

Tri-Star Youth Football League Anti-Harassment Policy

Purpose:

Tri-Star Youth Football League is committed to providing a safe, supportive, and inclusive environment for all participants, including players, coaches, staff, volunteers, and spectators. This policy is designed to protect everyone involved in the league from harassment, discrimination, and inappropriate behavior in any form.

Scope:

This policy applies to all individuals involved in the Tri-Star Youth Football League, including players, coaches, volunteers, parents, officials, and spectators, during league activities, events, and all related communications and interactions.

Definition of Harassment:

Harassment includes, but is not limited to, unwanted and inappropriate behavior based on race, color, national origin, gender, gender identity, sexual orientation, religion, age, disability, or any other characteristic protected by law. Harassment can manifest in various forms, including verbal, physical, written, and digital conduct.

This may involve:

Verbal Harassment: Derogatory comments, name-calling, threats, or offensive jokes.

Physical Harassment: Unwanted touching, physical aggression, or inappropriate physical contact.

Sexual Harassment: Unwelcome sexual advances, comments, or inappropriate gestures.

Cyber Harassment: Offensive messages, posts, or behavior through social media, text, or email.

Bullying: Repeated, intentional harm through teasing, exclusion, or intimidation.

Examples of Prohibited Conduct:

Use of discriminatory or offensive language.

Physical violence or threats of violence.

Derogatory comments based on someone's race, gender, religion, or sexual orientation.

Intimidation, bullying, or exclusion of any individual or group.

Unwelcome sexual advances, jokes, or comments.

Posting offensive material related to any participant on social media platforms.

Reporting Harassment:

Anyone who experiences or witnesses' harassment within the Tri-Star Youth Football League should immediately report it to one of the following designated individuals:

League Commissioner

Head Coach

Assistant Coach

Team Parent Liaison

League President

Executive Board

Reports can be made in person, via email, or by phone. All complaints will be taken seriously and investigated promptly. The identity of the person filing the report will be kept confidential to the extent possible.

Retaliation:

Retaliation against anyone who reports harassment or participates in an investigation is strictly prohibited. Anyone who engages in retaliatory behavior will be subject to disciplinary action, up to and including removal from the league.

Investigation and Action:

All reports of harassment will be investigated fairly and thoroughly. Tri-Star Youth Football League will take appropriate action to address any substantiated claims, including but not limited to:

Verbal or written warnings.

Suspension or removal from games, events, or league activities.

Removal of coaching or volunteer privileges.

Permanent expulsion from the league if necessary.

Disciplinary decisions will be made based on the severity of the incident, and individuals found guilty of harassment may face immediate and/or long-term consequences depending on the nature of the offense.

Training and Awareness:

Tri-Star Youth Football League encourages every league to provide periodic training for coaches, staff, and volunteers to ensure they understand the importance of maintaining a respectful and harassment-free environment. Players and their families will also receive information about the league's expectations related to behavior and harassment.

Commitment to a Positive Environment:

We are committed to promoting teamwork, sportsmanship, and mutual respect throughout the Tri-Star Youth Football League. Everyone involved should feel welcome, supported, and safe in our community.

Acknowledgment:

By participating in the Tri-Star Youth Football League, all "individuals, players, coaches, volunteers, parents, and spectators" acknowledge and agree to uphold this Anti-Harassment Policy.