



Zero Tolerance Policy

What and Why of Zero Tolerance...

Swartz Creek Youth Football, Cheerleading, and Poms (SCYF) continues to strive for the highest standards of sportsmanship. Every participant; whether player, coach, referee, official, administrator, parent, or spectator, has a responsibility to comply with and support Zero Tolerance and to behave in a respectable manner.

Zero Tolerance essentially means that everyone involved in our football program shall act in a respectful and sportsmanship like manner so that youth football will remain a desirable and rewarding experience for our children. Disrespectful and/or unsportsmanlike conduct will not be tolerated. Loss of self-control is NEVER acceptable.

Education and enforcement begins in the off-season. Our organization plans take a strong stand against Zero Tolerance violations and aggressively enforce stated penalties.

Violators of our program's Zero Tolerance policy will be required to go before our program's Executive Board. The Board will review the incident, and recommend punishment, if necessary, based on the policy below.

Swartz Creek Youth Football, Cheerleading and Poms Zero Tolerance Policy

I. Zero Tolerance Classifications (including, but not limited to the following examples)

- A. **Class 1** – Conduct which is detrimental to the League. Including, but not limited to, minor abuse or behavior that is witnessed and reported by an adult that reflects poorly upon SCYF and its participants, and/or inappropriate verbal or non-verbal abuse not covered in Class 2 or Class 3 during SCYF related functions and activities.
- B. **Class 2** - Confrontation or reaction to specific events or triggers during SCYF related functions and activities
 - 1. Disrespectful, embarrassing, intimidating, hostile disputing or arguing with the decision of an official, coach, administrator, spectator, or player, whether on or off the field;
 - 2. Obscene or vulgar language or the use of a physical act which is vulgar, obscene, or swearing;
 - 3. Encouraging abusive or unsportsmanlike behavior in any player, coach, official, or spectator;
 - 4. Taunting or ridiculing of officials, coaches, players, administrators, or spectators;
 - 5. Throwing of any object directed at a person, in the playing field (including sideline bench area), or as to create the potential of a safety hazard or issue;
 - 6. Intentional physical contact using the body or hands;
 - 7. Not stopping Zero Tolerance conduct once advised to do so;
 - 8. Not voluntarily leaving a park once advised to do so by any official or administrator;
- C. **Class 3** - Complete loss of self-control during SCYF related functions and activities
 - 1. Physical violence or fighting, or abusive physical contact while the person is upset or angry;
 - 2. Threats of any nature;
 - 3. Returning to the field or park after being ejected;
 - 4. Any actions that require the use of third parties to control the conduct or situation, such as coaches, referees, or League personnel;



II. Zero Tolerance Penalties

A. General

1. Penalties listed are minimum and may be more severe, as in the case of aggravating circumstances or multiple offenses, or may remain at minimum if there are mitigating circumstances
2. Suspensions and any appeals must comply with Section E below.

B. Classifications

1. Class 1 Violation

- a) Attend meeting with SCYF Rules and Ethics Committee.
- b) A warning may be issued depending on severity and Committee findings.

2. Class 2 Violation

- a) 1st occurrence - Minimum suspension 1 game; 2 games for those in official capacity (Referee, coach, manager, etc.)
- b) 2nd occurrence - Minimum suspensions at least doubled (2-4 games, as above)
- c) 3rd occurrence - Minimum 30 day suspension

3. Class 3 Violation

- a) One-year minimum suspension.

III. Swartz Creek Youth Football's Responsibilities

A. Define Zero Tolerance Policy/ Code of Conduct

1. These SCYF Zero Tolerance policies are the MINIMUM of acceptable policies.
2. Provide a Code of Conduct for coaches, parents, and players

B. Have a Rules and Ethics Board understanding, which enforces Zero Tolerance

C. Education

1. Mandatory pre-season meeting(s) for parents, players, coaches, Board members to define and explain:
 - a) Zero Tolerance Policy, Rules, Definitions, and Classifications
 - b) The absolute requirement to comply with Zero Tolerance policies
 - c) Penalties/Disciplinary Action
2. Signed Code of Conduct for every parent, player, coach, and Board member must include:
 - a) The Zero Tolerance Policy and Code of Conduct of your organization
 - b) Zero Tolerance classifications and minimum penalties chart

D. Enforcement

1. SCYF has the ultimate organizational responsibility and authority to enforce Zero Tolerance penalties, including the enforcement that all persons associated with our organization comply with the Zero Tolerance Policies
2. Steps in filing process
 - a) SCYF Zero Tolerance Violation must be brought to a Board Member's attention in writing.
 - (1) Any person can submit a Zero Tolerance concern/complaint.
 - (2) Board members have a responsibility to enforce Zero Tolerance policy at all times
 - b) Hearing, when required, before the appropriate Rules & Ethics Committee.

E. Appeals

1. Appeals of any SCYF's Rules & Ethics Decision are appealable to the SCYF's Board of Board Member's.
2. Decisions of the Board of Board Member's will be considered final.

F. Documentation to be kept on file

1. Record of all reported Zero Tolerance incidents



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a) Every reported incident must have completed Zero Tolerance Violation and Disposition/Action Taken forms on file

Class	Examples of Behavior	Penalties
Class 1	Conduct detrimental to the League.	A warning may be issued depending on severity.
	Inappropriate verbal or non-verbal disrespectful behavior not covered in Class 2 or Class 3	
Class 2	Open disputing or arguing with the decision of an official, coach, administrator, spectator, or players	1st Violation Minimum suspension 1 games; 2 games for those in official capacity (Board member, Coach, Referee, etc.
	Obscene or vulgar language or the use of a physical act which is vulgar or obscene, or swearing	
	Visual or verbal sign(s) of dissatisfaction with any official, coach or administrator's decision	2nd Violation Minimum suspensions at least doubled (2-4 games, as above)
	Encouraging disrespectful or unsportsmanlike behavior in any player, coach, official, administrator or spectator	
	Taunting or ridiculing of officials, coaches, players, administrators, or spectators	3rd Violation Minimum 30 day suspension
	Throwing of any object directed at a person, in the playing area (including the sideline bench area), as to create the potential of a safety hazard or issue	
	Not stopping Zero Tolerance conduct once advised to do so	
	Not voluntarily leaving a field/park once advised to do so by any official or League personnel	
Class 3	Complete loss of self-control	1 year minimum suspension
	Physical violence, fighting, or physical contact while the person is upset or angry	
	Threats of any nature	
	Intimidation	
	Returning to field/park after being ejected	
	Any actions that require the use of third parties to control the conduct or situation, such as league personnel, coaches, or other parent.	
	Any other loss of self-control	



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IV. Individual Responsibilities

A. General

1. All individuals must comply with the Zero Tolerance Policies, by-laws, rules, regulations, and policies of Swartz Creek Youth Football.
2. In addition, the following are some specific areas of responsibilities

B. Coaches

1. On-field tolerance issues;
2. Mutual respect of officials, coaches, and opposition;
3. Strict control of players both on and off the field once and when engaged in SCYF organized activities;

C. Player

1. Strict and complete self-control both on and off the field once and when engaged in SCYF organized activities;
2. Mutual respect of officials, coaches, and opposition;

D. Parent

1. Mutual respect of officials, coaches, players, opposition, parents, and spectators;
2. Absolute self-control when engaged in SCYF organized activities;
3. Work with officials, coaches, and League to assure a positive experience for all;



Standard Operating Procedure Complaints Hearings and Appeals

Complaints of Rule Violations:

All complaints of Violations of Rules will be directed to the Head Field Commissioner (HFC) and Executive Board for investigation.

Complaints against Board of Directors:

All disputes, disagreements, or complaints with any board of director will be given to the office of the President to investigation.

Complaints against the President:

All disputes, disagreements, or complaints with the president will go to the board of directors for investigation.

Complaints against the Head Field Commissioner (HFC):

All disputes, disagreements, or complaints with the HFC will go to the board of directors for investigation.

Complaints against the Assistant Field Commissioner (AFC):

All disputes, disagreements, or complaints with the AFC will go to the board of directors for investigation.

Complaints against Coaches:

All disputes, disagreements, or complaints with any coach on a team will first be addressed to the Head Coach of that team. If the Complaint, dispute, or disagreement is with the Head Coach, it will be addressed first to the Head Coach that it is with. Absent a satisfactory resolution of the Complaint, Dispute, or Disagreement with the Complaining Party may take the matter up to the HFC. The nature of the Dispute, Disagreement, or Complaint must be stated in writing, including any and all particulars such as date of situation, nature of the problem, attempts to resolve with the Head Coach, date of attempt to resolve with the Head Coach, and outcome of the attempt to resolve with the Head Coach.

Upon the HFC receiving, in writing (includes an email), and explanation of the situation the HFC and Executive Board will meet, by telephone or in person or both, with the Complaining Party. The HFC, if he is unable to resolve the dispute at the initial meeting, may have the parties meet with the Head Coach and/or coach in the Board presence or the HFC may meet with the Head Coach. If it is deemed necessary by the HFC to meet with the assistant coach the Head Coach is to be present as well. The HFC may meet with witnesses.

If the matter is not satisfactory resolved then the Complaining Party may bring the matter by submitting the particulars of the dispute, dates, resolution attempts, resolution ideas, why the resolution ideas were not acceptable, to the Board President for final determination. The president may, bring the matter before the Executive Board, if he/she requires more input. The Executive Board will listen to the issue, may if needed, bring the coach, head coach, and complaining party and any witnesses to the Executive Board and issue a recommendation of action to the President. The President may or may not follow the recommendation. The President, if the matter is not one he/she feels should go to the executive board, may discuss the matter with the complaining party, head coach, coach, witnesses.

The President's decision is the final resolution of the situation.

Complaints against Players:

An assistant coach may not discipline a player with punishments that extend outside the practice field. A head coach may discipline a player with punishments that extend outside the practice field. If an assistant coach feels



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the players conduct is so egregious to require punishment, such as: missing game(s), suspension, termination from the association, then the matter is to be turned over to head coach. The assistant coach is to notify the head coach of the problem and suggested resolution. The head coach is to meet with the alleged offending player, and if it is determined the punishment is greater than suspension from the team for one week, the head coach must meet with the parent to explain the situation. If the punishment includes missing a game, then the head coach must meet with the parent of the child. Any suspension requires notification to the HFC, and Assistant Field Commissioner.

Complaints against Parents or Spectators:

SCYF has the ultimate organizational responsibility and authority to enforce Zero Tolerance penalties, including the enforcement that all persons associated with our organization comply with the Zero Tolerance Policies. SCYF Zero Tolerance Violation must be brought to a Board Member's attention in writing. Any person can submit a Zero Tolerance concern/complaint to the HFC, AFC, Board President Vice President. Board members have a responsibility to enforce Zero Tolerance policy at all times. Complaint will be reviewed as to determine action taken. If the parent/spectator who is involved and disciplined by the HFC is not satisfied with the outcome of the HFC's decision, he may appeal the matter to the Board. He/She may do so by writing or by speaking with the Board President or Vice President. Upon receiving an appeal by a Parent/Spectator, the Board must investigate the matter. The president may bring the matter before the Executive Board, if he/she feels outside input is required. The Executive Board will listen to the issue, may if needed, bring the team head coach, and complaining party and any witnesses to the Executive Board and issue a recommendation of action. If necessary law enforcement will be contacted. The Board ruling is final.

Rule Violations by Coaches:

If a coach or head coach violates any rules of SCYF or the Metro Youth Football League, the matter is to be taken to the HFC and Asst. Field Co. who will review the situation and issue their decision on the outcome. The matter will be resolved in the best interest of the players and the association, as well as considering the goal of keeping coaches and helping them become better coaches and role models. The HFC and Asst. Field Co. may assist the coach by requiring further education. The following activities will result in the immediate loss of the coaching position: striking a fellow coach, fighting (except in self-defense), striking a player (tap on the behind, shoulder or helmet is not considered a strike).

If the Coach who is disciplined by the HFC is not satisfied with the outcome of the HFC's decision, he may appeal the matter to the Board. He may do so by writing or by speaking with the Board President or Vice President. Upon receiving an appeal by a coach, the Board must investigate the matter. The President may bring the matter before the Executive Board, if he/she feels the need for further input. If the Executive Board is involved the HFC is not permitted to be involved on this issue and is excluded. The Executive Board will listen to the issue, may if needed, bring the Coach, Head Coach, and Complaining Party and any witnesses to the Executive Board and issue a recommendation of action to the President and Vice President. The President may or may not follow the recommendation. The President, if the matter is not one he/she feels should go to the executive board, discuss the matter with the complaining party, head coach, coach, witnesses. The Board ruling is final.

*If a determination is made that an individual has maliciously filed a false complaint against a Coach, Parent, Field Commissioner, Spectator or Player, the Board of Directors, may at its discretion, expel the individual for the remainder of the season.