

SJAA COACH

CODE OF CONDUCT

SJAA's goal is to provide a positive environment in which children can participate in a team sport. While learning the skills of basketball, we want children to have fun, practice good sportsmanship, and discover the meaning of teamwork.

As an SJAA coach, I agree to:

- Place the physical safety, emotional well-being, and development of every player above winning.
- Treat players, parents, fellow coaches, opponents, officials, and spectators with respect.
- Model good sportsmanship and maintain self-control at all games and practices.
- Use appropriate language and refrain from yelling at, humiliating, threatening, or verbally abusing any player, official, coach, parent, or spectator.
- Provide a positive learning environment in which players feel safe trying new skills and making mistakes.
- Recognize effort, improvement, teamwork, and personal growth - not just game results.
- Teach players to compete fairly, follow the rules, respect officials, and show good sportsmanship.
- Provide clear, age-appropriate instruction and reasonable opportunities for every player to participate and develop.
- Avoid criticizing or embarrassing a player in front of teammates or spectators.
- Understand that many SJAA officials are teenagers who are learning and may make mistakes.
- Address officials respectfully and refrain from arguing, intimidating, or encouraging others to criticize them.
- Communicate expectations, schedules, and concerns clearly and respectfully with players and families.
- Follow all SJAA rules, policies, playing-time requirements, safety procedures, and facility guidelines.
- Maintain appropriate adult supervision and never leave a child unattended following a team activity.
- Maintain a tobacco-, drug-, and alcohol-free environment and refrain from using these substances at SJAA activities or on school property.
- Read and follow SJAA's Three-Strike and Zero Tolerance Policies.
- Remember that the game is for the children - not the adults.

SJAA Three-Strike Disciplinary Policy

Purpose

The purpose of this policy is to provide guidance and direction when disciplinary action is necessary because of conduct at an SJAA event or function. SJAA coaches, players, parents, spectators, and volunteers are expected to follow the applicable SJAA Code of Conduct. When a violation occurs, it must be addressed. This policy is intended to help SJAA respond to incidents fairly and consistently.

Important: Disciplinary action does not necessarily begin with Strike One. Depending on the nature and severity of an incident, the SJAA Board of Directors or Disciplinary Committee may immediately issue a Strike Two or Strike Three.

STRIKE ONE - WRITTEN REPRIMAND

The individual will receive a written reprimand from SJAA explaining how the behavior violated the SJAA Code of Conduct. A Strike One remains with the individual for the remainder of the current season and the following season.

Examples include, but are not limited to:

- Receiving a technical foul because of repeated complaining or mistreatment of officials
- Communicating negatively or disrespectfully with an opposing coach, spectator, or player
- Using inappropriate language or displaying inappropriate behavior at an SJAA event or function
- Approaching an official before, during, or after a game for any reason other than offering a compliment or positive comment
- Engaging in conduct that disrupts the positive environment SJAA seeks to provide

STRIKE TWO - THREE-GAME SUSPENSION

The individual will be suspended from attending three SJAA games, functions, or events. The individual will also be prohibited from participating as an SJAA volunteer for the remainder of the current season and the following season.

Examples include, but are not limited to:

- Committing a second Strike One-level violation within two seasons
- Engaging in conduct that the SJAA Board of Directors or Disciplinary Committee determines is significantly more serious than a Strike One violation
- Threatening or intimidating another person
- Engaging in an excessive verbal altercation with a coach, player, official, spectator, or volunteer

STRIKE THREE - EXPULSION

The individual will be expelled from attending or participating in all SJAA games, functions, and events until, and only if, the SJAA Board of Directors determines that the individual may return. The minimum period of expulsion will be the remainder of the current season. Depending on the circumstances, the consequences may include removal of the individual's child or children from SJAA participation. SJAA reserves the right to permanently prohibit an individual receiving a Strike Three from participating in or attending SJAA activities in any capacity.

Examples include, but are not limited to:

- Committing a third Strike One-level violation within two seasons
- Making an actual threat of physical harm
- Causing or attempting to cause physical harm
- Attending an SJAA game, function, or event while under the influence of drugs or alcohol
- Engaging in conduct that the SJAA Board of Directors or Disciplinary Committee determines is significantly more serious than a Strike Two violation

Disciplinary Review

An individual under review for disciplinary action may request a meeting with the SJAA Disciplinary Committee. During that meeting, the individual may:

- Provide their account of the incident
- Offer an apology
- Submit relevant information or documentation

- Provide character references or other information for the committee's consideration

A request for a meeting does not automatically delay or reverse disciplinary action. The Disciplinary Committee will determine what information is relevant to its review.

Board Discretion

The SJAA Board of Directors reserves the right to review each matter individually and determine the appropriate disciplinary action based on the circumstances, available evidence, severity of the conduct, prior incidents, and any other relevant factors. The examples in this policy are illustrative and are not an exhaustive list of prohibited conduct.

Zero Tolerance Policy

Any person may be immediately removed from an activity and banned indefinitely from SJAA activities for engaging in any of the following:

- Physical violence or threatening physical harm
- Possession or use of drugs, alcohol, or tobacco on school property
- Verbal abuse, threats, harassment, or intimidation directed toward any person

Relationship to the Three-Strike Policy: Conduct prohibited under the Zero Tolerance Policy may result in immediate removal and the issuance of a Strike Three. SJAA is not required to issue Strike One or Strike Two before imposing a Strike Three or other serious disciplinary action when warranted by the conduct.

Acknowledgment

By signing below, I confirm that I have read and agree to follow the SJAA Coach Code of Conduct. I understand that violations may result in disciplinary action under the SJAA Three-Strike Disciplinary Policy or Zero Tolerance Policy, including loss of coaching or volunteer privileges. Depending on the seriousness of the conduct, SJAA may issue a Strike Two or Strike Three for a first incident.