

## **Franklin County Parks and Recreation**

### **Conduct and Sportsmanship Policy**

Franklin County maintains a vigilant position against any and all unsportsmanlike behavior, and all volunteers and officials in the Recreation programs, sponsored or co-sponsored, must have clean records with regards to sexual crimes and crimes against children. Sportsmanlike and positive behavior is expected at all programs, events and on all facilities controlled or used by the County of Franklin's Parks and Recreation Department. Negative Behavior such as physical misconduct, derogatory language, or negative cheering will be addressed by Department personnel in a fashion to ensure that it is not repeated and shall include, if necessary, law enforcement action. Parks and Recreation Staff has the authority to implement disciplinary actions as warranted, including the right to halt, and/or delay a program or event, request law enforcement support, as well as, ejecting, suspending, or banning individuals where persons are not acting in a civil manner reflective of a positive sports environment.

### **Volunteer Background Screening Policy**

- A. All coaches will be required to fill out a consent form/release form for background screening.
- B. Each coach will have his or her background checked every 2 years for the duration of their coaching career.
- C. Background checks will be collected and submitted by the Athletics Manager. Results will be sent to the Athletics Manager.
- D. If a background check disqualifies a coach, the Athletics Manager shall notify the coach by certified mail. A copy of the background check will be made available to the coach, if requested.
- E. If a coach wishes to dispute the content of the profile report, the Coach shall contact the third party responsible for conducting the background check by calling the telephone number listed on the report. The Coach is responsible for providing any or all documentation to support his/her claim.

### **Disqualifying Crimes**

If a coach (1) has been convicted of, (2) has a charge pending against him or her in which it is alleged that he or she has committed any of the following crimes, or (3) has a record of conviction of an equivalent offense in another state, the Coach will be disqualified from volunteering for coaching or assistant coaching position with any athletic team in any athletic program approved by the Parks and Recreation Department.

**A. Sex Offenses**

1. All Sex Offenses - Regardless of amount of time since offense. Examples include: child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure, etc.

**B. Felonies**

1. All Felony Violence - Regardless of time since offense. Examples include murder, manslaughter, aggravated assault, kidnapping, robbery, aggravated burglary, etc.

2. All Felony Offenses, other than violence or sex, within in the past 10 years. Examples include drug offenses, theft, embezzlement, fraud, child endangerment, etc.

**C. Misdemeanors**

1. All misdemeanor violence offenses within the past 7 years. Examples include simple assault, battery, domestic violence, hit and run, etc.

2. Two or more misdemeanor drug & alcohol offenses within the past 7 years. Examples include DUI, simple drug possession, drunk and disorderly, public intoxication, possession of drug paraphernalia, etc.

3. Any other misdemeanor within the past 5 years that would be considered a potential danger to children or is directly related to the functions of that volunteer.

**Personal Conduct**

**A. The following actions may result in a ONE game suspension:**

1. Receiving a yellow card or technical, personal, or flagrant foul during a game for unsportsmanlike conduct.

2. Not complying with the request of game personnel, including but not limited to officials, scorekeepers, site supervisors or other department staff.

3. Acting in an unsportsmanlike or inappropriate manner before, during or after a scheduled game or practice.

**B. The following actions may result in a MULTIPLE game suspension:**

1. Using obscene or inappropriate language which includes flagrant gestures.

2. Ejection from a game for inappropriate conduct or rules violations (i.e. Red Card/Two Technical Fouls).

3. Failure to provide County staff, employees, game officials or site supervisors with the name/s or player/s, coach/s or spectator/s involved in any infraction when requested to do so.

4. Failure of a coach to play all participants minimum playing requirements.

5. Confronting a parent, coach or game official before, during or after a game in an inappropriate or unsportsmanlike manner.

6. Entering onto the playing field or court during a practice or game to confront a coach, official, participant or any other department staff.

C. The following actions may result in a YEAR or LIFETIME SUSPENSION:

1. Verbal threats or harassment made by a player, spectator or game personnel proceeding, during or following a game.
2. Physical violence towards a player, coach, spectator, scorekeeper, official or any other person during or after a game or practice. This includes assisting or encouraging others to fight. Claims of self defense do not constitute a valid defense for physically assaulting another person.
3. Being under the influence of drugs or alcohol while attending a County sponsored event.

#### Disciplinary Appeals Process

A. An appeal of disciplinary action will be accepted in situations that warrant more than a 2-game suspension except for the convictions that are outlined in the Conduct and Sportsmanship Guidelines. The appeal must be delivered in written form to the Parks and Recreation offices, addressed to the Athletics Manager or his/her designee. The requestor will remain in the suspended state until the Parks and Recreation Director acts on the appeal. The Director's decision on the appeal is final and there will be no other appeal. All appeals must be received within 3 business days of the initial decision regarding suspensions.

#### Additional Conduct Guidelines

A. The use of tobacco products, including e-cigarettes, is strictly prohibited at game and practice facilities.

B. Participants that are not in school due to illness or disciplinary action should not participate in any Parks and Recreation activity for that day.

C. Carrying of firearms and/or concealed weapons may only occur as allowed by federal, state and local laws as they relate to any County sponsored or cosponsored activity/facility. Unlawful possession and/or use of such weapons will result in a minimum ban of 1 year, exclusive of other prosecution as may be required.