

USATM
LACROSSE



**ANTI-HARASSMENT AND
DISCRIMINATION POLICY**

**CORRECTIVE ACTION PLAN
TEMPLATE FOR TOURNAMENT DIRECTORS**

Our tournament prohibits and will not tolerate acts of harassment, discrimination and bullying. Harassment, discrimination or bullying of any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents that:

1. Are reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, ethnicity, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability.
2. Takes place in relation to any program function or team; and that a reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a player or damaging the player's property, or placing a player in reasonable fear of physical or emotional harm to his/her person or damage to his/her property.
3. Has the effect of insulting or demeaning any player or group of players or creates a hostile environment for the player by interfering with a player's participation or by severely or pervasively causing physical or emotional harm to the player. (N.J.S.L 18A:37-14)

This Anti-Harassment and Discrimination Policy is included into each participant's Code of Conduct and must be signed by all participants prior to the tournament. Our commitment to anti-harassment and discrimination is also shared publicly on our event website and at each of our tournaments. We ask that all families review this policy against harassment, discrimination and bullying with their children. Together we can ensure that all children and families have a better understanding of the issue and can help make playing experiences enjoyable for all.

Our Corrective Action Plan is a multi-step system designed to forgive a mistake but also protect student-athletes, provide education and firmly address chronic misbehavior. Any participant, coach, staff member, fan or volunteer may file a grievance when necessary. All grievances should be written and directed through the following sequence of authorities:

Corrective Action Plan For Tournament Participants

- ★ If a coach, parent or official is notified of participant misconduct, they should report the allegation in writing as soon as possible, but no later than 24 hours after the incident to the Tournament Director. Complaints may also be made in person during the event but should also be documented in writing after the initial complaint has been made. If a coach or official does not report an infraction to the Tournament Director within 24 hours of receiving a complaint, they are subject to disciplinary action which may include suspension or expulsion.
- ★ The Tournament Director will gather all pertinent information in a fair, respectful and confidential manner regarding the alleged harassment, discrimination or bullying and review with both the accuser and the accused as soon as possible.
- ★ After an investigation is conducted, the Tournament Director will evaluate all findings and bring a final resolution to all parties involved. Participants who are found guilty of violating the anti-harassment and discrimination policy will be subject to disciplinary action. All participants that are found guilty of major infractions (violence, racist, homophobic or sexist slurs etc.) will be expelled immediately at the first infraction with no consideration for review.
- ★ If no resolution is found, an additional ethics complaint may be filed with the USA Lacrosse Ethics Advisory Subcommittee here. The USA Lacrosse Ethics Advisory Subcommittee seeks to develop resources and standards for the national lacrosse community, as well as investigate and manage ethical issues that arise within the organization. NOTE: All prior steps must be taken before submitting an ethics complaint with USA Lacrosse. Complaints that do not adhere to this process, will not be considered.

For violations of the Anti-Harassment and Discrimination Policy or expectations, these steps will be followed:

STEP 1 – GAME SUSPENSION.

The Tournament Director will discuss undesirable conduct with the accuser and stress that this behavior will not be tolerated. The Tournament Director will suspend the offending player for a certain number of games depending on the severity of the incident*. The team coach and the Tournament Director must meet to discuss expected conduct before the player can resume playing. The player will be warned that the next offense will result in his/her expulsion from the event or tournament.

STEP 2 – TOURNAMENT EXPULSION.

The participant on the 2nd offense will be expelled from the event and no refund will be given. The Tournament Director will also document this disciplinary action in writing and forward the incident to the Team or Program Director within 24 hours of the incident.

**These guidelines are not absolute in dealing with behavioral problems. Severe situations could merit harsher sanctions against participants and could result in immediate game suspension or expulsion. All participants that are found guilty of major infractions (violence, racist, homophobic or sexist slurs etc.) will be expelled immediately at the first infraction with no consideration for review.*

Corrective Action Policy For Parents And Adults

Family involvement is vital to the development of young athletes. Whether sitting in the stands, or helping as a volunteer, we want our families to set a positive example. Parents and adults who do not follow the Anti-Harassment and Discrimination Policy will be subject to a Corrective Action Plan. Any parent or adult may file a grievance when necessary. All grievances should be written and directed through the following sequence of authorities:

- ★ If a parent, coach, staff member, volunteer, official or fan is the victim of harassment, discrimination or bullying, the victim must report the allegation in writing within 24 hours to the Tournament Director. Complaints may also be made in person during the event but should be documented in writing after the initial complaint has been made. If a coach or official does not report an infraction to the Tournament Director within 24 hours of receiving a complaint, they are subject to disciplinary action which may include suspension or expulsion.
- ★ The Tournament Director will gather all pertinent information in a fair, respectful and confidential manner regarding the alleged harassment, discrimination or bullying and review with both the accuser and the accused as soon as possible.
- ★ After an investigation is conducted, the Tournament Director will evaluate all findings and bring a final resolution to all parties. Those who are found guilty of violating the anti-harassment and discrimination policy will be subject to disciplinary action. All parties that are found guilty of major infractions (violence, racist, homophobic or sexist slurs, etc.) will be expelled immediately at the first infraction with no consideration for review.



For adult violations of the Anti-Harassment and Discrimination Policy, the following steps will be taken:

STEP 1 - VERBAL WARNING.

The Tournament Director will discuss undesirable conduct with the accused and stress that this behavior will not be tolerated. The next offense will lead to the accused being banned from all tournament events.*

STEP 2- TOURNAMENT EXPULSION.

The accused will be banned from attending all contests after a 2nd offense. The Tournament Director will also document expulsion details in writing and forward the incident to the Team or Program Director within 24 hours of the incident.

**These guidelines are not absolute in dealing with behavioral problems. Severe situations could merit harsher sanctions or immediate expulsion. All parties that are found guilty of major infractions (violence, racist, homophobic or sexist slurs, etc.) will be expelled immediately at the first infraction with no consideration for review. If warranted, a police report may be required or strongly recommended.*