

SAFETY & SPORTSMANSHIP CONDUCT & INCIDENT RESPONSE

All Just Compete Sports organizations and programs



Youth Sports Safety, Sportsmanship, Conduct, and Incident Response Policy

All Just Compete Sports Organizations & Programs

Applies To: All players, parents, guardians, coaches, volunteers, contractors, officials, spectators, staff, and team representatives.

Organizations & Programs Covered

This policy applies to all organizations and programs operated by Just Compete Sports and Just Compete Sports Foundation, including:

- Kansas City NFL FLAG.
- Colorado NFL FLAG.
- Girls Play Flag Football.
- Touchdown for Tots.
- Young3 Basketball.
- NHL Street Hockey.
- MLS GO Soccer.
- Any additional sports, leagues, tournaments, camps, clinics, jamborees, or events operated by these organizations.

Throughout this policy, references to “the league,” “the program,” or “Just Compete Sports / Girls Play Flag Football” include all organizations, sports, and programs listed above.

This policy applies during program activities and related communications, including practices, games, tournaments, meetings, team activities, and digital interactions.

Application Across Sports

Conduct standards apply alongside each sport’s rules. Physical contact permitted during normal play under the applicable sport rules is distinguished from fighting, intentional injury, retaliation, and other prohibited conduct.

References to fields, sidelines, games, and teams also include courts, playing surfaces, activity areas, participant groups, and other settings appropriate to the sport or program.

Applicable laws, facility requirements, and additional governing body requirements remain in effect. Where a stricter safety requirement applies, that requirement must be followed.

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Safety Reporting & Protected Communications

Nothing in this policy restricts good faith safety reports, legally required reporting, requests for emergency assistance, or sharing evidence privately with appropriate authorities.

Internal review or approval is not required before contacting emergency services, law enforcement, child protection authorities, legal counsel, or an applicable governing body.

Privacy, social media, and communication provisions must not be used to prevent lawful reporting or cooperation with an investigation.

1. Purpose

Just Compete Sports / Girls Play Flag Football exists to provide children and families with a safe, competitive, organized, and positive youth sports experience.

The purpose of this policy is to establish clear expectations for player conduct, coach conduct, parent and spectator behavior, postgame procedures, social media activity, incident reporting, discipline, and safety-related decision making.

Our first responsibility is to protect the children in our program. Player safety, emotional well-being, sportsmanship, and the integrity of the league come before winning, team politics, adult conflict, parent pressure, or convenience.

Participation in Just Compete Sports / Girls Play Flag Football is a privilege. All participants are expected to meet the standards outlined in this policy.

2. Core Standards

All players, coaches, parents, guardians, officials, volunteers, contractors, and spectators are expected to:

- Respect players, coaches, officials, staff, opponents, parents, and facilities.
- Compete with intensity while maintaining sportsmanship.
- Refrain from fighting, threats, intimidation, taunting, harassment, profanity directed at others, or unsafe conduct.
- Accept official rulings and league decisions professionally.
- Avoid escalating conflict before, during, or after games.
- Protect the safety and dignity of all children involved.
- Follow all league rules, facility rules, and staff instructions.
- Refrain from posting, sharing, mocking, or spreading content involving player conflict, injuries, fights, discipline, or private league matters.

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3. Player Conduct

Players are expected to compete hard, play with respect, and control their behavior at all times.

Players may not:

- Fight, punch, slap, kick, shove, grab, trip, tackle, or physically attack another player.
- Retaliate physically after being contacted.
- Threaten another player, coach, official, parent, or spectator.
- Use racial, sexual, personal, abusive, or degrading language.
- Target, taunt, mock, or provoke another player.
- Engage in conduct intended to embarrass or humiliate another player.
- Leave the sideline or enter an altercation.
- Post or share videos, images, comments, or messages celebrating, mocking, or escalating a fight, injury, threat, or discipline matter.

If a player feels threatened, targeted, or unsafe, the player should immediately notify a coach, official, or staff member. Players should remove themselves from unsafe situations whenever possible.

Self-defense or attempting to get away from danger may be considered during review, but retaliation, continued fighting, or escalation may still result in discipline.

4. Coach Conduct

Coaches are responsible for more than strategy and competition. Coaches are responsible for helping maintain a safe team environment.

Coaches are expected to:

- Model sportsmanship and emotional control.
- Help control players, sidelines, and team behavior.
- Respect officials and league staff.
- Communicate with officials professionally.
- Correct inappropriate player behavior quickly.
- Avoid inflammatory language, yelling at opposing players, or escalating conflict.
- Prevent players from engaging in verbal or physical conflict.
- Notify officials or staff immediately if a game is becoming unsafe.
- Follow league instructions regarding dismissals, handshakes, suspensions, or removals.

Coaches may not:

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4. Coach Conduct (continued)

- Physically engage with an opposing player except in a clear safety emergency where immediate action is necessary to prevent harm.
- Put hands on another coach, parent, official, or spectator.
- Enter the field to escalate a dispute.
- Use their role, title, relationship, or organizational connection to influence officials or league staff.
- Encourage, excuse, or minimize retaliation.
- Publicly accuse minors, teams, coaches, officials, or families while a review is pending.
- Direct parents or players to avoid cooperating with a league review.

A coach who fails to control a team environment, escalates conflict, physically engages, or acts contrary to league standards may be warned, suspended, removed, or deemed ineligible for future coaching.

5. Parent, Guardian, and Spectator Conduct

Parents, guardians, and spectators are expected to support the players and maintain a safe environment.

Parents, guardians, and spectators may not:

- Enter the field unless directed by league staff, officials, or in a clear emergency involving their child.
- Threaten, intimidate, confront, or physically engage with players, coaches, officials, parents, staff, or spectators.
- Approach opposing players or minors about conduct, conflict, or discipline.
- Yell abusive, threatening, or degrading comments.
- Encourage retaliation or fighting.
- Escalate disputes in the parking lot, sideline, or facility area.
- Interfere with officials, staff, or site directors.
- Post or share content involving minors in fights, altercations, discipline matters, or unsafe incidents.

Any adult who physically engages with a player, coach, official, staff member, parent, or spectator may be removed immediately and may be suspended or banned from future events.

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6. Officials and Staff Respect

Officials and staff are responsible for managing games, enforcing rules, and protecting the playing environment.

Participants may question rules respectfully through the appropriate coach-to-official communication process. However, repeated arguing, intimidation, disrespect, or attempts to influence officials through personal relationships, titles, or organizational status are prohibited.

Officials and staff have authority to:

- Issue warnings.
- Assess penalties.
- Remove players, coaches, or spectators.
- Stop or pause games.
- Waive postgame handshakes.
- Separate teams.
- End games early when safety requires it.
- Request site director or leadership support.

7. Postgame Handshake Policy

Postgame handshakes are intended to reinforce respect and sportsmanship. However, safety comes first.

Postgame handshakes may be waived by officials, site directors, or league leadership when:

- The game involved repeated verbal conflict.
- Players made threats or engaged in escalating trash talk.
- Multiple unsportsmanlike penalties occurred.
- Coaches, parents, or players displayed escalating behavior.
- Officials or staff believe the handshake may create risk.
- There was physical play or emotional tension that could carry into the postgame interaction.

If the handshake is waived, teams may be directed to remain on their sidelines and exit separately.

Failure to follow staff or official instructions during postgame dismissal may result in discipline.

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8. Separate Dismissal and Parking Lot Safety

When a game involves heightened tension or safety concerns, league staff may require separate dismissal procedures.

This may include:

- Keeping teams separated after the game.
- Dismissing one team before the other.
- Directing teams to separate exits or waiting areas.
- Restricting postgame conversations between teams.
- Requesting facility staff or law enforcement support if needed.

Parents, players, coaches, and spectators must follow dismissal instructions immediately.

Threats involving the parking lot, future fights, weapons, or retaliation will be treated as serious safety violations and may result in immediate removal, suspension, ban from events, and possible referral to facility security or law enforcement.

9. Fighting and Physical Altercations

Fighting is prohibited.

A physical altercation may include, but is not limited to:

- Punching.
- Slapping.
- Kicking.
- Stomping.
- Grabbing.
- Choking.
- Pulling a player down.
- Throwing a player.
- Retaliating physically.
- Entering an altercation to physically engage.
- Continuing contact after separation efforts begin.

A player, coach, parent, or spectator who participates in a fight may be removed from the current event and may be suspended or removed from league activity.

The league may discipline individuals even if they did not initiate the fight if they retaliated, escalated, joined, threatened, or failed to follow separation instructions.

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10. Adult Physical Contact With Minors

Adult physical contact with minors during conflict is treated with heightened seriousness.

Coaches, parents, guardians, spectators, volunteers, contractors, and staff may not physically engage with a minor except when immediate action is necessary to prevent serious harm.

Even when an adult claims to be intervening for safety, the league may review whether the intervention was reasonable, necessary, proportional, and safe.

Improper physical contact with a minor may result in:

- Immediate removal from the event.
- Suspension from coaching or sideline participation.
- Restriction from future events.
- Removal from volunteer, contractor, or staff roles.
- Permanent ineligibility.
- Referral to facility security or law enforcement where appropriate.

11. Social Media and Digital Conduct

Participants may not post, share, repost, mock, celebrate, or circulate content involving minors in fights, injuries, threats, discipline matters, or unsafe incidents.

This includes:

- Fight videos.
- Screenshots of minors.
- Threatening or mocking comments.
- Posts identifying players involved in discipline.
- Videos edited with inflammatory music, captions, or effects.
- Comments accusing minors or families.
- Content intended to embarrass, provoke, or escalate conflict.

Families are encouraged to send evidence directly to league leadership rather than posting publicly.

Social media violations may result in player, parent, coach, or team discipline.

12. Incident Reporting

All serious incidents must be reported to league leadership as soon as possible.

Reportable incidents include:

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12. Incident Reporting (continued)

- Fighting.
- Threats.
- Injuries related to misconduct.
- Coach misconduct.
- Parent or spectator misconduct.
- Official abuse.
- Social media escalation.
- Safety concerns.
- Disputes involving minors.
- Any event requiring staff intervention.

Reports should include:

- Date and location.
- Teams involved.
- Names of individuals involved, if known.
- Description of what happened.
- Whether the reporter personally saw or heard the conduct.
- Video, photos, screenshots, or documentation.
- Names of witnesses.
- Any injury or medical concern.

League staff may request written statements from players, parents, coaches, officials, or spectators.

13. Investigation Process

When a serious incident occurs, the league may conduct a review before making final decisions.

The review may include:

- Official reports.
- Staff notes.
- Parent statements.
- Player statements.
- Coach statements.
- Video review.
- Photo review.

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13. Investigation Process (continued)

- Social media review.
- Text messages or screenshots.
- Facility input.
- Relevant prior conduct.
- Leadership review.

The league will work to separate:

- Confirmed facts.
- Allegations.
- Firsthand statements.
- Secondhand information.
- Opinions.
- Speculation.
- Social media activity.
- Prior history.
- Relevant safety concerns.

The league is not required to reach courtroom-level proof before making a safety or conduct decision. Decisions will be based on the best available information and what is reasonable, fair, child-centered, and defensible.

14. Administrative Holds

The league may place a player, coach, team, parent, spectator, volunteer, contractor, or staff member on administrative hold while a review is pending.

An administrative hold may include:

- Temporary suspension from games.
- Temporary removal from coaching.
- Restriction from sideline participation.
- Restriction from field access.
- Restriction from communication with officials or families.
- Temporary team pause.
- Temporary schedule hold.

An administrative hold is not always a final disciplinary decision. It is a safety and review measure.

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15. Discipline and Corrective Action

Discipline may be issued at the team level, individual level, coach level, parent level, spectator level, contractor level, or organizational level.

Possible actions include:

- Warning.
- Written conduct reminder.
- Parent meeting.
- Coach meeting.
- Player meeting.
- Probation.
- Suspension.
- Removal from a game.
- Removal from a team.
- Removal from the remainder of a season.
- Removal from playoffs or tournament eligibility.
- Sideline restriction.
- Spectator ban.
- Coaching suspension.
- Coaching removal.
- Contractor removal.
- Future participation review.
- Permanent ineligibility.
- Referral to facility security or law enforcement.

The league may impose team-level discipline even when not every player is individually responsible if the team environment becomes unsafe or fails to meet league standards.

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16. Team-Level Discipline

A team may be suspended or removed from current or future league activity when:

- Multiple players are involved in misconduct.
 - Adults connected to the team escalate or physically engage.
 - Coaches fail to maintain control.
 - The team environment becomes unsafe.
 - The team creates significant disruption to the league.
 - The incident harms player safety, league integrity, facility relationships, or public trust.
- Team-level discipline does not automatically mean every player is individually responsible. The league may review uninvolved players separately for future participation options.

17. Individual Player Review

Individual player discipline will be based on available evidence, which may include video, witness statements, admissions, official reports, staff observations, or other documentation.

Players may be treated differently depending on:

- Whether they initiated contact.
- Whether they retaliated.
- Whether they attempted to leave.
- Whether they tried to separate others.
- Whether they escalated.
- Whether they threatened others.
- Whether they posted or shared content.
- Whether they were injured or defending themselves.
- Whether they were present or involved.

The league may protect uninvolved players from individual discipline while still enforcing team-level discipline.

18. Refunds, Credits, and Future Participation

Conduct-related suspensions, removals, or discipline are not treated as league cancellations.

Refunds are not automatically issued when a player, coach, parent, or team is suspended or removed for conduct, safety, or league standard violations.

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18. Refunds, Credits, and Future Participation (continued)

The league may review individual circumstances where a player was not present, was clearly uninvolved, or was impacted by a team-level decision despite no individual responsibility.

At league discretion, a player may be offered:

- Future participation review.
- Team reassignment, if appropriate and available.
- Partial account credit.
- No credit or refund.

Cash refunds are not guaranteed and may be denied when the removal is conduct-related, when uniforms have been issued, when games have been played, or when league resources have already been committed.

19. Law Enforcement, Medical, and Facility Requests

If law enforcement, medical authorities, facility administrators, schools, or governing bodies request information through the proper process, the league will cooperate as appropriate.

The league will protect the privacy of minors as much as possible and will not release private information, video, statements, or disciplinary details publicly.

Families who wish to pursue legal or law enforcement action should do so through the appropriate authority. The league will not provide minors' names, private contact information, or evidence directly to other families outside appropriate process.

20. Privacy and Minor Protection

Because many participants are minors, the league will limit disclosure of:

- Player names.
- Disciplinary decisions.
- Statements.
- Videos.
- Photos.
- Medical information.
- Family contact information.
- Internal review notes.
- Personal allegations.

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20. Privacy and Minor Protection (continued)

Families may be informed of decisions that directly affect their child, but they are not entitled to private discipline information involving other minors.

21. Coach, Contractor, and Staff Conflict of Interest

Any coach, contractor, staff member, league representative, site director, official, or volunteer with a personal, team, family, or outside organization connection that could create a conflict of interest must disclose that connection to league leadership.

Individuals representing the league may not:

- Use their role to influence officials.
- Access or share roster information improperly.
- Share internal league information with outside teams or organizations.
- Represent personal team interests as league interests.
- Use league authority to benefit a personal team.
- Participate in decisions where they cannot be neutral.

Violations may result in removal from league representative, contractor, staff, or volunteer roles.

22. Roster, Registration, and Player Privacy

Player registration, roster status, transfers, team changes, and participation details are private operational information.

Staff, coaches, contractors, volunteers, and team representatives may not share roster or registration information outside appropriate league channels.

Player movement between teams must be handled professionally and privately.

Any concern about roster privacy or improper disclosure should be reported to league leadership.

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23. Appeals or Review Requests

Families may submit a written request for review if they believe:

- A player was incorrectly identified.
- Relevant evidence was not considered.
- A decision was based on incorrect information.
- A player was not present or not involved.

The request must be submitted in writing and must include specific information or documentation.

The league is not required to reopen a decision based only on disagreement, frustration, speculation, or team loyalty.

The league may affirm, modify, or uphold prior decisions at its discretion.

24. Communication Expectations

Families, coaches, and players are expected to communicate respectfully with league leadership.

The league may decline to continue direct communication when:

- A party becomes threatening, abusive, or harassing.
- A party threatens litigation.
- A party attempts to debate private discipline involving minors.
- A party repeatedly contacts staff after a decision has been made.
- A party attempts to pressure or intimidate officials, staff, coaches, or families.

When appropriate, further communication may be required in writing.

25. League Authority

Just Compete Sports / Girls Play Flag Football reserves the right to make decisions necessary to protect player safety, league integrity, operational standards, facility relationships, and the overall youth sports environment.

This includes the right to suspend, remove, restrict, discipline, or deny participation to any player, coach, parent, spectator, team, contractor, volunteer, or staff member whose conduct violates league standards or creates risk to children, families, officials, staff, facilities, or the organization.

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26. Equipment, Facilities, and Participation Safety

Athletes must wear the equipment, clothing, and footwear required for their specific sport and program.

Coaches, officials, and designated staff must address unsafe equipment or playing conditions before participation continues.

Safety concerns may include:

- Damaged or improperly fitted equipment.
- Missing required protective equipment.
- Unsafe clothing, jewelry, or footwear.
- Holes, debris, slippery surfaces, or other playing surface hazards.
- Unsecured goals or equipment.
- Blocked exits or emergency access routes.
- Unauthorized vehicles near playing areas.

Activities may be paused, relocated, modified, or canceled until a safety concern is addressed.

Families must provide current emergency contact information and communicate relevant medical restrictions or emergency care instructions privately to the appropriate program representative.

No athlete may be pressured to participate while injured, ill, or experiencing symptoms that may make participation unsafe.

27. Injury and Suspected Concussion Response

When an injury occurs, coaches, officials, and staff must prioritize the athlete's safety.

The response should include:

- Stop play or the activity when necessary.
- Protect the athlete from further harm.
- Notify the designated staff member.
- Obtain appropriate medical assistance.
- Notify the parent or guardian promptly.
- Document the incident and actions taken.

For a serious injury or medical emergency, call 911 immediately.

Provide assistance within your training and follow emergency dispatcher instructions. Do not move a person with a suspected head, neck, or spinal injury unless necessary to escape immediate danger or directed by emergency personnel.

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27. Injury and Suspected Concussion Response (continued)

Suspected Concussions

An athlete with a suspected concussion must be removed from participation immediately.

The athlete may not return to participation on the same day.

Return requires clearance from a qualified healthcare provider and completion of the recommended gradual return process, consistent with applicable law and program requirements.

A parent, coach, official, or athlete may not override these restrictions.

The athlete must stop participation again if symptoms return and must follow healthcare provider instructions.

28. Weather and Environmental Safety

Just Compete Sports may modify, delay, suspend, relocate, or cancel activities because of unsafe weather or environmental conditions.

These may include:

- Lightning or thunderstorms.
- Extreme heat or cold.
- Poor air quality.
- Flooding, ice, or unsafe playing surfaces.
- High winds.
- Other conditions that create a safety concern.

Lightning and Thunder

Outdoor activities must stop when thunder is heard or lightning is observed.

Participants must move to a substantial enclosed building or an enclosed hardtop vehicle.

Trees, tents, dugouts, and open pavilions are not safe lightning shelters.

Activities may not resume until at least 30 minutes after the last thunder or lightning. Each new occurrence restarts the waiting period.

Any stricter facility or program requirement must also be followed.

Heat, Hydration, and Rest

Athletes must have access to water and appropriate rest breaks.

Water may never be withheld as punishment.

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28. Weather and Environmental Safety (continued)

Coaches and staff must respond promptly when an athlete reports dizziness, weakness, nausea, unusual fatigue, confusion, or other concerning symptoms. Stop participation and obtain appropriate assistance.

Parents and athletes should communicate concerns about weather conditions or symptoms immediately.

29. Adult Boundaries and Abuse Prevention

Adults working with children must maintain appropriate boundaries and support a safe environment.

The following standards apply:

- Interactions between an adult and an unrelated minor athlete must occur where others can see and interrupt them, except when an emergency requires immediate assistance.
- Electronic communications with minor athletes must include a parent, guardian, or another authorized adult.
- Secretive, sexual, threatening, or otherwise inappropriate communications are prohibited.
- Physical contact must be appropriate to instruction, safety, or care and must respect the athlete's boundaries.
- Hazing, corporal punishment, sexual comments, exploitation, and requests to keep inappropriate behavior secret are prohibited.
- Photography or recording in restrooms or changing areas is prohibited.
- Adults must follow applicable program requirements for transportation, changing areas, and supervision.
- Coaches, staff, contractors, and volunteers must complete any screening and training required for their assigned roles before serving.

Families and athletes are encouraged to report uncomfortable or inappropriate interactions, even when they are unsure whether a rule has been violated.

Suspected Abuse or Neglect

Suspected child abuse, neglect, sexual misconduct, or exploitation must be reported to the appropriate authorities as required by applicable law.

An internal report does not replace a legally required external report.

No one must wait for league approval or completion of an internal review before making a required report.

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29. Adult Boundaries and Abuse Prevention (continued)

Adults receiving a disclosure should listen calmly, avoid leading questions, and avoid promising secrecy. Do not conduct an independent investigation or confront the person accused.

The league's review must not interfere with an investigation by law enforcement or child protection authorities.

30. Emergency Response and Participant Accountability

Call 911 immediately for an immediate threat, serious medical emergency, or other situation requiring emergency assistance.

Staff must follow the facility emergency procedures and directions from emergency responders.

Each site must identify, before activities begin:

- The facility address and emergency access point.
- The person responsible for contacting emergency services.
- Available first aid supplies and the nearest AED, if available.
- Shelter or evacuation locations.
- Procedures for accounting for participants and notifying families.

When an emergency occurs, designated adults should:

- Stop activities and move participants away from danger.
- Contact emergency services and provide the exact location.
- Keep emergency access routes clear.
- Account for athletes and maintain supervision.
- Follow instructions from emergency responders.
- Notify parents or guardians as appropriate.
- Document the incident after immediate safety needs are addressed.

Coaches and staff should not attempt to confront a person presenting a violent threat. Move away from danger and follow emergency responder instructions.

Supervision and Pickup

Coaches and designated staff must follow program arrival, supervision, and pickup procedures.

Children must not be left alone awaiting pickup.

Parents and guardians are responsible for arranging timely pickup and identifying any authorized alternate pickup person.

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30. Emergency Response and Participant Accountability (continued)

A missing child must be reported immediately to designated staff. Contact emergency services promptly when a child may be in danger. Do not delay emergency assistance while conducting an internal search.

31. Good Faith Reporting and Protection From Retaliation

Anyone may raise a safety or conduct concern in good faith without retaliation.

Retaliation may include:

- Threats or intimidation.
- Harassment.
- Pressure to withdraw or change a statement.
- Exclusion or punishment because someone made a report.
- Attempts to interfere with a witness or investigation.

A report that cannot be substantiated is not automatically a false report.

Knowingly making a false report or intentionally providing false evidence may result in corrective action.

If a concern involves the person who would normally receive the report, it should be directed to another member of Just Compete Sports leadership or the appropriate outside authority.

32. Policy Administration and Acknowledgment

This policy applies to all covered organizations and sports alongside their specific rules, registration terms, and facility requirements.

Nothing in this policy limits legally protected reporting, cooperation with authorities, or rights required by applicable law.

Refund and credit decisions remain subject to the applicable Refund Policy and law.

By registering, participating, coaching, volunteering, working, or attending a Just Compete Sports activity, individuals acknowledge their responsibility to follow these expectations.

Together, we can keep youth sports safe, respectful, competitive, and fun for every child.

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33. Final Statement

Youth sports should be competitive, passionate, challenging, and fun.

They must also be safe, respectful, controlled, and developmentally appropriate.

We will not allow fighting, adult escalation, threats, social media humiliation, or unsafe team environments to define our league.

Our standard is simple:

- Compete hard.
- Respect the game.
- Protect the children.
- Control the adults.
- Represent the organization the right way.

Failure to meet that standard may result in removal from the program.