



## **ANTI-HARASSMENT AND DISCRIMINATION POLICY AND CORRECTIVE ACTION PLAN**

### **Template for Leagues and Lacrosse Organizations**

US Lacrosse prohibits and will not tolerate acts of harassment, discrimination, and bullying. Harassment, discrimination or bullying means any gestures, any written, verbal or physical act, or any electronic communication, whether 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 embedded into each participant's Code of Conduct and must be signed by all participants prior to the start of each season. The US Lacrosse commitment to anti-harassment is also shared publicly on our program website. We ask that all families review this policy against harassment, intimidation 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.

The 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, parent, 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 LEAGUE PARTICIPANTS**

If a coach, parent or official is notified of participant misconduct, they should report the allegation in writing within 24 hours of the incident to the league's board of directors or leadership. Complaints may also be made in person during a game or 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 board or league leadership within 24 hours of receiving a complaint, they are subject to disciplinary action which may include suspension or expulsion.

- The board or league leadership 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 within five days of notification. If the accused party is from another program or league, the board or league leadership will contact the accused participant's program to share the accusations and request resolution for both parties.
- After an investigation is conducted, the board or league leadership will evaluate all findings and bring a final resolution to all board members for a vote. 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 US Lacrosse Ethics Advisory Subcommittee [here](#). The USL EAS 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 US Lacrosse. Complaints that do not adhere to this process will not be considered.



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

### **STEP 1 – VERBAL WARNING.**

Coach and/or board members will discuss undesirable conduct with player and parents and stress that this behavior will not be tolerated.

### **STEP 2 – GAME SUSPENSION.**

The board or league leadership will suspend the offending player for a pre-determined number of games depending on the severity of the incident. The player and supervising parent/adult must attend a meeting with the coach and at least one board member to discuss appropriate behavior and next steps before the player can resume playing. The player will be warned that the next offense will result in his/her expulsion from the program\*.

Participants 14 years and older will be required to complete US Lacrosse's [Cultural Competency training](#) prior to return.

### **STEP 3 – EXPULSION.**

The participant on the 3rd offense will be expelled from the league or program and no refund will be given. The board or league leadership will also document this disciplinary action in writing and forward the incident to the team coach or administrator within 24 hours of decision.

*\*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 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 board of directors or league leadership. Complaints may also be made in person during a game or 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 board or league leadership within 24 hours of receiving a complaint, they are subject to disciplinary action which may include suspension or expulsion.
- If a coach or official is notified of misconduct, they are obligated to report the allegation in writing within 24 hours to the board of directors or league leadership.
- The board or league leadership 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 within five days of notification.
- After an investigation is conducted, the board or league leadership will evaluate all findings and bring a final resolution to all administrators for a vote. All who are found guilty of violating the Anti-Harassment and Discrimination Policy will be subject to disciplinary action. **All parties 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 any violations of the Anti-Harassment and Discrimination Policy, the following steps will be taken:

### **STEP I - VERBAL WARNING AND GAME SUSPENSION.**

A board or league administrator will discuss undesirable conduct with the accused and stress that this behavior will not be tolerated. A board member or league administrator will meet with the team coach and/or program administrator and the accused to discuss proper behavior. The board or



league leadership may also choose to suspend the accused for a certain number of games depending on the severity of the incident. Furthermore, there will be a formal letter of reprimand given to the accused stating that the next offense will result in banishment from all program or league events\*

The accused will also be required to complete US Lacrosse's online [Cultural Competency training](#) prior to returning.

## **STEP 2- SEASON EXPULSION.**

The accused will be banned from attending all contests after a 2nd offense. The accused will then have to make a formal request to be reinstated into the league or program prior to the start of the following season.

*\*Severe situations could merit harsher sanctions and could result in immediate game suspension or expulsion. All parties 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.*

