



# RIVER CITY ATHLETICS

<b>Title: Disciplinary Procedures Policy</b>	
<b>Standard Operating Procedure / Club Policy</b>	<b>Date Distributed:</b>
Initial Effective Date: 2025-26 Season	Date Last Revised: 10/23/2025
Author: Wayne Harvey	
Presented To Board of Directors Date: 10/5/2025	Board Vote: Unanimous
Supersedes:	Dated:

**SCOPE** All River City Players, Parents, Coaches, Staff, Board Members

**PURPOSE** To ensure a safe, respectful, and positive environment for all participants

**POLICY** This provides clear behavioral expectations and disciplinary procedures and these guidelines align with the U.S. Center for SafeSport's Minor Athlete Abuse Prevention Policies (MAAPP) and Soccer Maine's standards.

**PROCEDURE –**

1. Behavioral Expectations

A. Players

- Respect: Treat teammates, opponents, coaches, and officials with dignity.
- Sportsmanship: Display good sportsmanship, win or lose.
- Compliance: Follow all team rules and instructions from coaches.
- Conduct: Avoid actions that bring disrepute to yourself, River City Athletics or the sport.

B. Coaches

- Role Model: Exhibit exemplary behavior, setting a positive example for players.
- Respect: Show respect toward all participants, officials, and spectators.
- Communication: Maintain open, honest, and professional communication with all stakeholders.
- Compliance: Adhere to all River City Athletics policies, including those related to safety and conduct.

C. Staff and Board Members

- Integrity: Act with integrity and in the best interest of the club and its participants.
- Support: Provide support to coaches and players, fostering a positive environment.
- Confidentiality: Maintain confidentiality regarding sensitive matters.
- Accountability: Hold themselves and others accountable to the club's standards.

2. Consequences for Misconduct

Misconduct may include, but is not limited to, verbal or physical abuse, discrimination, harassment, bullying, and violations of club policies.

A. Players

- First Offense: Verbal warning and discussion with the coach.
- Second Offense: Written warning and a meeting with the coach and parent(s).

- Third Offense: Suspension from one game.
- Fourth Offense: Suspension from multiple games or season expulsion, depending on severity.

#### B. Coaches

- First Offense: Verbal warning and discussion with the Director of Coaching.
- Second Offense: Written warning and a meeting with the Director of Coaching and respective Director (Boys or Girls).
- Third Offense: Suspension from coaching duties for a specified period.
- Fourth Offense: Termination of coaching position.

#### C. Parents/Spectators

- First Offense: Verbal warning and request to cease inappropriate behavior.
- Second Offense: Removal from the event and a written warning.
- Third Offense: Suspension from attending future events or expulsion from the club.

### 3. Grievance Process

In the event of a conflict, River City Athletics encourages respectful dialogue and resolution through the following Chain of Command:

1. Coach Level: Address the issue directly with the head or assistant coach. Coaches are expected to maintain professionalism and confidentiality.
2. Director Level: If unresolved, escalate the matter to the Boys or Girls Director, who will mediate the situation.
3. Club Leadership: If the issue persists, the Club President, Risk Manager, or Board of Directors will review the matter and provide a final resolution.

#### Communication Guidelines:

- Timeliness: Address issues within 48 hours.
- Documentation: Keep records of all communications and meetings.
- Confidentiality: Maintain confidentiality throughout the process.

### 4. Compliance with U.S. SafeSport Policies

River City Athletics adheres to the U.S. Center for SafeSport's MAAPP, which includes:

- Limiting One-on-One Interactions: Ensuring all interactions between adults and youth athletes are observable and interruptible.
- Education and Training: Requiring SafeSport training for all adults interacting with youth athletes.
- Reporting and Accountability: Establishing clear procedures for reporting and addressing misconduct.

### 5. Reporting Misconduct

Any individual who witnesses or experiences misconduct should report it immediately to the Club President, Risk Manager, or through the U.S. Center for SafeSport's reporting channels.

### REFERENCES

Please see River City Athletics Policy titled *"Communication Policies"* Procedure Section 3 for the full Conflict Resolution Process.

### ATTACHMENTS

NA

**This document was approved by the committee(s) noted below on the date(s) as noted:**