

Dover Little Green Cheerleading

P.O. Box 493
Dover, NH 03821

Code of Conduct & Disciplinary Policy

Purpose: To give DLGC athletes, parents, coaches and board members a guideline for standard and conduct expected at all DLGC events.

Code of Conduct:

Athletes

- DLGC athletes will treat all athletes, coaches, parents and officials with respect at all times.
- Foul language and/or behaviors are not acceptable.
- Social media content, especially displaying DLG Cheer attire (t-shirts, uniforms, jackets, etc.), is expected to be positive and respectful. Foul language and/or inappropriate actions/poses are not acceptable.
- DLGC has adopted a strict anti-bullying policy. Bullying (verbal, emotional, physical or cyber bullying) will not be tolerated and could lead to disciplinary actions and/or expulsion from DLGC. DLGC's anti-bullying policy is detailed below and can also be found in our Policies & Procedures.
- Coaches have age appropriate rules and expectations that they will share with athletes and they are expected to adhere to these at all times.
- Athletes will adhere to the DLGC attendance policy which can be found below and in our Policies & Procedures.
- As Dover Little Green Cheerleaders, our athletes are leaders in community spirit. They are expected to uphold our standards at all times.

Parents

- I will encourage good sportsmanship by demonstrating positive support for all athletes, coaches, board members and judges at all practices, games & competitions
- I will place the emotional and physical well-being of my child ahead of my personal desire to win
- I will demand a sports environment for my child that is free from drugs, tobacco and alcohol and will refrain from their use at all youth sports events
- I will remember that youth sports are for youth - not adults
- I will ask my child to treat others with respect regardless of race, sex, creed or ability
- I will help my child enjoy the youth experience by doing whatever I can, such as being a respectful fan, encouraging a fun environment, providing transportation and making sure my child attends all scheduled practices and events.
- If I have any questions or concerns regarding my child, I will communicate with my child's coach in a positive manner. If I am not satisfied with the outcome, I will communicate my concerns with the Division Director. I understand that coaches or board members will not discuss any other child with me.
- I understand that my child may or may not be put in the position that he/she necessarily wants. I will remember that my child is part of a team first and foremost and the coaches will make decisions that are in the best interest of the entire team.

Coaches

- Treat each athlete as an individual, recognizing the varying ranges of emotional and physical development of the athletes and that some physical tasks, drills and demands are not appropriate for all.
- Encourage all athletes, regardless of skill level to be included as a member of the team and to remain involved in sports.
- Include all athletes and coaches in league activities without regard to race, religion, color, sex, sexual orientation, disability, or any other state or federal legally protected classification.
- Maintain a high level of awareness of potentially unsafe conditions and correct as deemed necessary.
- Apply necessary safety measures to help guarantee the athlete's well-being, including injury prevention.
- Maintain a complete DLGC first aid kit at all practices/games/events.
- Recognize when to notify parents and medical authorities if circumstances are beyond my control.
- Ensure injured athletes do not return to activity until they are cleared to do so. (If athlete has been under the care of a physician for an injury a note from the treating physician is needed for clearance.)
- Treat all athletes, parents, board members, judges and spectators with dignity and respect.
- Use appropriate languages, in appropriate tones when interacting with athletes, board members, parents, judges and spectators.
- Lead by example in demonstrating fair play and sportsmanship to my team and peers.
- Maintain a positive, helpful and supportive attitude to DLGC community members.
- Establish practice plans that are fun, varied, challenging and aimed at improving all athletes' skills within their individual abilities.
- Conduct practices and events that shall be of reasonable length and intensity appropriate for the age and physical/cognitive condition of the majority of the team.
- Complete and maintain all training requirements set by the league.
- I will not make, engage, support, encourage or influence false statements to or about my peers, team members, spectators and will immediately report any such statements made to the DLGC board of directors.
- Support and provide a sports environment for my team that is free of drugs, tobacco and alcohol and refrain from their use at all youth sports events.

Board of Directors

- Treat all athletes, parents, coaches, judges, other league officials and spectators with dignity and respect.
- Use appropriate languages, in appropriate tones when interacting with athletes, coaches, parents, judges and spectators.
- Lead by example in demonstrating fair play and sportsmanship to my peers.
- Maintain a positive, helpful and supportive attitude to DLGC community members.
- I will not make, engage, support, encourage or influence and false statements to or about my peers and/or spectators and will immediately report any such statements made to the DLGC board of directors.
- Support and provide a sports environment that is free of drugs, tobacco and alcohol and refrain from their use at all youth sports events.

Anti-Bullying Policy:

DLGC has adopted a strict anti-bullying policy. Bullying (verbal, emotional, physical or cyberbullying) will not be tolerated and could result in expulsion from the league without a refund.

I. Definitions:

1. "Bullying" means a single significant incident, or a pattern of incidents, involving a written, verbal, or electronic communication, or a physical act or gesture, or any combination thereof, directed at another athlete which:
 - a. physically harms an athlete or damages the athlete's property;
 - b. causes emotional distress to an athlete;
 - i. For the purposes of this policy, the term "emotional distress" means distress that materially impairs the athlete's participation in DLGC sponsored activities. The term "emotional distress" does not include the unpleasantness or discomfort that accompanies an unpopular viewpoint.
 - c. interferes with an athlete's opportunities on the team;
 - d. creates a hostile team environment; or
 - e. substantially disrupts the orderly operation of the team/league.

"Bullying" shall include actions motivated by an imbalance of power based on an athlete's actual or perceived personal characteristics, behaviors, or beliefs, or motivated by the athlete's association with another person and based on the other person's characteristics, behaviors, or beliefs if those actions cause one or more of the results in paragraphs (a) through (e) above.

The above-referenced conduct is only considered "bullying" if it:

- (a) Occurs on, or is delivered to, DLGC property or at a DLGC-sponsored activity or event; or
- (b) Occurs outside of a DLGC-sponsored activity or event, and the conduct interferes with an athlete's opportunities on the team or substantially disrupts the orderly operations of the DLGC-sponsored activity or event.

Bullying or cyberbullying of an athlete on the basis of sex, sexual orientation, gender identity, race, color, creed, ancestry, national origin, religion, age, marital status, familial status, economic status, physical or mental disability may also constitute illegal discrimination or harassment under federal and/or state laws.

2. "Cyberbullying" means conduct defined in item 1. of this section that takes place through the use of electronic devices.
3. "Electronic devices" include, but are not limited to, telephones, cellular phones, computers, pagers, electronic mail, instant messaging, text messaging, social media and websites.
4. "DLGC property" means all real property and all physical equipment used for cheer purposes, including mats or uniforms.
5. "Perpetrator" means an athlete who engages in bullying or cyberbullying.
6. "Victim" means an athlete against whom bullying or cyberbullying has been perpetrated.

II. BULLYING, CYBERBULLYING, AND RETALIATION PROHIBITED

- It shall be a violation of this policy to engage in, or cause others to engage in, the bullying or cyberbullying of an athlete.
- It shall be a violation of this policy to engage in retaliation or false accusations against a complainant, witness, or anyone else who in good faith provides information about an act of bullying or cyberbullying.
- All athletes are protected by this policy, regardless of their status under the law.
- There shall be disciplinary consequences or interventions, or both, for an athlete who commits an act of bullying or cyberbullying, falsely accuses another of the same as a means of retaliation or reprisal, or otherwise violates this policy. If it is determined, after investigation, that an athlete has engaged in bullying or cyberbullying conduct prohibited by this policy, that athlete shall be subject to appropriate disciplinary action, which may include, but not be limited to suspension and expulsion from the league.

III. REPORTING AND INVESTIGATION PROCEDURE

Athletes who are subjected to bullying or cyberbullying, or who observe bullying/cyberbullying by or against other athletes are strongly encouraged to report it to any DLGC coach or board member. DLGC Code of Conduct disciplinary policy will be followed.

Attendance Policy:

All DLGC coaches and board positions are volunteer positions. The coaches not only assume responsibility for the cheerleaders during practices and DLGC related events, but they have committed their time to the league. Due to the nature of our sport, DLGC holds the athletes responsible for committing to their team and coaches. Therefore, we have a strict attendance policy. All athletes are expected to attend all DLGC events. Season schedules will be provided in advance, but sometimes rescheduling is necessary due to inclement weather or space issues. Each team has a Facebook page for these types of changes.

- 1 Unexcused Absence – Verbal warning to the child and/or parent (Documented by the coach)
- 2 Unexcused Absences – Written warning stating 2nd unexcused absence
- 3 Unexcused Absences – Meeting with parent, child, coach and Director of Coaching to determine appropriate actions

The attendance policy will be enforced starting the first day of practices in August for JV Prep, Minis and Mascot teams and summer camp for the JV and Varsity teams, allowing athletes participating in other youth programs to not be penalized for missed practices or events until season officially starts in August. Once an athlete is removed or restricted due to a DLGC or a non-DLGC injury or illness, a physician's note must be presented before returning to active participation.

Disciplinary Policy:

I hereby agree that if I fail to conform my conduct to the foregoing while attending, coaching or participating in any DLGC affiliated event I will be subject to disciplinary action, including but not limited to the following in any order or combination thereof at the discretion of the DLGC Executive Board. If an athlete is subject to disciplinary action and expulsion may be necessary, the issue will be brought before the DLGC Executive Board in a meeting that will include the athlete, parent(s) of the athlete, coach(s) of the athlete's team.

1. Verbal warning
2. Written warning
3. Suspension (season or permanent)

Athlete Name (Please Print)

Signature

Date

Parent Name (Please Print)

Signature

Date

Coach Name (Please Print)

Signature

Date

Board Name (Please Print)

Signature

Date