeal an ejection or suspension, the individual must submit a written appeal to HPR by either first class mail or hand-delivery within three (3) business days of the date of mailing and/or hand delivery of the written notification of penalty (described in the *Procedures* section above) to the following address:

Hoover Park and Recreation Board
Attn: Director
600 Municipal Lane
Hoover, Alabama 35216

- Upon receipt of such appeal, the Director of Parks and Recreation and/or his agents shall investigate the incident and schedule a hearing before the Board to provide an opportunity for the participant and any interested person(s) to appear and be heard with respect to the occurrence of any violation and action taken by the HPR's agents and/or officials. Thereafter, the Board will provide a ruling on such appeal following the hearing. During the investigation, the original ruling will remain in effect. In the event any notice of violation is not appealed within three (3) business days of the date of mailing and/or hand delivery of the written notification of penalty, the penalties imposed shall become final.
- The decision of the Board shall be final. A simple majority of the Board shall constitute a quorum.



Athletics Department

Effective Date: _____

Code of Conduct Statement of Understanding

Participant: I realize that when I participate in a Hoover Parks and Recreation program or at a facility that I am representing my family, my school, my community, and myself. My conduct reflects upon all of these. I understand that I am responsible for my own actions and behavior. I agree to abide by the Code of Conduct and any/all rules established by the Hoover Parks and Recreation Board. I also understand that the Hoover Parks and Recreation Board may eject, suspend, or remove me from any program for unacceptable behavior as defined by the Code of Conduct.

Print Name: _____

Signature: _____

Date: _____

Parent/Guardian: I understand that I am responsible for my actions and behavior as well as the actions and behavior of my child/ward as a participant in any/all Hoover Parks and Recreation Board leagues. I agree to abide by and take responsibility for my child/ward abiding by the Code of Conduct and any/all rules established by the Hoover Parks and Recreation Board. I also understand that the Hoover Parks and Recreation Board may eject, suspend, or remove me or my child/ward from any board program for unacceptable behavior as defined by the Code of Conduct.

Parent/Guardian Print Name: _____

Signature: _____

Date: _____