

Bert Bell Memorial Football Conference, Inc.

As a Volunteer (Director, Officer,- Coach, Concession or other), Parent, Guardian and/or Participant in the Bert Bell Memorial Football Conference, Inc, and its Member Organizations, being a youth organization, understand that my responsibility and behavior is of great importance, that my actions have the potential to significantly influence the children I come into contact with and therefore We agree to conduct ourselves in accordance with the following:

- o Disciplinary Code
- o Volunteer Code of Conduct
- o Parent, Guardian or Guest Code of Conduct
- o Participant Code of Conduct
- o Injury Release, Indemnification and Hold Harmless Agreement

By accepting, constitutes that the participant and I have read a copy of the above marked Bert Bell Code of Conduct(s), Disciplinary Code and Injury Release, Indemnification and Hold Harmless Agreement; We have read, discussed, understand and accept the above Disciplinary Code and Injury Release, Indemnification and Hold Harmless Agreement; We have read or discussed with all non-signing parties who will attend sanctioned events the applicable Code of Conduct(s) and Disciplinary Code; We, including non-signing parties, agree to conduct ourselves in accordance with the specified terms and conditions of the Code of Conduct(s) and Disciplinary Code; and We fully understand that failure to abide by the specified terms and conditions may result in disciplinary action as stated in the Code of Conduct(s) and Disciplinary Code.

Bert Bell Memorial Football Conference, Inc.  
DISCIPLINARY CODE

All Volunteers, Parents, Guardians, Guest and Participants are required to review, sign and comply, or by their presence at a sanctioned event, agrees to comply with the Bert Bell Memorial Football Conference, Inc. Code of Conducts. In the interest of providing a safe and positive environment for the children involved in Bert Bell and the Member Organizations, strict compliance with the Code of Conducts will be required and enforced at any and all Bert Bell and Member Organization functions, including but not limited to, sign-ups, practices, games, pep rallies, banquets, competitions and fund-raising events. Violations of the Code of Conducts will not be tolerated and violations will be subject to disciplinary action. Violations will be brought to the Member Organization Board of Directors for review and determination as to what type, if any, disciplinary action is appropriate. The Board shall review the allegation/incident and render a judgment. If the Board, in its sole discretion, believes a hearing would be helpful in determining as to what type, if any, disciplinary action should be taken, the accused and aggrieved parties shall be given an opportunity to testify concerning the incident. There is no automatic right to a hearing. The Board, in its sole discretion, will determine who, if anyone, will testify or appear at a hearing. It shall be the responsibility of the Board to determine the appropriate disciplinary action for any offense. The disciplinary actions include, but are not limited to, the following:

- Warning Letter
- Probation
- Letter of Reprimand
- Fine
- Practice/Game Suspension
- Season Suspension

- Lifetime Suspension
- Civil or Criminal Prosecution

Due to the number of potential violations and varying degrees of severity, the Board, in its sole discretion, can decide to take or not take any disciplinary action. No warning is required. Additionally, Bert Bell or a Member Organization may pursue legal action as appropriate, including instituting a civil lawsuit and/or referring the matter for criminal prosecution, based on the nature and severity of the Code of Conduct violations. The decision of the Board shall be communicated to the accused and aggrieved parties and if either is from a different Member Organization, to the President or League Representative of that Member Organization. In the event that the Board's decision and/or disciplinary action are in dispute, the accused or aggrieved party may request a review by the Bert Bell Commissioner. The request must be in writing. If, in the Commissioner's sole discretion, a review is warranted, the Commissioner may appoint a disciplinary review committee. The disciplinary review committee shall have a minimum of three members. Pertinent information on the incident including testimony, if any, shall be reviewed. The disciplinary review committee, in its sole discretion, may hold a de novo hearing. Upon review of all pertinent information, the disciplinary review committee shall either endorse or reject the Board's decision and disciplinary action by way of majority vote. In the event of a tie, the chairperson shall cast the deciding vote. If the disciplinary review committee rejects the Board's decision and/or disciplinary action, the committee will be required to issue a recommendation on appropriate disciplinary action and the accused parties Member Organization shall enforce such action.

Bert Bell Memorial Football Conference, Inc.  
VOLUNTEER CODE OF CONDUCT

I understand that my responsibility as a volunteer (Director, Officer, Coach, Concession or other) for the Bert Bell Memorial Football Conference, Inc and its Member Organizations, a youth organization, is of great importance and that my actions have the potential to significantly influence the children I come into contact with and therefore I agree to conduct myself in accordance with the this Volunteer Code of Conduct . as follows:

1. I recognize that I am a role model for all participants and the families involved in the Bert Bell and the Member Organizations. I shall at all times control my behavior so as to promote a positive attitude and experience for the children. I shall place the emotional and physical welfare and development of my players ahead of any personal desire to win.
2. I will treat each player, opposing coaches, officials, parents, and administrators with respect and dignity at all times.
3. I will thoroughly become familiar and follow the letter and spirit of the bylaws, rules, regulations, requirements and objectives of Bert Bell, the Member Organization and the sport.
4. I will communicate to my players and their parents what is expected from each participant, parent or guardian, family and invited guest.
5. I will cooperate with the administration of Bert Bell and the Member Organization in the enforcement of the bylaws, rules, regulations, requirements and objectives and will report any irregularities to Bert Bell Band the Member Organization.
6. I will do my best to protect and preserve the health, safety and welfare of all participants entrusted to my care and supervision.
7. I will comply with Bert Bell and Member Organization participation requirements and make every effort to ensure active participation by each of my players in every game or competition.
8. I will not use profanity or make disparaging remarks or gestures of any type to any person, whether an official, coach, parent, participant or other nor will I publicly disparage or humiliate any of the

above-named individuals.

9. I will not use or be under the influence of any illegal drugs, alcohol, and/or tobacco during any practice, game, competition and/or sanctioned activity and will immediately report any person who I believe to be using and/or under such influence.

10. I agree to submit to a criminal background check and child abuse clearance in accordance with Bert Bell rules and regulations, which shall be a precursor to my ability to volunteer and be permitted on the football field.

11. I shall comply with and enforce the Bert Bell Code of Conducts and if I fail to do so, I may be subject to discipline as provided in the Bert Bell Disciplinary Code.

Bert Bell Memorial Football Conference, Inc.

#### PARENT, GUARDIAN OR GUEST CODE OF CONDUCT

I understand that my responsibility as a parent or guardian involved in a youth organization is of great importance and that my actions have the potential to significantly influence the children I come into contact with and therefore I agree to conduct myself in accordance with this Parent, Guardian or Guest Code of Conduct as follows:

1. Participation in the Organization involves travel and outdoor activities. Attendance is required at all scheduled games, home or away, good weather or bad. If the football team is playing, the cheerleaders are cheering. Transportation to and from an event or activity is the parent or guardian's responsibility. The parent or guardian agrees to participate in volunteer activities and duties associated with the Member Organization, to include but not limited to, snack bar, field set up, field clean up, and general maintenance.

2. A risk of injury is inherent in participation of the sports of Football and Cheerleading. A parent/guardian or a duly authorized adult will be present during all practices, games, events, competitions or organization activities in which their child is attending or participating.

3. I understand that all Football/Cheerleading equipment issued to the participant is the property of the Member Organization and will be returned to the Member Organization at the conclusion of the season or at such time as requested by a coach or other club official. I agree to keep the equipment clean and well maintained. Whether or not provided by the Member Organization, I agree to regularly check and insure that the participant's equipment is properly fitted and worn and understand that ill-fitting and/or improperly worn equipment may cause or facilitate serious bodily injury to the participant.

Parent/guardian will be financially responsible for equipment and/or uniforms that are lost or not returned to the Member Organization at the end of the season. Equipment will not be issued until the Member Organization receives the full registration fee, which is non-refundable after August 1st of each season.

4. I give permission to the Member Organization to transport or have transported my child to the hospital in the event of an unforeseen accident or emergency. In the unlikely event that emergency medical treatment is required and neither a parent/guardian nor duly designated agent is present or immediately available, said parent/guardian hereby authorizes the child's coach and/or another adult member of the organization to make any necessary medical decisions, until such time as the parent/guardian can be present or contacted. Said parent further represents the child is covered by medical insurance and/or assumes full financial responsibility for any medical treatment or service provided.

5. I will exhibit "good sportsmanship" at all times, and shall not boo or openly criticize players, coaches, officials, or opposing teams, nor will I incite others to do same. I shall comply with and enforce this Parent, Guardian or Guest Code of Conduct. I further accept responsibility for my guests, non-signing spouse, non-signing parent, family members, friends, and other invitees, who attend games, practices, competitions or any Bert Bell or Member Organization activity, and shall insure they

exhibit good sportsmanship and comply with the Parent, Guardian or Guest Code of Conduct, which shall be applicable to and enforced against them as if they had read, agreed and signed same. Any and all violations may be subject to discipline as provided in the Bert bell Disciplinary Code.

6. I will not use or be under the influence of any illegal drugs, alcohol, and/or tobacco during any practice, game, competition and/or sanctioned activity and will immediately report any person who I believe to be using and/or under such influence.

Bert Bell Memorial Football Conference, Inc.  
PARTICIPANT CODE OF CONDUCT

The participant does hereby agree to participate in the Bert Bell Memorial Football Conference and the Member Organization. The participant understands that they must conduct themselves in a civil and sportsmanlike manner and agrees and pledges that the participant will comply with the following:

1. Be respectful of my parents, coaches, teammates, opponents, Officials, and teachers.
2. Complete all homework and work to improve my grades at school.
3. Attend all practices and games, be on time for practice and games and at all times, and be physically and mentally ready to play or perform.
4. Work to improve myself as a player/cheerleader, teammate and person.
5. Encourage all participants, whether my teammate or opposing squad.
6. Bring my own hydrating beverage to practice and games.
7. Keep all issued equipment clean, safe and in my possession at ll times
8. Return all issued equipment in clean condition when requested
9. Notify my coach as soon as first possible, if it is necessary for me to miss a game or practice.
10. Not use foul or demeaning language
11. Not mock, taunt, or demean another member of my team or an opposing team.
12. Not fight with another player
13. Not talk back to or be disrespectful to my parents, coaches, teammates, opponents, officials, and school employees or teachers.
14. Not damage the property of another
15. Comply with and enforce the Participant Code of Conduct, and if I fail to do so, I may be subject to discipline as provided in the Bert Bell Disciplinary Code.

Bert Bell Memorial Football Conference, Inc.  
INJURY RELEASE, INDEMNIFICATION AND HOLD HARMLESS AGREEMENT

I am the parent or guardian of the participant. In consideration of such participation and intending to be legally bound, and after discussing the contents of this document with the participant, we recognize, acknowledge and understand the following:

1. The participant shall participate in all Conference or Member Organization games, practices, competitions and other activities and we assume the risk of such participation.
2. The participant shall all facilities and equipment and we assume the risk of such use.
3. Participation in Football or Cheerleading can be physically, emotionally, and psychologically demanding and that a risk of physical or psychological injury or illness, is inherent in the sports of Football and Cheerleading.
4. The risks and demands of participating in Football or Cheerleading and we hereby voluntarily agree to assume such risks and demands.

5. I certify that the participant is physically and psychologically capable and able to participate in Football or Cheerleading the participant and I recognize, acknowledge and understand that participation in Football or Cheerleading may involve violent and significant physical contact which may cause physical (bodily) or psychological (mental) injuries or illness.

6. I have no knowledge of any physical or mental impairment that would affect the participant's ability to fully participate in Football or Cheerleading. I represent and warrant that I am covered by appropriate medical insurance and/or assume full responsibility for any provided medical treatment or service incident to the participant's participation in Football or Cheerleading.

I, BEING OF FULL AGE, WITHOUT PHYSICAL OR MENTAL DEFICIENCY OR INCAPACITATION, DO VOLUNTARILY AND WITH FULL KNOWLEDGE OF MY ACTIONS, HEREBY AGREE TO ASSUME THE RISK AND AGREE TO RELEASE, DISCHARGE, HOLD HARMLESS AND INDEMNIFY BERT BELL MEMORIAL FOOTBALL CONFERENCE AND ITS MEMBER ORGANIZATIONS, THEIR DIRECTORS, OFFICERS, SHAREHOLDERS, MEMBERS, EMPLOYEES, VOLUNTEERS, SERVANTS, AGENTS AND/OR THEIR SUCCESSORS OR ASSIGNS, FROM ANY AND ALL LIABILITY FOR ANY PHYSICAL (BODILY) INJURIES OR ILLNESSES, PSYCHOLOGICAL (MENTAL) INJURIES OR ILLNESSES, OTHER LOSSES AND/OR HARMS, OF WHATSOEVER NATURE OR KIND, RESULTING FROM PARTICIPATION IN FOOTBALL OR CHEERLEADING.