NoVa Youth Hoops (NYH) Basketball Code of Conduct and Disciplinary Policy

Purpose

The purpose of this policy is to outline NYH Basketball's Code of Conduct and procedures and guidelines for adjudicating disciplinary issues for violations of the league's Code of Conduct.

This policy cannot account for every possible situation or scenario that the league may encounter. NYH Basketball Board members should exercise good judgement and common sense in determining if and when an incident should be reported, and what steps can be taken to address the incident in keeping with the idea that incidents should be handled at the lowest possible level before escalation.

This policy will be reviewed annually by the NYH Basketball Board to address additional situations and scenarios requiring clarification and documentation.

General Rules for All Participants

- **Zero Tolerance for Violence**: Physical altercations between coaches, players, or spectators will result in immediate expulsion from the event at which to altercation occurred, suspension from NYH Basketball activities, and/or a lifetime ban from NYH Basketball and/or all Loudoun County facilities in extreme or recurrent situations.

- **Drugs and Alcohol**: Consumption of alcohol or drugs at any league event is strictly prohibited. Similarly, coaches, players, or spectators who show signs of drug or alcohol use at any NYH Basketball events or activities will face immediate expulsion from the event, suspension from NYH Basketball activities, and/or a lifetime ban from NYH Basketball and/or all Loudoun County facilities in extreme or recurrent situations.

- **Appeal Process**: Any individual who feels they have been wrongfully penalized may appeal their case in writing or in person to the NYH Basketball Disciplinary Committee. The Committee will review the appeal and make any applicable recommendations to the NYH Basketball Commissioner. The NYH Basketball Commissioner will issue all final decisions in any appeals.

Code of Conduct

NYH Basketball relies on a close partnership with the Loudoun County Department of Parks, Recreation and Community Services (PRCS) to provide basketball opportunities to residents in our area, which generally spans the southern half of Loudoun County, Virginia. NYH Basketball has adopted the PRCS Code of Conduct out of our shared commitment to good sportsmanship, respect, fair play and the conduct of spectators, players and coaches.

Coaches:

- Provide a positive experience in a safe environment for all players on your team.
- Lead by example by demonstrating fair play and sportsmanship to all players, coaches and officials.
- Maintain self-control at all times, accepting adverse decisions without public displays of emotion or dissatisfaction with officials.

- Emphasize the importance of appropriate sideline behavior and reinforce that spectators, coaches, and parents must remain off the playing area and refrain from any unsportsmanlike conduct, including verbal or physical confrontations.
- Be modest when successful and gracious in defeat.
- Supervise participants under your immediate care.
- Place the emotional and physical well-being of players ahead of your desire to win.
- Respect the privilege associated with the use of public facilities and equipment and respect the staff responsible for maintenance and supervision.

Players:

- Demonstrate good sportsmanship before, during and after games by winning without gloating, respecting one's opponents, and losing gracefully.
- Treat coaches, other players, officials and fans with respect regardless of race, sex, creed or abilities and expect to be treated accordingly.
- Be courteous and respectful to opposing teams, spectators and officials.
- Maintain composure and never leave the bench to enter the playing area to engage in unsportsmanlike physical or verbal behavior.
- Respect the privilege associated with the use of public facilities and equipment and respect the staff responsible for maintenance and supervision.
- Show respect for authority toward game officials, NYH officials, and PRCS employees.

Parent/Guardians/Spectators:

- Provide support for coaches and leaders working with your child to provide a positive, enjoyable experience for all participants.
- Place the emotional and physical well-being of your child ahead of your desire to succeed.
- Treat all participants, spectators and officials with respect regardless of race, sex, creed or ability.
- Respect the decisions of officials and encourage all players to do the same.
- Condemn the use of violence in any form, whether by other spectators, coaches, officials or players.
- Maintain high ideals of sportsmanship, including winning without gloating, respecting one's opponents and losing gracefully.
- Maintain composure and refrain from unsportsmanlike physical or verbal behavior.
- Respect the privilege associated with the use of public facilities and equipment and respect the staff responsible for maintenance and supervision.

NYH Basketball and/or PRCS may impose penalties for violations of the Code of Conduct on a case-by-case basis, when necessary. Penalties may include, but are not limited to, removal from events, suspension from NYH Basketball activities (games, practices, other events), or a lifetime ban from NYH Basketball and/or all Loudoun County facilities in extreme or recurrent situations.

All coaches, players, parents, guardians, and spectators must abide by our Code of Conduct. Any member of the NYH Basketball community who witnesses or becomes aware of a Code of Conduct violation is encouraged to report the incident promptly in the most expedient manner possible. Reports should be submitted in writing whenever possible, but a verbal report or video recording is acceptable in time-sensitive situations.

NYH Basketball Disciplinary Roles and Responsibilities

Commissioner
Serves as the final deciding official for any proposed suspensions or expulsions of NYH Basketball coaches, players, parents, guardians, or spectators, and any appeals of disciplinary actions.

Assistant Commissioner
Serves as the primary contact on the NYH Basketball Board for all alleged Major Violations of the Code of Conduct, convenes the NYH Basketball Disciplinary Committee, adjudicates proposed disciplinary actions for Major Violations of the Code of Conduct, recommends final disciplinary actions to the Commissioner for Major Violations, and notifies coaches, players, parents, guardians, or spectators of interim and final decisions by the Commissioner for Major Violations of the NYH Code of Conduct.

Director of Discipline and Safety
Serves as the primary contact on the NYH Basketball Board for all alleged Minor Infractions of the Code of Conduct, chairs the NYH Basketball Disciplinary Committee, adjudicates proposed disciplinary actions for Minor Infractions of the Code of Conduct, recommends final disciplinary actions to the Assistant Commissioner for Minor Infractions, and notifies coaches, players, parents, guardians, or spectators of interim and final decisions by the Assistant Commissioner for Minor Infractions of the NYH Code of Conduct.

Director of Rules and Officials
Manages the NYH Basketball Referee Program, schedules referees in coordinator with the league's referee liaison, sets House League rules, and adjudicates rule violations in coordination with Age/Grade Directors and Coordinators.

Age/Grade Directors and Coordinators
NYH Basketball relies on Age/Grade Directors and Coordinators to identify and resolve Minor Infractions of the NYH Basketball Code of Conduct using good judgement and common sense. Directors and Coordinators should consult with the Director of Discipline and Safety and/or Director of Rules and Officials when appropriate to seek guidance or direction on interpreting this policy but are otherwise empowered to take action they deem appropriate to ensure player safety, fairness and consistency in the application of league rules, and a positive basketball experience for all NYH Basketball participants.

Directors and Coordinators must report Minor Infractions to the Director of Discipline and Safety within 48 hours of learning of an incident. Directors and Coordinators should collect written reports from any involved participants (or parents or guardians in the case of minor players) and/or witnesses whenever practical and submit those to the Director of Discipline and Safety as part of the incident report.

Directors and Coordinators must report Major Violations of this policy to the Assistant Commissioner and Director of Discipline and Safety immediately upon learning of an incident, and absolutely no later than 48 hours after learning of an incident. Directors and Coordinators should collect written reports from any involved participants (or parents or guardians in the case of minor players) and/or witnesses whenever practical and submit those to the Assistant Commissioner and Director Discipline and Safety as part of the incident report.

Directors and Coordinators participate in the Disciplinary Committee when an incident occurs in the age/grade group they manage.

Disciplinary Committee

NYH Basketball convenes a Disciplinary Committee, as needed, to review and evaluate alleged Major Violations of the Code of Conduct, as well as Minor Infractions referred by the Director of Discipline and Safety. The Committee is responsible for conducting fair, consistent, and timely reviews and recommending appropriate disciplinary actions to maintain a safe, positive, and respectful environment for all participants.

The Committee is convened at the direction of the Assistant Commissioner within 48 hours of receiving notice of alleged Major Violations of the Code of Conduct, or Minor Infractions that the Director of Discipline and Safety refers for Committee review.

The Assistant Commissioner may issue interim penalties to parties involved in any reported Major Violation prior to the convening of the Committee for any reason.

When convened, the Committee is chaired by the Director of Safety and Discipline. Other participants include the Commissioner (optional), Assistant Commissioner, Director of Rules and Officials, Age/Grade Coordinator, Age/Grade Director, and, if necessary and appropriate, representatives from PRCS.

Disciplinary Committee Decision Making Process and Guidelines

Review Process

The Disciplinary Committee will follow the steps below to review any incident and determine appropriate penalties:

1. **Initial Assessment**: The Committee will conduct an initial assessment of the report to determine the severity of the alleged violation. This may involve gathering additional information, such as reviewing written statements and reviewing video footage.
2. **Investigation**: The Committee will investigate the alleged violation by reviewing evidence and considering the context of the incident. This may include contacting coaches, parents, referees, and other individuals involved.
3. **Decision-Making**: After reviewing all evidence, the Committee will deliberate and decide on an appropriate course of action. This decision will consider:
    - The nature and severity of the violation
    - Whether the violation is a first-time or repeat offense
    - The impact of the violation on the participants, the league, and the broader community
    - The individual's history of compliance with league rules
4. **Penalties**: The Committee will determine and recommend a penalty based on the severity of the violation. Penalties may include, but are not limited to, warnings, suspensions, expulsion from the league, or any other actions deemed necessary to uphold the league’s standards and the Code of Conduct.

Types of Penalties

The penalties determined by the Disciplinary Committee will vary based on the severity and frequency of the violation. Penalties may include:

- **Warning**: A formal written warning issued for minor first-time infractions. A warning may include a reminder of the league's Code of Conduct and expectations.
- **Suspension**: A temporary removal from league activities for a designated period. Suspensions may apply to a single game, multiple games, or a set time frame, depending on the nature of the violation.
- **Probation**: A probationary period where the individual must demonstrate improved behavior. Further violations during the probation period may result in additional penalties.
- **Expulsion**: Permanent removal from the league for severe violations, such as physical altercations, repeated misconduct, or behavior that jeopardizes the safety of others.

Aggravating and Mitigating Factors

In determining penalties, the Disciplinary Committee will consider both aggravating and mitigating factors that may influence the severity of the penalty:

- **Aggravating Factors**:
    - Prior history of violations.
    - Intentional harm or aggression (physical or verbal).
    - Disrespect or disregard for the safety and well-being of others.
    - Repeat violations of the Code of Conduct after previous warnings or suspensions.
- **Mitigating Factors**:
    - First-time offense or minor violation.
    - Acknowledgment of wrongdoing and remorse shown by the individual.
    - Lack of malicious intent.
    - Voluntary actions to make amends or prevent future violations.

Notice of Findings and Penalties

The Committee will provide recommended penalties to the Commissioner and Assistant Commissioner following all Committee reviews.

The Commissioner will make all final decisions regarding any proposed suspensions or expulsions of NYH Basketball coaches, players, parents, guardians, or spectators. The Assistant Commissioner will make all final decisions regarding all other penalties.

The Assistant Commissioner will notify coaches, players, parents, guardians, or spectators of final decisions by the Commissioner for Major Violations of the NYH Code of Conduct.

The Director of Discipline and Safety will notify coaches, players, parents, guardians, or spectators of final decisions by the Commissioner or Assistant Commission for Minor Infractions of the NYH Code of Conduct.

Appeal Process

If the individual feels that a penalty is unjust or disproportionate, they have the right to appeal the decision. The appeal process is as follows:

1. **Submission**: The individual must submit a written appeal to the Disciplinary Committee within 72 hours of receiving the penalty decision.
2. **Review**: The Committee will review the appeal and any new evidence or arguments presented. The appeal review will focus on procedural fairness and whether the penalty is consistent with league policies.

3. **Final Decision**: The Disciplinary Committee will recommend a final decision to the Commissioner after reviewing the appeal. The Commissioner will make a final decision and the Assistant Commissioner will communicate this decision to the appealing individual. This decision is final and binding.

Confidentiality

All disciplinary proceedings will be handled with confidentiality to protect the privacy of those involved. Details of the violation, investigation, and penalties will only be shared with those directly involved in the review process and will not be disclosed outside of the NYH Basketball Board unless deemed necessary by the Commissioner. In some cases, disclosure to PRCS representatives, Loudoun County government officials, or public safety officials may be warranted.

Conclusion

By participating in the NYH Basketball League, all coaches, players, parents, guardians, and spectators agree to abide by the NYH Basketball Code of Conduct and this policy. The league is committed to maintaining a positive and safe environment, and we rely on all participants to uphold these standards for the benefit of the entire community.

Table of Penalties

This table is not exhaustive. The Commissioner and Disciplinary Committee reserve the right to adjust penalties on a case-by-case basis based on the aggravating and mitigating circumstances described above.

Coaches	
Minor Infractions	***Examples include yelling at players in an inappropriate manner, making unsportsmanlike comments about opponents, or being late to a game.***
First Offense	Written warning issued by the league.
Second Offense	Suspension from the next game.
Third Offense	Expulsion from the league for the remainder of the season.
Major Violations	***Examples include fighting, verbal abuse towards officials or players, or intentionally breaking league rules.***
First Offense	Immediate suspension pending review by Disciplinary Committee, possible game forfeiture, possible season suspension, possible lifetime expulsion from NYH Basketball and/or Loudoun County Facilities.
Second Offense	Expulsion from the league for the remainder of the season, and possible lifetime expulsion from NYH Basketball and/or Loudoun County Facilities.
Players	
Minor Infractions	***Examples include unsportsmanlike behavior (e.g., taunting), disrespecting the referee's decisions, or arguing with coaches.***
First Offense	Warning from the coach.
Second Offense	Benched for the remainder of the game.
Third Offense	Suspension from the next game.
Major Violations	***Examples include physical altercations, use of foul language, or intentional injury to another player.***
First Offense	Ejection from the game and suspension ranging from one game to the remainder of the season, depending on the .
Second Offense	Expulsion from the league for the remainder of the season.
Parents/Guardians/Spectators	
Minor Infractions	***Examples include excessive loud behavior, taunting players or coaches, or disruptive noise-making.***
First Offense	Verbal warning from a league official or coach.
Second Offense	Removal from the game and facility.
Third Offense	Banned from attending future games for the remainder of the season, and potentially for future seasons.
Major Violations	***Examples include physical confrontations, verbal abuse toward referees, coaches, or players, or harassment of any participant.***
First Offense	Immediate removal from the game and facility; possible suspension for the remainder of the season.
Second Offense	Permanent ban from attending any future games or events associated with the league.