

EXHIBIT A: Adult Code of Conduct

1. All participants are entitled to a safe and fun learning environment. To that end, all individuals, coaches, Board members, and other guests and attendees of Somerset Hills Mountaineers (SHM) events, including practices, competitions and banquets must behave accordingly in a respectful, courteous and sportsmanlike manner at all times.
2. SHM shall maintain a list of official coaches on its website. Only individuals listed on its website shall be considered official coaches.
3. No parent or other adult shall assume any responsibility reserved for official coaches of SHM. Responsibilities of official SHM coaches include, but are not limited to, selecting assistant coaches, ensuring a safe environment for all involved with SHM, and organizing and operating meetings, practices and games. Parents are not permitted to be in the huddle, or to assist with directing players on the field or the sideline during any team organized activity (primarily practices and games, but also pre-game prep, weigh-in, halftime or post-game huddles). Parents are not allowed on the field for practices or games and must sit or stand in a designated viewing area for all games. League rules require any non-player on the sideline to be visibly wearing a league issued sideline pass. Decisions regarding where parents will sit at any particular SHM meeting, practice or game shall be made by official SHM coaches or a member of the board of trustees, and are final.
4. Any individual who at any SHM event: (a) is using alcohol, tobacco or illicit drugs; (b) appears to be intoxicated or under the influence; (c) is flagrantly rude; (d) attempts to intimidate; or (e) is verbally abusive, heckles, taunts, ridicules, boos, throws objects, or uses vulgarity or profane language/gestures with an official, coach, volunteer, staff member, participant or other event attendee, will receive a verbal warning or be asked to leave the SHM event. SHM reserves the right to provide a written warning to the individual regarding the misbehavior that seeks a remedy or prohibits that individual from participating in future SHM events. Depending on the severity of issue within the discretion of SHM's Board of Trustees, the individual's children may also be removed from current or future SHM events. If the individual commits any of the above stated offenses a second time, he or she will be banned from any and all SHM events for a period of one year from the date of the second offense, and his or her children may also be removed from the program(s) for that time period.
5. Any individual who physically assaults an official, coach, volunteer, staff member or participant or threatens grave bodily harm will be asked to remove themselves immediately from the SHM event. In the event they do not do so voluntarily, no person affiliated with SHM is to physically or verbally confront the individual identified as the 'aggressor.' The SHM coach, Team Commissioner or other person affiliated with SHM is to contact local authorities using the recognized 911 call system to contact police and request their assistance in addressing the individual. In the event the individual is a repeat offender (more than one instance of documented or verified assaults or instance requiring reprimand), the Board of Trustees will request a meeting with the individual. If in the best interests of

the organization, the Board of Trustees will reserve the right to ban the individual from any and all SHM events for one year from the date of the offense, and his or her children may also be removed from any and all SHM programs for that same period of time. If the individual commits any of the above stated offenses a second time, the individual will be permanently banned from any and all SHM programs.

6. 24 Hour Rule: Individuals are discouraged from badgering coaches in ways that have, or are perceived as trying to result in favoritism for players. If a parent has an issue with a coach on their team or another SHM team, the parent shall wait a minimum of 24 hours before contacting the coach to communicate their questions or concerns. If after a discussion with the coach, the parent still maintains their concern(s), or believes the coach did not appropriately address them, they may contact the SHM Board President to communicate the question(s) or concern(s). No parent is to contact the coach without waiting the mandatory 24 hour period. Any coach that is approached by a parent with any issue or concern directly after a practice or game, is to remind the parent or guardian that they must wait 24 hours and then contact the coach for said discussion. Examples of 'issues' include the following:
 1. Feel coach is not providing ample playing time for their child, or is not treating their child fairly
 2. Feel other players are being provided with favoritism
 3. Is upset with the coach, other parents, players/teammates or league over what the parent perceives as them or their child at being treated unfairly
 4. Issues with opponents/competition
 5. Concerns related to schedule, fees, registration, volunteering

SHM stipulates and requires enforcement of the 24 hour rule to reduce the potential for future issues between coach and parent, and potentially impact the child(ren) that may be affected. Additionally, the intent of the rule is to allow a cool-down period, where the parent(s) and in some cases, coach(s), allow time between the 'perceived incident' to calm down, rethink the issue, and decide if it is still an issue at all after the wait period.

7. Each year, the Morris County Football League contracts a third-party company to provide Certified Athletic Trainers at our football games. When a Certified Trainer is on the field his or her authority must be recognized by all parents and coaches. The Trainer is in charge of the player's safety on the field and any decision by the Trainer is final. No coach or parent can change or challenge the Trainer's decision. For example, if the trainer says a player is out of the game, then the player is out the entire game. Also, if the trainer says a player should immediately go to the hospital, then the parent must take the player to the hospital immediately in order to continue with the SHM program. Any disregard for a Trainer's instructions can result in violation of the Adult Code of Conduct, the coach being suspended and/or the player being suspended/removed from the SHM program.
8. At the discretion of the board of trustees, alleged violators of this policy will receive written notice of the violation and a statement of the penalty imposed. At the discretion of the board of trustees,

offenders of this policy may be permitted to submit a written explanation only to the board of trustees within three days of being notified by the board of trustees that they have been warned, suspended or expelled. Offenders are not entitled to attend any meeting of the board of trustees to offer an explanation or defense of their offense.

9. Only policy violations submitted by an officer or director of the SHM board of trustees, coach or assistant coach require any action by the SHM board of trustees. The SHM board of trustees may choose to respond to violations submitted by individuals other than officers or directors of the SHM board of trustees, coaches or assistant coaches but are not required to do so.
10. Decisions regarding violations of this policy, and what constitutes a violation of this policy, are made solely by the SHM board of trustees and are final.
11. Parental support of the coaches, players and program is integral to the success of our organization. Parents set examples for children in many ways and forms. SHM expects all of our parents and guardians to support the Code of Conduct and enforce league rules appropriately. Support to coaches in a positive manner at all times is expected. Parents are to recognize that coaches are volunteers, and make decisions that they feel are in the best interests of their players at all times. Coach positions are limited during games to the head coach and assistant coaches wearing their league issued sideline pass. No other parent or supporter is to be on the sideline with the players during any SHM game. Failure to abide by this rule will result in a reprimand of the coach, and future violations will result in one game suspension of the coach. The reason all parents and guardians, as well as coaches, must abide by this rule is to maintain the organization of the team, where the players respond to the coaches and assistant coaches only, and not outside influence from players, guardians and/or siblings.

Parent/Guardian Signature: _____

Parent/Guardian Name (print): _____

Date: _____

