

# **SPARTAN WAVE (SW)**

## **Disruptive Parent/Player and Bullying Policy**

1. Disruptive Conduct shall be defined as any of the following:
  - a. Consuming alcohol at any practice or game;
  - b. Arriving at a game or practice while under the influence of alcohol or any illegal drug;
  - c. Engaging in physical conduct that interferes significantly with a practice, game or team meeting;
  - d. Engaging in physical conduct that interferes in a minor way with a practice, game or team meeting, where such conduct continues despite being asked by a coach, official of SW or game official to stop the physical conduct;
  - e. Communicating with any coach or player such as to interfere significantly with that practice, game or team meeting.
  - f. Communicating that interferes in a minor way with a practice, game or team meeting, where such conduct continues despite being asked by a coach, official of SW or game official to stop the interfering communication;
  - g. Communicating with parents or players in such a way as to demean or defame a coach or an official of SW; or
  - h. Engaging in any communication with another parent, a player, a coach, a game official or an official of SW, where such communication is abusive or threatening.
  
2. Bullying statement of intent:
  1. Spartan Wave Volleyball is committed to providing a safe and respectful environment for our players, coaches, and parents while supporting healthy competition and enjoyment of the game. Everybody has the right to be treated with respect. Therefore, bullying of any kind is unacceptable within our program. If bullying does occur, all players, parents and coaches should report the situation and know that the incident will be dealt with promptly and effectively. Our belief is that anyone who knows bullying is happening is expected to report the situation to that team's head coach or a SW official immediately.
  2. Bullying shall be defined as a deliberately hurtful behavior in the form of physical, verbal, or indirect actions. These actions which are unacceptable at any time include, but are not limited to:
    - a. Physical - pushing, kicking, hitting, biting, punching, physical gestures, throwing things;
    - b. Verbal - name calling, taunting, teasing, sarcasm, spreading rumors, derogatory comments, threats;
    - c. Indirect - Sending hurtful, threatening, or derogatory texts, emails, or social media postings; spreading rumors.
  
3. Steps to take if either Disruptive Conduct or Bullying is witnessed:
  - a. Players, Parents, or Coaches immediately report the incident to that team's head coach or an official of SW.
  - b. Head coach will immediately report incident to the SW Club Director and an IGH VB Boosters officer.
  - c. Coaches and a SW official will investigate the situation to collect as many facts as possible.
    - i. If a parent or coach submits a complaint against a parent/player, such complaint shall be investigated by the appropriate SW official.
    - ii. Such investigation shall include a review of any documentation that evidences the alleged Disruptive Conduct or Bullying and an interview of the individuals directly involved.
    - iii. Said interview can be in the form of a face-to-face meeting, a phone conversation or electronic communication that allows the affected individuals to state their version of the incident in question.

- iv. In the event that the SW official is involved in any way in the incident the investigation shall be conducted by a Representative appointed by the Board.
      - v. After a thorough investigation, the person making the investigation for SW shall make a determination of the appropriate sanction(s) if any to be administered.
    - d. The coach and/or officer will report back to the individual(s) who reported the incident.
    - e. A record of the incident will be made to create a history of the situation for future reference.
4. If a determination is made that a parent or player has engaged in Disruptive Conduct or Bullying, such parent or player may be sanctioned as appropriate in one of the following ways:
  - a. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
  - b. Issued a warning to cease engaging in such conduct.
  - c. Banned from attending in any way future practices, games, or team meetings.
  - d. Such ban can include either some or all of the remaining practices, games and/or team meetings in such year.
    - i. If such a ban is put in place, the ban shall not prevent the parent from dropping off or picking up their child from the event provided the parent remains in the car and is present only for such time as is necessary to drop off or pick up the player.
  - e. A permanent ban from all future SW practices, games, team meetings or other events indefinitely.
  - f. If any sanction(s) other than a warning is determined to be appropriate, then the Disruptive Parent/Player shall be notified in writing. The sanction(s) shall be effective immediately. However, the affected parent/player may appeal the determination to an Appeals Panel, as defined below.
5. Appeal. In the event a determination is made involving any sanction(s) other than the issuance of a warning an appeal may be made as follows:
  - a. Only the parent/player being sanctioned may appeal.
  - b. The appeal must be made in the form of a written request for reconsideration to be submitted within 7 days of the notification of the sanction(s).
  - c. Notification of the sanction(s) shall be deemed to have been made either upon the earlier of either personal delivery or 3 business days following the depositing with the US Post Office, postage pre-paid of a letter of notification mailed to the home address of the parent.
  - d. Appeals shall be heard by a panel of four board members. Those members shall consist of the four officers of IGH Volleyball Boosters. In the event any officer is unable to participate the remaining officers may name a replacement.
  - e. Appeals shall be heard in person with all affected parties being given an opportunity to present in person to the panel their version of the circumstances surrounding the incident in question. To reduce friction and further conflict the panel may choose to listen to affected parties at different times.

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Parent/Guardian Signature Date

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Player Signature Date