**RECREATION PROGRAM POLICY**

Purpose

To adopt an official policy for the control of individual behavior at athletic activities for the purpose of maintaining a wholesome recreational atmosphere at events; to establish regulations for coaches, officials and other individuals associated with the Lyerly Recreation Department.

Coverage

This policy, upon adoption, shall be applicable to all individuals participating in athletics as either players, coaches, officials, or spectators and shall remain in effect until such time that it is altered, modified, or rescinded by the Town Council.

Policy

The Town of Lyerly Parks and Recreation Department hereby establishes the following Athletic Discipline Policy:

1. Unsportsmanlike Conduct, to include, but not limited to the following:

a. Harassment of participants or officials, or

b. Profane language and/or gestures, or

c. Public threat or physical violence, or

d. Disruptive or malicious behavior

2. Any individual (players, coaches, officials or spectators) displaying unsportsmanlike conduct (by opinion of the referee or umpire), during or following a game, will be subject to partial or permanent program suspension at the discretion of the Recreation Director and/or Mayor.

3. Ejection from Game - Adult Participant

a. Any adult ejected from a game will automatically remain suspended from participating in at least the next game to be played by his/her team.

b. Any adult ejected from a second game during any one season will automatically be suspended from a minimum of the next two games to be played by his/her team and may not participate in any game with his/her team until he/she has a personal conference with the Recreation Director and/or the Mayor and Council.

c. The Recreation Director will review all ejections and may extend any suspension beyond the minimum game suspension as he/she deems appropriate for the offense.

4. Any coach displaying unsportsmanlike conduct, violating any coaches’ code of conduct rule, or refusing to abide by rules and regulations established by the department will be subject to partial or permanent program suspension at the discretion of the Recreation Director.

a. The Recreation Director and/or Mayor will meet with the coach in violation and will issue a partial or permanent suspension from the program.

b. A coach may request an appeal before the Town Council on any suspension taken by the Parks and Recreation Department.

c. Any coach or assistant coach who has been dismissed by the Parks and Recreation Department may not return as a coach in the future.

5. Ejection from Game - Youth Participant

a. The actions of any youth ejected from a game will be reviewed by the Recreation Director to determine if further disciplinary action is appropriate according to the severity of the offense.

b. Any youth ejected from any two games within one season will automatically be suspended from participating in at least the next game to be played by his/her team and may not return to his/her team until his/her parent(s)/guardian has a personal conference with the team’s coach and appropriate Recreation officials.

6. Any individual, whether youth or adult, suspended from a game after having a conference as outlined above will be suspended for the remainder of the regular season.

Background Checks

7. All coaches, assistant coaches, or other officials managing teams within the Lyerly Recreation Department shall submit to a background check at his/her own expense prior to the beginning of the season, which shall include any and all offenses listed with the local Sheriff’s Department. Any offenses found will be reviewed by the Clerk and if questionable forwarded to the Mayor and Recreation Director. Disqualifying events are listed below:

*Disqualification:*

A coach and/or assistant will be disqualified and prohibited from coaching or volunteering his or her time, if he/she has been found guilty of the following crimes:

a. All sexual offenses, regardless of the amount of time since the offense. Examples

include, but are not limited to: child molestation, rape, sexual assault, sexual battery,

sodomy, prostitution, solicitation, indecent exposure.

b. All felonies regardless of the amount of time since the offense: Examples include, but

are not limited to: murder, manslaughter, aggravated assault, kidnapping, robbery,

aggravated burglary. All misdemeanors will be reviewed on a case by case basis.

c. Any crimes involving children, regardless of the amount of time since the offense.

Examples include but are not limited to: civil court actions involving sexual or physical abuse of children. Court orders involving sexual or physical abuse of a minor, including but not limited to a domestic order or protection. Parental rights terminated by a court.

d. An illegal drug offense within the past 5 years. Examples include but are not limited

to simple drug possession, possession of drug paraphernalia, or under the influence of

an illegal drug.

e. More than one alcohol related offense within the past 5 years. Examples include, but

are not limited to: DUI, drunk and disorderly and public intoxication.

“Guilty” means the individual was found guilty following a trial, entered a plea of guilty or nolo contendere, entered a no contest plea accompanied by a court’s finding of guilty, regardless of whether there were was an adjudication of guilt (conviction) or a withholding of guilt or the record has been expunged. This policy does not apply if criminal charges resulted in acquittal or dismissal.

Any coach or assistant who is denied an opportunity to coach/volunteer may request a review by the Lyerly Mayor and Council. To appeal a decision, an appeal must be filed within ten (10) days of notification. The appeal must be presented in writing to the clerk.

Payment for Services

8. Recreation officials will be paid according to work performed, on a per-game basis. No additional payment will be rendered for days on which only one game is played, and no additional charges will be allowed without prior clearance from the Recreation Director and Mayor. In instances of forfeit or rainout, officials will be compensated only if games are cancelled after the scheduled start time of the game. Recreation Director(s) are employeed as volunteers; however, mileage and other expenses incurred as part of their duties are fully reimbursable.