

BYLAWS

Banks Little Guy Football League a.k.a. Banks Youth Football

ARTICLE I

Name

1. The organization shall be officially known as the Banks Little Guy Football League or BLGFL. However, for marketing purposes, the organization may represent itself as Banks Youth Football, and referred to as BYF or "the program".

ARTICLE II

Purpose

1. Provide a program of organized youth football that will participate in and abide by the established guidelines and standard procedures of the league in which BYF chooses to participate, if they are not in conflict with these bylaws.
2. Promote appreciation for and long-term participation in the game of football within the town of Banks, OR.
3. The organized program will be for youth in grades K through 8.
4. The program will coordinate with and provide a foundation for the Banks High School football program.
5. Promote the development of coaching and player skills to enhance team play and the overall football experience.
6. Provide a healthy, positive atmosphere for young athletes to develop fundamental athletic skills and teamwork.
7. Emphasize fun, good sportsmanship, physical fitness, respectful and healthy attitudes and team play.
8. To help inspire, in our youths, a sense of responsibility, cooperation, and self-reliance.
9. Instill a spirit of competitive play and sportsmanship.
10. Assist as many children, as practical, in learning and enjoying the sport of football.
11. This program shall operate as a nonprofit organization.
12. To raise, hold and use funds in order to carry out the above purposes.

ARTICLE III

Affiliation

1. BYF is open to all Banks School District students provided they meet the player eligibility requirements as determined by the Board of Directors.
2. BYF is open to home-schooled students and students from other local schools, if their school does not offer a similar program.
3. BYF shall conform to current league rules and regulations, regarding affiliation, if different from these bylaws.

ARTICLE IV

Membership

1. BYF membership is automatically conferred upon any person 18 years of age or older and who is at least one of the following:
 - A. A parent or guardian of a player registered to BYF.
 - B. An active coach of any team registered with BYF.
 - C. A Board of Directors officer of BYF.
2. BYF membership is open to any other person 18 years of age or older who is a resident of Banks, OR and evidences a bona fide interest in the objectives of BYF.
3. Membership in good standing shall be granted to any member attending 2 of the previous 4 board meetings.
4. Membership shall automatically cease if any member shall resign or fail to meet the qualifications of membership during the previous 12-month period.
5. Participation, for members in good standing, includes the right to vote for the open Board of Director positions at the annual meeting.

ARTICLE V

Authority

1. BYF shall be governed by these bylaws.
2. BYF shall comply with the attending league guidelines, except when those guidelines conflict with the BYF Bylaws or Oregon law.

ARTICLE VI

Administration & Authority of Board of Directors

1. The Board of Directors shall conduct business of BYF including elections and oversight of any subcommittees.
2. The Board of Directors determines fees and the process of collection for participation in programs operated by BYF.
3. The Board of Directors may solicit donations, and other contributions to pay expenses of operation and may conduct fund-raising activities in compliance with State law.
4. The Board of Directors is responsible for establishing and monitoring policies that govern the program.
5. The nine (9) Board of Directors Officer positions shall be composed of:
 - A. President
 - B. Vice President
 - C. Secretary
 - D. Treasurer
 - E. Fundraising/Sponsorship Coordinator
 - F. Tackle League Representative
 - G. Flag Football Representative
 - H. Equipment Manager
 - I. Banks High School Varsity Football Coach
6. Officers of the Board of Directors may serve unlimited years, with re-election every 2 years.
7. Board of Directors officers shall assume their duties at the first meeting following elections or no later than April 15th.
8. Terms of officers shall be staggered, when feasible, in order to ensure continuity in the operations of BYF.
 - A. President, Secretary, Fundraising/Sponsorship Coordinator, and Tackle League Representative shall be elected in odd number years, and
 - B. Vice President, Treasurer, Equipment Manager, and Flag Football Representative shall be elected in even numbered years, when feasible.
9. The Banks High School Varsity Football Head Coach will remain a member of the Board until the end of their tenure as Head Coach.
10. No more than two (2) members of the same family or household shall serve concurrently on the Board of Directors, unless voted and deemed by the Board necessary due to the lack of volunteers or other such situations.
11. Decisions by the Board of Directors shall be by majority vote, unless otherwise stated.
12. The Board of Directors shall be responsible for the interpretation of all program policy and final decisions, which emerge from interpretation and/or disagreement about program policy.
13. The Board of Directors will supervise duties of coaches, supervisors, facilities use, spectators, and other areas as dictated by the program.

ARTICLE VII

Duties of the Board of Directors

1. President
 - A. This is a two (2) year term position.
 - B. The President shall be a voting member of the Board of Directors
 - C. The President shall preside over all meetings of the Board of Directors
 - D. The President, or designee from the Board, shall represent BYF at meetings and functions related to the football program.
 - E. Shall have access to all organizational, financial, and minute books/programs of BYF.
 - F. Shall have the authority to sign contracts for BYF, after approval by the Board of Directors.
 - G. Shall see that reports and certificates that are required by law are properly filed and archived.
 - H. The President shall be the chief executive officer of BYF.
 - I. When feasible, the immediate past president shall remain an ex-officio member of the Board for one (1) year.
 - J. Shall, at least 3 months prior to the expiration of their term of office, solicit nominations from the BYF membership. Nominees are to be members in good standing, unless otherwise approved by the Board due to lack of volunteers.
 - K. Shall coordinate with the Banks School District, Athletic Director or other persons any Field Use Agreements.
 - L. The President will determine the site for the annual meeting.
 - M. Responsible for coordinating Picture Day.
2. Vice President
 - A. This is a two (2) year term position.
 - B. The Vice President shall be a voting member of the Board of Directors.
 - C. The Vice President shall perform the duties of the President when they are unable to do so, to include conducting meetings of the Board of Directors, in the Presidents absence.
 - D. Represent BYF at meetings and functions related to BYF, as requested by the President.
 - E. Coordinate ordering and distribution of team uniforms, with assistance from the Equipment Manager.
3. Secretary
 - A. This is a two (2) year term position.
 - B. The Secretary shall be a voting member of the Board of Directors.

- C. The Secretary shall maintain an accurate record of all meetings, including a list of all members present at each meeting.
 - D. The Secretary shall furnish a copy of the minutes of the proceeding meeting, to the Board, at each meeting for acceptance by the Board and read the minutes, if so, requested by any member.
 - E. Shall handle correspondence and communicate said correspondence to the BYF membership, including all players, parents and coaches, as appropriate.
 - F. Provide notice of all meetings and maintain files of the program, as required.
 - G. The Secretary may write checks on behalf of the Treasurer, if needed and approved by the Board.
 - H. They shall give notices required by statute or bylaws or resolution.
 - I. Maintains a current list of membership and functions for BYF.
 - J. Prepare and deliver notices of meetings.
 - K. Shall be the "Website Manager"
 - i. Shall act as the Registrar
 - ii. Manage the BYF website
 - iii. Update social media sites
 - L. The Secretary shall exercise all duties incident to the office of Secretary.
4. Treasurer
- A. This is a two (2) year term position.
 - B. The Treasurer shall be a voting member of the Board of Directors.
 - C. Shall have custody of all funds and securities and shall keep in books, belonging to BYF, full accounts of all receipts and disbursements.
 - D. The Treasurer shall deposit all money, securities, and other valuable effects in the name of BYF in such depositories as may be designated by BYF, for that purpose by BYF.
 - E. The Treasurer shall be responsible for the writing of checks for BYF, as well as, physically processing and maintaining the checking account.
 - F. The Treasurer and the Secretary will both have check signing authority for BYF.
 - I. Specific approval by the Board of Directors is required for any non-budget expenses in excess of \$500.00.
 - G. The Treasurer shall provide a financial report at each regularly scheduled Board meeting.
 - H. The Treasurer shall be responsible for preparing all documents pursuant to the Articles of Incorporation and the tax exemption status of BYF.
 - I. In case of their death, resignation, retirement or removal from office, all books, papers vouchers, money and property of whatever kind in their possession or under their control belonging to BYF shall be returned to BYF.
5. Fundraising/Sponsorship Coordinator
- A. This is a two (2) year term position.
 - B. The Fundraising/Sponsorship Coordinator shall be a voting member of the Board of Directors.
 - C. Shall assist the Secretary in distributing all pertinent correspondence to parents and players.
 - D. Shall oversee donations, sponsorships, and fundraising.
 - E. Shall work with the Tackle and Flag Representatives to coordinate parent volunteers for various BYF activities and responsibilities, such as providing supervision and finding the needed volunteers for scheduled games and jamborees.
6. Tackle League Representative
- A. This is a two (2) year term position.
 - B. The Tackle League Representative shall be a voting member of the Board of Directors.
 - C. Shall work with the Fundraising/Sponsorship Coordinator and Flag Representative to coordinate parent volunteers for various BYF activities and responsibilities, such as providing supervision and finding the needed volunteers for scheduled games and jamborees.
 - D. Responsible for coordinating Tackle Team awards.
 - E. Attend and represent BYF at Tackle League meetings.
 - F. Shall act as a liaison to officials, to ensure officials are scheduled for home games.
 - G. Works with the Equipment Manager on the management/procurement of tackle football gear.
 - H. Responsible for scheduling tackle football practices and facilities including but not limited to field(s), lavatories and other needs.
 - I. Responsible for working with coaches in dividing up players to create tackle football teams, as necessary.
7. Flag League Representative
- A. This is a two (2) year term position.
 - B. The Flag League Representative shall be a voting member of the Board of Directors.
 - C. Shall work with the Fundraising/Sponsorship Coordinator and Tackle Representative to coordinate parent volunteers for various BYF activities and responsibilities, such as providing supervision and finding the needed volunteers for scheduled games and jamborees.
 - D. Responsible for coordinating Flag Team awards.
 - E. Attend and represent BYF at Flag League meetings.
 - F. Responsible for scheduling flag football practices and facilities including but not limited to field(s), lavatories and other needs.
 - G. Works with the Equipment Manager on the management/procurement of flag football gear.

- H. Responsible for dividing up players to create flag football teams, as necessary.
8. Equipment Manager
- A. This is a two (2) year term position.
 - B. The Equipment Manager shall be a voting member of the Board of Directors.
 - C. Responsible for the management of Tackle and Flag Football Gear.
 - i. Reconditioning of helmets.
 - ii. Equipment repair/kits (shoulder pads, repair kits, chin straps, etc.)
 - iii. First Aid Kits/medical equip., ice packs, tape, etc.
 - iv. Mouthguards, paints (game/practice), practice jerseys, flags, footballs, tees, pumps, etc.
 - D. Responsible for Gear Check-In/Out.
9. Banks High School Varsity Football Coach
- A. This is a permanent position during their tenure as Head Varsity Football Coach.
 - B. The Varsity Football Coach shall be a voting member of the Board of Directors.
 - C. The Varsity Football Coach shall have final approval of the BYF Team Coaches.
 - D. The Varsity Football Coach shall oversee the BYF Coaches regarding offensive and defensive plays, practice methodology, drills and coaching clinics.
 - E. Shall hold a Coaches Clinic for BYF Coaches, prior to the start of each season.

ARTICLE VIII

General Provisions for Board of Directors

1. General
- A. The Board of Directors shall have vested responsibility, right and authority to:
 - i. Interpret and enforce the BYF bylaws.
 - ii. Budget for and administer the funds of BYF.
 - a. The budget for the next year, must be prepared and approved by December 31st of each calendar year.
 - iii. Duties and responsibilities of all Board positions are subject to change from time to time based upon the decisions of the Board of Directors.
 - iv. Review and recommend amendments to the BYF bylaws and ratify policies and operating procedures to BYF.
 - v. Adopt temporary policies, or operating procedures for circumstances not addressed by the BYF bylaws.
 - a. To address those issues deemed necessary and desirable in serving the best interests and objectives of BYF and the youth that it serves.
 - vi. Provide input to the Varsity Football Coach regarding the selection of prospective BYF Team Coaches.
 - a. Prospective Coaches will undergo a mandatory background check.
 - b. Prospective Coaches will fill out an application form that will be made available by the Board of Directors.
 - c. The Board of Directors will encourage a system of mentoring coaches to sustain the athletic program.
 - vii. Reprimand, suspend, remove or otherwise discipline any player, coach, team, parent, or spectator for violations of the BYF bylaws and code of conduct.
 - viii. Hold a Preseason meeting with players parents/guardians and coaches to go over expectations and code of conduct.
 - ix. Be responsible for gathering information and making decisions in cases of dispute.
 - a. The Board of Directors will hear from all parties concerned and make final decisions based on a majority vote.
 - x. The Board of Directors must be members in good standing.
2. Resignation, demise, removal of officers.
- A. In the event of the resignation, demise, removal or permanent incapacitation of any member (Officer) of the Board of Directors, except the President, the Board of Directors will elect by a majority vote an interim Board of Directors member (Officer) to fill that office until the next regularly scheduled application process.
 - i. A vacancy occurring in any office, except for President, shall be filled for the remaining term by a person elected by the Board of Directors. Election to fill a vacancy shall require a majority vote of the Board of Directors with at least 10 days previous notice to Board of Directors members.
 - B. If the office of President becomes vacant, the Vice President will become Interim President until the membership elects a new President at the next annual meeting.
 - C. Absence from two (2) consecutive BYF meetings without a Board of Directors approved excuse shall be sufficient grounds for removal. The Board of Directors will be at least a 2/3 affirmative vote to declare the office vacant.
 - D. In the event of one or more Board Officers becoming unable to perform their respective duties, a special meeting shall be called for the purpose of electing successors to these officers who have become unable or disqualified to

serve provided the written notice of the date, time, place and purpose of the meeting is given each member of BYF by the Secretary or elected officer at least five (5) days prior to the said meeting.

3. Adverse Conduct of Board of Directors.
 - A. Conduct prejudicial to the best interests or objectives of BYF or nonfeasance, misfeasance, or malfeasance regarding the official BYF duties, shall be cause for the removal of a member of the Board of Directors, provided that such allegations are brought to the President or Secretary in writing.
 - i. The member so charged must be notified of the allegations, in writing at least 10 days in advance of a regularly scheduled meeting, or in advance of any meeting called for the express purpose of reviewing such allegations.
 - ii. Removal of a member of the Board of Directors shall require at least a 2/3 affirmative vote of the Board of Directors.
4. Restriction on Compensation:
 - A. No officer of the Board of Directors shall for any reason of their office be entitled to receive any salary or compensation for services rendered to the BYF or the Board of Directors.

ARTICLE IX

Meetings

1. Place of Meeting
 - A. All meetings of BYF requiring a vote of the membership shall be held in a public place of suitable size and accessible to the general public within the town of Banks, Oregon.
 - B. Nothing in this article shall prohibit the Board of Directors from convening via video communication technology to hold meetings.
2. Annual meeting of the membership and the Board of Directors.
 - A. The annual meeting of the program will be on the first Wednesday of April at 7:00 p.m. or at a suitable time as close as possible to the first Wednesday of April to be determined by the Board.
 - B. The President will determine the site for annual meeting.
 - C. Notice of annual meeting shall be at least 5 days prior to the date of annual meeting. Written notice of the date, time, place and purposes of such meeting shall be posted on the web site.
 - D. The purpose of the annual meeting is for the membership to elect Directors to fill expiring terms of office.
 - E. Nominations for open Director positions must be made in writing to the Secretary before the annual meeting or from the floor at the annual meeting.
 - F. After elections are concluded, a regular Board of Directors meeting will occur in order to conduct general business.
 - i. This meeting will be considered the 2nd quarter board meeting.
 - ii. Seating of officers will take place at the 1st meeting following elections.
 - G. The rules contained in Roberts Rules of Order, as revised, shall govern the meetings of BYF where they are not inconsistent with these bylaws.
3. Quarterly meetings of the Board of Directors.
 - A. The Board of Directors shall meet at least once per quarter.
 - i. The date and time of these meetings shall be determined by the Board of Directors at its first meeting date.
 - ii. These meetings are open to any player, parent/guardian, coach or community member with interest in BYF.
 - iii. Attendees, other than the Board of Directors, shall be able to provide input only during the Open Forum when acknowledged by the Board or at other times if called upon/recognized by the Board.
 - iv. Notice of the date, time, place and purpose of meetings will be posted on the BYF web site.
 - B. Special meetings of the Board of Directors may be called by the President or by written request of at least three (3) members of the Board, as deemed necessary, in order to conduct the business of BYF.
 - i. All members of the Board of Directors must be notified of any special meeting at least three (3) days prior to the date of the meeting, unless such notice is waived by unanimous consent.
 - ii. Notice of the date, time, place and purpose of such meeting will be posted on the BYF web site.
 - C. The rules contained in Roberts Rules of Order, as revised, shall govern the meetings of BYF where they are not inconsistent with these bylaws.
4. The Order of Business of the Board of Directors.
 - A. Call to order
 - B. Reading of the minutes of previous meeting

- C. Treasurer's report
 - D. Election of the Board (Annual Meeting or as necessary)
 - E. Open forum
 - F. Unfinished business
 - G. New Business
 - H. Correspondence
 - I. Adjournment
5. Quorum
- A. Presence of not less than five (5) Board of Directors, out of nine (9), shall constitute a quorum for the purpose of opening any regularly scheduled meeting of the BYF Board of Directors to conduct BYF business.
6. Voting
- A. BYF Members must have attended at least 2 of the last 4 meetings.
 - i. Members vote on Board of Directors positions with simple majority vote.
 - ii. Members vote on amendments to the bylaws per Article XI – Amendments.
 - B. Only the Board of Directors can vote on BYF business including but not limited to all BYF matters and election of coaches.
7. Nominations
- A. Nominations for upcoming open Board positions for the succeeding year, shall be presented to the membership at least one (1) month prior to the annual meeting.
 - B. Nominations from the floor at the annual meeting shall also be accepted.
 - C. Nominees must be in good standing (Attendance in at least 2 of the last 4 meetings).
 - D. Nominations for open Board positions must be made to the Secretary before the annual meeting or from the floor at the annual meeting.

ARTICLE X

Dissolution

1. In the event of the dissolution of BYF for any reason and by any means, all assets or other property shall be deeded to or otherwise transferred to the Banks High School Football Program.

ARTICLE XI

Amendments

1. Amendments to these bylaws shall be made by a vote of two-thirds of the membership in good standing, present and voting, provided a quorum is present at a meeting of the members duly called to consider such amendment.
 - A. At least five (5) days' notice of said proposed amendment(s) must be given on the BYF website and a notice of the time and place of meeting when such amendments will be voted on.
2. These bylaws may only be amended once per year. Unless agreed upon by a unanimous vote of the Board of Directors and provided that said amendments shall be first submitted at one (1) meeting and voted upon at the next meeting.
3. Amendments shall be proposed in March and voted on in April.
4. The approved changes will be signed by the Board of Directors indicating acceptance and date for the record.

ARTICLE XII

Oregon Law

1. These bylaws are intended to comply with Oregon law for a public benefit corporation, as defined by ORS 65.001(31).

ARTICLE XIII

Action without Meeting

1. Action required or permitted by the Board of Directors may be taken without meeting if all members (Officers) of the Board approve the action in writing. Any such resolution approved in writing shall become part of the minutes of BYF.

ARTICLE XIV

Execution of Instruments

1. Checks, etc. All checks, drafts and orders for payment of money shall be signed in the name of the program. Two (2) signatures shall be accepted with the Treasurer and Secretary so empowered to act, however, only one (1) signature will be necessary on a check.
2. All non-medical emergency expenditures must be approved by the Board of Directors. Notwithstanding the previous sentence, the President, Vice-President, Secretary, or Treasurer may approve expenditures less than five hundred (\$500.00) dollars without Board of Directors approval.

ARTICLE XV

Abuse/Molestation Risk Management Policy

1. Banks Youth Football ("BYF") has adopted the attached policies regarding Abuse and Molestation Risk Management: The Abuse/Molestation Risk Management Program/Plan can be found on the BYF website.

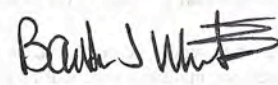
The above bylaws are adopted to be effective April 18, 2022.

Christopher Mazurkiewicz – President

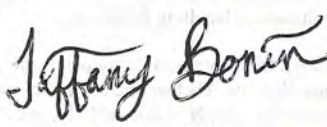


Dan Jordan – Vice President

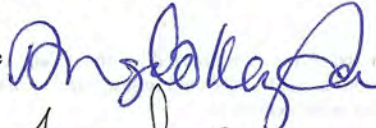
Barb White – Treasurer



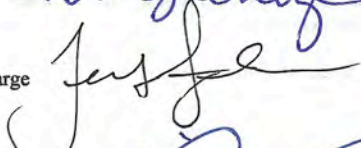
Tiffany Bonin – Secretary



Angi Lyda – Member at Large



Jen Flores – Member at Large



Mike Walker – Member at Large



Cole Linehan – Varsity Football Coach



Abuse/Molestation Risk Management Policy

Banks Youth Football ("BYF") has adopted the following policies regarding Abuse and Molestation Risk Management. The Abuse/Molestation Risk Management Program/Plan can be found on the BYF website.

Criminal Background Checks

Criminal background checks will be run with a third-party vendor on all paid and volunteer/staff with access to youth. At a minimum, the criminal background check should pull records from all 50 states to include the National Criminal Database and the National Sex Offender registry. Any background check that indicates that a potential staff member is unfit to work with youth should result in disqualification of such staff member. Prior to running background checks, the following steps* should be taken:

- All prospective staff will complete an application to include a question about whether the applicant has ever had any prior criminal convictions or is pending any current investigations and a consent provision to run a background check.
- Disqualification criteria to include:

***Disqualification Criteria:** To make sure that all staff are treated fairly and consistently, the following disqualification criteria should be used:

Individual staff members found to be guilty of the following crimes should be disqualified as a staff member as outlined below.

- All sex offenses including child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure, etc.
- All felony violence including murder, manslaughter, aggravated assault, kidnapping, robbery, aggravated burglary, etc.
- Found guilty within the past 10 years of all felony offenses other than violence or sex including drug offenses, theft, embezzlement, fraud, child endangerment, etc.
- Found to be guilty within the past 7 years of all misdemeanor violence offenses including simple assault, battery, domestic violence, hit & run, etc.
- Found guilty within the past 5 years of misdemeanor drug and alcohol offenses (or multiple offenses in the past 10 years) including driving under the influence, simple drug possession, drunk and disorderly, public intoxication, possession of drug paraphernalia, etc.
- Any other misdemeanor within the past 5 years that would be considered a potential danger to children or is directly related to the functions of the staff member, including contributing to the delinquency of a minor, providing alcohol to a minor, theft (if the volunteer is handling funds), etc.

Guilty means the applicant was found guilty following a trial, entered a guilty plea, entered a no contest plea accompanied by the court's finding of guilty, regardless of whether there was an adjudication of guilt (conviction) or a withholding of guilt. This policy does not apply if criminal charges resulted in acquittal, dismissal or in an entry of *nolle prosequi*.

Should any of the pending charges described above be uncovered, or should any of the above charges be brought against an applicant during the season, the applicant should be suspended from serving until the charges are cleared or dropped and the MO approves reinstatement.

The confidentiality of records will be protected and access limited to those on a "need to know" basis.

Policies to Protect Against Misconduct

- All forms of abuse including sexual, physical, emotional, harassment, bullying, and hazing are prohibited.
- Prohibited sexual abuse physical acts include genital contact whether or not either party is clothed; fondling of a participant's breast or buttocks; sexual penetration; sexual assault, exchange of a reward in sport for sexual favors; lingering or repeated embrace that goes beyond acceptable physical touch; tickling, wrestling, or massage; and continued physical contact that makes a participant uncomfortable.
- Prohibited sexual abuse verbal acts include making sexually oriented comments, jokes and innuendo; staff member/volunteer discussing his or her sex life with participant; asking about a participant's sex life; requesting or sending a nude or partial dress photo; exposing participants to pornographic material; voyeurism; and sexting with a participant.
- Any type of grooming behavior is prohibited.

Grooming is the process by which sexual predators pave the way for sexual abuse by gradually gaining the trust of and conditioning of minors, parents, and administrators. The steps in the grooming process are as follows:

- Identify a vulnerable child whose needs are not being met such as lack of attention by parents, lack of spending money, etc.
- Fill the missing needs of the child by providing attention, transportation, help with homework, special favors, confiding in secrets, spending money, gifts, etc. to create a "special bond".
- Gain trust of family by spending disproportionate amount of time with them.
- Isolate the victim to create one on one opportunities.
- Gradually use boundary invasions that start off with inappropriate electronic communications and photo sharing, tickling, wrestling, massages, alcohol, drugs, pornography, etc. that lead to nudity and sexual activity.
- Maintain control and silence with threats of fear and shame.

- Prohibited forms of physical abuse include punching, beating, biting, striking, choking, slapping, or intentionally hitting a participant with objects or sports equipment; providing alcohol to a participant under legal drinking age; providing illegal drugs or non-prescribed medications to any participant; encouraging or permitting a participant to return to play after injury or sickness prematurely without clearance of a medical professional; prescribing dieting or other weight control methods for humiliation purposes; isolating a participant in a confined space; forcing participant to assume a painful stance or position for no athletic purpose; withholding, or denying adequate hydration, nutrition medical attention, or sleep.
- Prohibited emotional abuse includes a pattern of verbally attacking a participant personally such as calling them worthless, fat or disgusting; physically aggressive behaviors such as throwing or hitting objects; and ignoring a participant for extended periods of time or excluding them from practice.
- Bullying includes an intentional, persistent, or repeated pattern of committing or willfully tolerating (e.g., staff/volunteers not preventing) physical, nonphysical, or cyber bullying behaviors that are intended to cause fear, humiliation, physical harm in an attempt to socially exclude, diminish, or isolate another person emotionally, physically, or sexually. It is often not the staff/volunteer, but instead, other participants who are the perpetrators of bullying. However, it is a violation if the staff member/volunteer knows or should have known of the bullying behavior but takes no action to intervene on behalf of the targeted participants.
- Prohibited hazing includes any contact which is intimidating, humiliating, offensive or physically harmful. Hazing typically is an activity that serves as a condition for joining a team of being socially accepted by team members.
- Two-deep leadership is required where two adults (e.g., any combination of staff/volunteer or parents) should be present at all times except in the case of an emergency. In special situations involving an adult such as car travel, overnight travel, locker rooms/changing areas, individual coach meetings, and individual training sessions, minors should always have another child buddy with them or a second adult within an observable and interruptible distance.
- Any overnight travel exposure should prohibit adults spending the night in the same room as an unrelated minor participant; require grouping of participants of the same sex and age group in rooms; and provide adequate oversight with a same-sex chaperone for each group.
- Take off/pick up of athletes by staff should be strongly discouraged because of the difficulty in limiting one-on-one contact.
- All electronic communications including email, texting, social media, etc. between the staff member/volunteer and a minor participant will be limited strictly to the legitimate activities of the organization. A parent/guardian of minor or another staff member/volunteer should be copied on all such communications.

Reporting Suspicions of Child Sexual or Physical Abuse and Other Forms of Abuse

Any adult staff member/volunteer who has a suspicion of child sexual or physical abuse to independently report such suspicion directly to law enforcement within 24 hours.

In addition, the adult staff member/volunteer should report the suspicion within 24 hours to the appropriate BYF organization official and the official should also report to law enforcement within 24 hours if there is suspicion that child sexual or physical abuse has been committed.

BYF will allow law enforcement to handle the investigation and the suspected staff member/volunteer will be immediately suspended or reassigned pending the outcome of the investigation.

Staff members/volunteers should also report prohibited misconduct other than child sexual and physical abuse to the appropriate BYF official and the organization can investigate and decide what types of sanctions, if any, are appropriate.

BYF is prohibited from retaliating in any way against a staff member/volunteer who makes a good faith report of a suspicion of any form of misconduct.

Child Abuse Training for Minors

BYF will distribute the following documents: Minor Training (Ages 4-12) and/or Minor Training (Ages 13-17) or a similar document to each parent with a strong recommendation that each parent should review this document with their minor child.

Communication of Information

The information in the risk management program will be communicated by pre-season staff meeting and/or by distribution to all paid and volunteer staff with evidence thereof retained for at least 15 years.



Banks Youth Football Code of Conduct



In order to advance the principles of sportsmanship and fair play and to promote mutual respect among players, coaches, referees and spectators, Banks Youth Football (BYF) has established a Code of Conduct. The Code of Conduct shall govern the actions of players, coaches, and spectators. The Code is intended to provide behavioral guidance and establish clear expectations for all involved. The Code was not conceived to address every possible behavioral circumstance; however, it shall serve as the Banks Youth Football standard for behavioral evaluation.

It shall be the obligation of all program participants, spectators and volunteers, to comply with the terms and provisions of the Code of Conduct. Any person violating the Code shall be subject to administrative action, up to and including discussion of infraction, suspension and ultimately removal from position, team or game attendance of any or all Banks Youth Football activities. All players, coaches, and spectators represent the Banks Youth Football, please act accordingly.

COACHES

Coaches shall remain unconditionally supportive of the Banks Youth Football commitment to the ideals of good sportsmanship, team play, honesty, loyalty, courage and respect for authority. Likewise, coaches shall remain sensitive to the physical and emotional wellbeing of the players on their team. In order to adhere to these doctrines, the coaches agree as follows:

All Coaches:

- Coaches will be positive role models and instill in their players the principles of good sportsmanship and team play.
- Coaches teach the game of football to the best of their ability and will do their best to provide the players a positive experience.
- Coaches will ensure that winning and/or losing teams do so in a manner, which exhibits respect and good sportsmanship.
- Coaches will treat all players, parents, spectators and league officials with respect.
- Coaches will provide instruction in a manner that is constructive and supportive and will not ridicule or demean any player, coach or spectator.
- Coaches will not tolerate behavior that endangers the health or wellbeing of a child.
- Coaches will comply with the decisions of league officials and observe all rules, policy and procedure as established or endorsed by Banks Youth Football.
- Coaches will be drug and alcohol free while at any Banks Youth Football event and will not use any tobacco products on school grounds.
- Coaches acknowledge the need to demonstrate fundamental proficiencies with respect to the game of football and first aid including concussion training. Consequently, all coaches agree to attend any skill sessions that may be required by the Banks Youth Football Board.

PARENTS/GAURDIANS AND SPECTATORS

The Parents/Guardians and Spectators shall support the players, coaches, and officials. Parents/Guardians and Spectators shall not coach or officiate. Parents/Guardians and Spectators agree as follows:

- Parents/Guardians and Spectators will be positive role models and do their best to provide the players with a positive experience.
- Parents/Guardians and Spectators will display the principles of good sportsmanship and team play.
- Parents/Guardians and Spectators will make certain that their children show respect for all other players, coaches, officials and spectators.
- Parents/Guardians and Spectators will treat all players, coaches and officials with respect and will not ridicule or demean.
- Parents/Guardians and Spectators will comply with the decisions of league officials and observe all rules, policy and procedure as established or endorsed by the Banks Youth Football.
- Parents/Guardians and Spectators will respect the opponent and avoid any confrontation with opposing players, spectators, coaches, or officials.
- Parents/Guardians and Spectators will be drug and alcohol free while attending any Banks Youth Football events.

PLAYERS

Players shall...

- Display good sportsmanship and team play at all times.
- Follow the direction of the Coaching Staff.
- Respect all, coaches, players, league officials, and spectators.
- Be on time and ready to play for all games and practices.
- Let the coach know prior to a game or practice if they will be unable to attend.

Players shall not...

- Use abusive or profane language.
- Taunt or humiliate any other player.

Signature _____ Date Signed _____

Printed Name: _____