

## **MISSION STATEMENT**

The Snohomish Girls Lacrosse Club is committed to providing a welcoming environment for girls and young women to learn and play lacrosse and to the development of players of all skill levels through purposeful directed practice and competition in a Team 1<sup>st</sup> environment. The Snohomish Girls Lacrosse Club strongly believes the essential elements for character-building and ethics in sports are embodied in the concept of sportsmanship and six core principles: trustworthiness, respect, responsibility, fairness, caring and good citizenship.

### **COACHING PHILOSOPHY**

Coaching requires modeling the values and expectations I have of the team; I cannot expect a team to follow me without demonstrating where to go and how to get there. The three core values I hold are being selfless, serving others and integrity. These tenets represent the foundation for team success and a lasting program legacy. As members of the program, we are responsible for upholding these values and we are accountable to the identity defined by them. From our identity will flow our thoughts, words and ultimately, our actions.

## **HIGH SCHOOL PROGRAM PROCEDURES**

### **HIGH SCHOOL TEAMS SELECTION PARAMETERS**

Participation in a Snohomish Girls' Lacrosse Club team by a player is a privilege, not a right. In concert with the Snohomish Girls' Lacrosse Club Board, the varsity and junior varsity high school teams are required, annually, to operate within the following parameters:

1. The head varsity and head junior varsity coaches are responsible for selection of the athletes who will make up the roster of their respective team on an annual basis. Coaches for the Snohomish Girls' Lacrosse Club High School Program are professional coaches whose talent evaluation expertise is a part of their skill set. The responsibility of fielding a team that will strive to achieve competitive success is implicit in the coaches' mission. Any decision made by respective head coaches in this context is final and not subject to appeal.
2. If an athlete chooses to voluntarily remove herself from her team, her right to return to the squad within the same season is not protected or guaranteed. Decisions regarding the possibility of a return to the squad will be made at the discretion of the head coach. Athletes who are removed from their teams for conduct or disciplinary (Snohomish Girls' Lacrosse Club rules or team rules) indiscretions, may return at the discretion of the appropriate authorities on a case-by-case basis. Recommendations for removal of an athlete from a team by a coach requires the Snohomish Girls' Lacrosse Club Executive & Coaching Board's written approval prior to action being taken.

3. The Snohomish Girls' Lacrosse Club Executive & Coaching Board reserves the right to remove athletes from teams in extraordinary circumstances, and may do so without the approval or consent of the head coach of a given team if required or necessary. An example of an extraordinary circumstance includes but is not limited to a circumstance where a coach was incapacitated and unable to perform his or her duties due to illness, or was required to take an extended leave of absence from the coaching duties in his or her program. Any decision made by the Snohomish Girls' Lacrosse Club Executive & Coaching Board in this context is final. An appeal process is available to the players.

### **TEAM LEADERSHIP**

Team Leaders, a captain or co-captains of a team shall be selected in a manner deemed fit by the coaching staff and are responsible for the leadership of the team on and off the field. Team Leader(s) may be removed for just cause by the head coach with the approval of the Executive & Coaching board.

### **PLAYING TIME**

It is understood by player and parent alike, that at the high school level of play, playing time is not equal. While it is the intention of the coaching staff to provide as much playing time as possible for all players, there are game and performance factors (as described in this document) which do not allow for equal playing time. The coaching staff determine playing time upon a number of factors; primarily player performance, cohesive team play and strategy. As well the coaching staff allocate playing time to optimize team and player development goals. Coaches are committed to provide an inspiring environment which maximizes both the development and growth of both team and player success. Please note that attendance and participation in practices and team events may also effect playing time. Players are welcome to discuss issues regarding playing time directly with the coaches as soon as 24 hours after a game has ended; parents may not. Playing time should not be discussed between players nor should it be discussed between parents.

### **EXIT INTERVIEWS & POST SEASON INDIVIDUAL MEETINGS**

Athletes who leave a team during the season may request to complete an exit interview with an administrator on the Snohomish Girls' Lacrosse Club Board. These interviews will be conducted to gain valuable information to improve the athlete experience. Following completion of a season, all athletes from each team will also be invited to participate in an individual meeting with the coaching staff to discuss off season goals and player development.

## **UNIFORMS AND SAFETY EQUIPMENT**

All athletes and coaches are highly visible representatives of the HS Program and are expected to dress in a manner that represents the Snohomish Girls' Lacrosse Club in a positive way and, as such, are responsible for exercising good judgment in overall appearance.

The following is the policy concerning dress and appearance:

1. The competitive uniform designated by The Snohomish Girls' Lacrosse Club must be purchased and worn without exception. All visible garments worn under the uniform must conform to the specific US Lacrosse/ NFHS rule governing under garments.
2. Athletes are required to obtain and wear proper protective equipment (i.e. sanctioned goggles, mouth guard, GK protective gear) as defined in the US Lacrosse/NFHS Rulebook.

## **HIGH SCHOOL PROGRAM EXPECTATIONS & POLICIES**

These are expectations that must be met for athletes to continue to participate in the Snohomish Girl's Lacrosse HS Program.

### **FITNESS, HEALTH, NUTRITION & RECOVERY**

It is understood as a prerequisite of participation in a varsity High School sport that all team members are at a level of fitness that is commensurate with the rigors of practice and game play. With this in mind it is understood that by participating each player is responsible to participate in an ongoing fitness regime, both pre and post season. Players are to provide a brief overview of their pre and post season athletic /training activity (s) to the coaching staff. If a player's fitness level is deemed by the coaching staff not to be at a level that will contribute to successful participation the coaching staff can require additional athletic training and development.

A players' physical and mental health are primary to an injury free, enjoyable and successful experience. All injuries must be brought to the attention of the coaches in person and recorded via an email from the athlete to the coach. A care plan then must be instituted to allow the player to participate in practice and or games. In most injury cases a player may only return to practice and play after providing the coaching staff with written approval by an approved health care provider such as a doctor or certified trainer as approved by the State of Washington. In the case of concussion a return to play document is always required, no exception as per Washington State statute.

Nutrition and rest are the fuel of athletic performance and post competition recovery. Given the rigorous schedule of the WSLA High School Lacrosse season and Snohomish Girls High School Lacrosse teams a SnoLax player is expected to commit to a healthy diet that contributes to energized performance and healthy recovery. This commitment includes getting the appropriate amount of sleep to maintain the demands of a student-athlete.

Coaches will monitor and engage with players to support these areas of good health and performance. Coaches will address areas of fitness, health, nutrition and recovery when necessary on a team and individual basis and require corrective action by player(s) when necessary.

### **ACADEMIC EXPECTATIONS**

It is understood that athletes within the HS Program are primarily students and academics are prioritized over lacrosse. Athletes are responsible for managing time wisely and efficiently.

Missing a practice, game or team event due to lack of planning and proper time management will not be excused. Athletes are expected to communicate academic related issues with coaching staff in a timely manner.

## **SPORTSMANSHIP**

The Snohomish Girls' Lacrosse Club is committed to good sportsmanship and believes that the opportunity to represent the Snohomish Girls' Lacrosse Club is a privilege, which is accompanied by the responsibility to behave with dignity and class on and off the field. Players, Parents, Guardians and Coaches representing the Snohomish Girls' Lacrosse Club are expected to conduct themselves in such a manner as to represent the highest level of honor and observe the tenets of good sportsmanship, honesty, fairness, dignity, civility, and respect. The Snohomish Girls' Lacrosse Club does not condone unsportsmanlike conduct on the part of a player, coach, parent, guardian, board member, or any individual associated with the Snohomish Girls' Lacrosse Club. The following lists highlight examples of good and poor sportsmanship. These lists are not exhaustive.

### **GOOD SPORTSMANSHIP:**

- ✓ Observing and supporting the rules of the sport
- ✓ Promoting the spirit, as well as the letter of the rules
- ✓ Placing fairness as a goal in all competition
- ✓ Taking personal responsibility for high standards of play
- ✓ Showing civility toward competitors, coaches, officials and spectators
- ✓ Commending good effort by teammates, opponents and officials
- ✓ Playing cleanly while playing hard
- ✓ Showing maturity and integrity in conduct on and off the field of play
- ✓ Being a gracious winner and accepting defeat gracefully

### **POOR SPORTSMANSHIP:**

- Fighting, Spitting, Taunting and/or Baiting opponents or spectators
- Use of obscene gestures, profanity, or provocative language (including racist, sexual, homophobic or bigoted remarks)
- Threats or other intimidating actions, and/or disrespectful attitude toward opponents
- Inappropriate celebrations with the intent to demean opponents
- Intentional incitement of others toward abusive or violent action
- Discussing the performance or ability of teammates in a derogatory or demeaning manner, at anytime
- Exclusionary actions in practice or game play by a team member(s) who intentionally isolates a teammate is in direct violation of the team first creed of the High School program and club. This can lead to suspension from the team.

## ZERO TOLERANCE POLICY

It is the policy of The Snohomish Girls' Lacrosse Club that athletes will never be under the influence of or in possession of drugs, alcohol, tobacco products or weapons of any kind at practices, games, trips or other events. We all deserve to participate in an environment that is free of drugs, tobacco and alcohol and I will expect teammates and adults to refrain from their use at all lacrosse events. The Zero Tolerance Policy also extends to athletes being in the presence of drug use and underage alcohol consumption. If a player is in an environment where drugs or alcohol are present the player must immediately remove themselves from the environment. For example if they are at a party and underage alcohol consumption and/or drugs are present they must leave within 10 minutes or when safe transportation is found.

## SOCIAL MEDIA

The Snohomish Girls' Lacrosse Club recognizes freedom of speech and expression, and does not prohibit athlete involvement with Internet based social networking communities. However, participation on a Snohomish Girls' Lacrosse Club team is a privilege, not a right and currently registered athletes have the responsibility to portray themselves, their team, and the Snohomish Girls' Lacrosse Club in a positive manner at all times. An athlete's behavior should reflect the high standards of dignity, honor, and integrity at all times including when social networking. The Snohomish Girls' Lacrosse Club Board reserves the right to take action against any currently registered athlete whose behavior or online postings violates the Snohomish Girls' Lacrosse Club Handbook or team rules. This action may include:

- 1) Removal of online content
- 2) Education
- 3) Suspension
- 4) Termination

Athletes who participate in social networking should consider the following guidelines:

- 1) Everything you post is public information. Even if you limit access and adjust settings.
- 2) Information may be accessible even after you have removed it. Don't post anything you may wish to take down. Any text or photo placed online is completely out of your control the moment it is placed online-even if you limit access to your site.

- 3) What you post can harm others. It is important that you respect the privacy and rights of others. Posting things about others can place both you and your subject in a contentious and liable situation.
- 4) Do not post information, photos, or other items online that could embarrass you, your team, or SnoLax Girls Club. This includes information, photos, and items that may be posted by others to your page.
- 5) Use caution when accepting and adding friends or followers.
- 6) Do not post personal information. Read any site's privacy policy before creating a profile. Posting phone numbers, class schedules, birth dates, or other personal information could result in stalking or identity theft.
- 7) What you post may affect your future. Many employers utilize Google and social networks to gather information about potential candidates. The online persona you create today may be available when you begin your internship or full-time job search or when you apply to professional or undergraduate school—even if you think you deleted it. Carefully consider how you want people to perceive you before you give them the chance to misinterpret your profile and pictures.
- 8) Always review content before posting. Review to ensure consistency with the way you want to be portrayed as well as Snohomish Girls' Lacrosse Club and team rules.

## **BULLYING**

A SnoLax Girls player will not engage in any language or actions with the intent to initiate, hurt, intimidate or humiliate another teammate, player, coach, official or spectator. These behaviors or acts will not be tolerated from any players, coaches or adults associated with Snohomish Lacrosse. These acts shall be considered harassment and may result in the immediate removal from the team.

## ATTENDANCE POLICY

All athletes are expected to attend all practices, games and team events and to arrive on time. On time is defined as being ready to begin participation in the team activity (all equipment, uniforms, cleats, etc are on). Any deviation from this requires notification to the head coach **in writing** (text message and/or email will suffice). Absences will be categorized by the head coach as either Excused or Unexcused.

### Excused Absence

Excused absences may result in the loss of playing time or exclusion from the starting line-up. Reduced practice time may cause risk to other players on the field. Reduced playing time may occur if the coach deems the player is unprepared or physically less capable due to decreased practice time. Playing time due to excused absences will not be decreased as a punitive measure unless deemed abusive use of the excused absence policy, however playing time may decrease as a safety measure.

Excused absences may include, but are not limited to:

- Academics: School event (1 week notice required)
- Arts: ex. Music recital (1 week notice required)
- Injury or Illness-Notification (24hrs) before practice if possible
- Faith based events (1 week notice required)
- Holidays: ex. Spring Break / Easter Break (notice to be determined by Head Coach at time of high school try-outs)
- Planned family / personal event. Preferably scheduled in advance of the season (notice prior to start of season)
- Emergency—Examples include a death in the family, car accident, i.e. such things that would make prior communication unlikely and would prevent the player from being able to attend practice. (Documentation may be requested)

### Unexcused Absence

Any absence not covered in the above excused absence definition shall be considered an unexcused absence.

An unexcused absence **may** lead to one or all of the following:

- 1<sup>st</sup> unexcused absence—loss of start/playing time in the first half
- 2<sup>nd</sup> unexcused absence—loss of half
- 3<sup>rd</sup> unexcused absence—loss of game
- Any additional unexcused absences will be subject to loss of game, unless appealed to disciplinary committee.



- Less than 1 week notification for an excused absence will be assessed by the coach as potential abuse of excused absence policy and time loss may result. This time loss may be appealed to the disciplinary committee if it results in a full game lost.
- Continual late arrival
  - ◆ A player who is deemed (documented by staff) to be consistently late for practice due to an unexcused absence may be prohibited from starting and may be subject to reduced playing time applicable to an unexcused missed practice day.

## **VIOLATIONS OF RULES & EXPECTATIONS**

In addition to adhering to instructions outlined in the Snohomish Girls' Lacrosse Club Handbook, players are further monitored by her respective lacrosse team's expectations, rules, and regulations as determined by the head coach. Violation of team expectations may be handled at the discretion of the respective coach. Penalties may include suspension from participation (including practice and competition), and a report to the Snohomish Girls' Lacrosse Club Executive Board. Misconduct, on or off the field, leading to suspension from participation (including practice and competition) by the coach must be immediately reported in writing by the coach to the Snohomish Girls' Lacrosse Club Executive and Coaching Board.

## **POLICY VIOLATIONS & DISCIPLINARY COMMITTEE**

Players in violation of the Snohomish Girls Lacrosse Club policies are subject to suspension from the team and or program. The coaching staff reserves the right to suspend a player for up to 2 games and 2 practices or 1 week which ever comes first. The suspension of a player beyond 1 week must be approved and documented by the Executive and Coaching board, prior to the suspension of a player. As well suspensions beyond 1 week from the team may be appealed by the player and the player's parents/guardians.

The disciplinary committee consists of three board members, with at least one of the members representing a parent of a high school player and one representing a parent of a youth player. The Disciplinary Committee, after review of issues, reserves the right to reduce or extend suspensions executed by the coaching staff.

Coaches may request the presence of a Snolax Girls Disciplinary Committee or Coaching Committee member to be present at all meetings related to a suspension with the player.

Players and their Parents shall be afforded the opportunity to appeal their suspension in writing, and may request a meeting in person with the Snolax Girls Disciplinary Committee. The Disciplinary Committee will only review the suspension of a player at the written request of that player or their guardians. The Disciplinary Committee commits to responding to written appeals within 24 hours, however decisions may take up to one week.

\* This appeal does not apply during the team selection process.

## HIGH SCHOOL PLAYER CODE OF CONDUCT

As a member of the Snohomish Girls' Lacrosse HS Program, I will...

- Review all of the information contained in the Snohomish Girls' Lacrosse High School Program Handbook and Coaches Expectations. Should I have questions, I will ask my Coach or member of the Board for clarification. I will be clear in my understanding of what is expected of me.
- Make a premeditated and continually conscious effort to comply with all expectations and policies set forth in the Handbook and by my coaches.
- Always act responsibly and know I will be held personally accountable for my decisions.
- Not engage in any inappropriate or unethical conduct that is detrimental to my team or the Snohomish Girls' Lacrosse Club.
- Use discretion and good judgment at all times with respect to the content, either print or pictures, that I post on any social networking site. I realize that using social networking provides permanent information on a public platform that could be detrimental to my personal or professional future.
- Fully understand and adhere to my specific team rules as they pertain to me, and my teammates, and fully subscribe to the conduct expected of me as a representative of my team.
- Adhere to the moral and ethical values associated with being a good person, and a member of a Snohomish Lacrosse team. I shall be committed to respecting all aspects of human dignity and never engage in conduct that may be construed as hazing, discriminatory behavior based on gender, race, sexual orientation, sexual harassment, or assault. I will tell the truth no matter what the consequences.
- Represent the Snohomish Girls' Lacrosse Club and my team with responsibility, integrity, and good sportsmanship.

**I understand that being a member of the Snohomish Girls' Lacrosse Club is a privilege**, and as such I will act in accordance with the conditions of this Student-Athlete Code of Conduct. Violations of this Code could result in my dismissal from the team, and I will be held personally accountable for my decisions and actions under all conditions.

Player Name (Printed)

Parent/Guardian Name (Printed)

Player Signature

Parent/Guardian Signature

Date

Date