

TO: All FSC Coaches, Assistant Coaches, and other Volunteers within FSC
FROM: FSC Board of Directors
RE: FSC COACH DISCIPLINE POLICY
DATED: August 22, 2014

Please be advised of the recently adopted FSC Coach Discipline Policy effective August 22, 2014.

ESCALATION POLICY

- A) Following an alleged incident or complaint, the matter should first be directed to the appropriate division representative (rep) for resolution. Board Members (Executive, Recreation or Competitive) or others receiving complaints, concerns, observations or other issues should forward it within 24 hours to the appropriate rep.
- B) Board members should not attempt to resolve such matters on their own. If a Board member receives a complaint that they do not feel can or should be addressed by the appropriate rep or the rep needs to recuse themselves, they should immediately contact the Coach Agent and/or President.
- C) The rep shall investigate the matter, discuss with the affected parties and then recommend a course of action to the Coach Agent. The Coach Agent will review and direct the rep to contact the affected parties in writing with the outcome, if any, including the issuance of a written warning.
- D) The Coach Agent may elect to escalate the matter or consult with the Rec and/or Executive Board on recommended action.
- E) If the matter is resolved at this level, the rep shall send a confidential summary of the incident and subsequent resolution to the Rec Board. Unless further action is warranted, the matter will be considered closed and no further action on behalf of the rep or the Rec Board is necessary.
- F) Following the action in (C), the affected party may come before the Rec Board at its next regularly scheduled meeting to discuss the matter and/or discipline.

MINIMUM BOARD ACTION

- A) Following an alleged incident, not resolved by the division representative (rep), the matter shall be investigated by the Umpire in Chief, VP of Rec, and if applicable, other Board (Executive or Rec) Members appointed by the President. FSC will investigate matters stemming from but not limited to: coach/assistant coach ejection from a game; parent and/or spectator complaints (verbal or written); coach complaints; alleged violation of the coaches code of conduct; and other matters brought to the attention of FSC.
- B) Coaches are expected to report suspected violations of the Coaches Code of Conduct to FSC.

- C) Following the investigation, the Umpire in Chief and VP of Rec shall jointly submit a report to the Rec Board and recommended discipline.
- D) The report and recommended discipline will be presented to the Rec Board in person or via email.
- E) Following the report and recommended discipline, the affected parties may be asked to meet with the Rec and/or Executive Board or others (such as VP of Rec or Player Agent) or may request that they appear before the Board (Rec and/or Executive) to discuss the matter.
- F) The Rec Board shall vote on the recommended discipline and/or recommend an alternate course of discipline. 50% + 1 approval of the Rec Board is required for formal discipline.
- G) If approved by the Rec Board, the Coach Agent shall contact the disciplined person in writing (verbal at the discretion of the Coach Agent) and seek written acknowledgement that the disciplined person is aware of the action be taken against him/her.
- H) If the disciplined person wishes to appeal the decision of the Board, they may escalate the matter to the FSC Executive Committee.

DISCIPLINARY GUIDELINES

- A) Should a coach or assistant coach be ejected by an umpire for any reasons, it shall result in a mandatory one-game suspension. Suspension will occur at the next regularly scheduled game, including play-off game. If the game is cancelled, rained out or otherwise not held, the suspension shall carry over to the next game the team plays. The coach is prohibited from physically being present at the game and the Assistant Coach shall assume head coach duties for the game.
- B) Confirmed violation of the Coaches Code of Conduct may result in formal discipline including, but not limited to: written warning; observation of future games; game forfeiture; suspension; or removal.
- C) Repeated discipline or continued violations of the Coaches Code of Conduct may result in continued suspension or removal for the remainder of the season, subject to the approval of the Rec Board.
- D) All complaints, regardless of the outcome, will be maintained in a confidential file by the Coach Agent. Complaints and outcomes may be presented during future coach selection within FSC.
- E) All Board Members are expected to recuse themselves from investigation and subsequent vote(s) on coach discipline if there is a conflict of interest with the affected parties.
- F) All FSC Coaches, including Assistants, will be provided a copy of the Escalation Policy, Minimum Actions and Disciplinary Guidelines along with the Coaches Code of Conduct.

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