



Red Hook Soccer Club Code of Conduct



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Overview

Red Hook Soccer Club is committed to developing characteristics of honesty, good fellowship, self-discipline, respect, team play, fairness, and self-reliance, which are the essentials of good sportsmanship. As a club, we want all players to be safe from harassment, discrimination, and bullying, especially while engaged in club activities. This includes incidents that take place not only on Red Hook Soccer Club fields, but also outside of Club grounds, if the incident can reasonably be expected to become a disruption to the Club environment or where it is foreseeable that the negative conduct might reach the fields.

Any reported incidents found to be in violation of RHSC's Code of Conduct may result in consequences that may include suspension or expulsion from RHSC.

Code of Conduct

I hereby pledge to provide support to the Red Hook Soccer Club Inc. programs purpose of developing characteristics of honesty, good fellowship, self-discipline, respect, team play, fairness, and self-reliance, which are the essentials of good sportsmanship, by following the RHSC Code of Conduct:

- 1) I, my guests, and my child will demonstrate good sportsmanship by showing respect and courtesy, and by offering positive support for all players, spectators, coaches, and officials at games, practices or other RHSC sponsored events.
- 2) I, my guests, and my child will treat other players, spectators, coaches, and officials with respect regardless of race, gender, gender identity, color, creed or ability.
- 3) I, and my child, will never engage in or tolerate any form of bullying or harassment.
- 4) I will demand for my child a sports environment that is free from drugs, tobacco, and alcohol, and I will refrain from their use at RHSC sports events.
- 5) I will not force my child to participate in RHSC sports events.
- 6) I will inform the RHSC and coaches of any physical disability or ailment that may affect the safety of my child or the safety of others.



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- 7) I will remember that the program activities are for the players enjoyment, with the emphasis on fun, skill development and practice.
- 8) I will place the emotional and physical well-being of the players above and personal desire to win.
- 9) I will teach my child that doing one's best is more important than winning.
- 10) I and my child will learn the rules of soccer and the Policies of the RHSC.
- 11) I will refrain from coaching players during games unless I am one of the official coaches of the team.
- 12) I, my guests, and my child will properly use and care for RHSC property, and will make RHSC and coaches aware of questionable or unsafe conditions immediately.

Additional Resources Supporting the Code of Conduct:

[Protected Groups Under the Dignity Act](#)

To continue on our trajectory, the Red Hook Soccer Club has established this policy in alignment with [Red Hook Central School District DASA policy](#) with the goal of operating a club that is free from harassment.

What is DASA?

The Dignity for All Students Act, or DASA, is a state law intended to create a learning environment free of discrimination and harassment for all students. The law states that no student shall be subjected to discrimination, harassment, or bullying (including cyberbullying) by employees or students on school property, or off school property at a school function, electronically, and when the act may create a risk of substantial disruption at school. ([NYS Education Department, DASA Info Sheet](#))

For the purposes of this policy, the following definitions shall apply, and hereafter be referred to collectively as “misbehavior”:

1. **Harassment:**
The creation of a hostile environment by conduct of verbal threats, intimidation, or abuse that is continued and unwanted.
2. **Discrimination:**
Discrimination is the denial of equal treatment, admission, and/or access to programs, facilities, and services based on the person’s actual or perceived membership in a certain group or category.



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3. **Bullying:**

Bullying is unwanted, intentional, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, and can occur before and after Club hours.

4. **Cyberbullying:**

Cyberbullying is bullying that takes place through the use of electronic devices/technology.

Protected Groups under the Dignity Act

Players should not be subject to discrimination, bullying, or harassment, based on, *but not limited to*, the following characteristics, either actual or perceived:

1. **Race:**

A social construct that has historically been used to classify human beings according to physical or biological characteristics.

2. **Color:**

The color of one's skin

3. **Ethnic Group:**

One's cultural traits, languages, religions, and other practices.

4. **National Origin:**

National origin refers to a person's country of birth, or the country, region, or region spanning multiple countries of their ancestors.

5. **Disability:**

Any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them (participation restrictions).

6. **Religion:**

A particular system of faith and worship.

7. **Weight and Physical Appearance**

8. **Sexual Orientation:**

An inherent or immutable enduring emotional, romantic or sexual attraction to other people. Note: an individual's sexual orientation is independent of their gender identity.

9. **Gender Identity:**

One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves (i.e. their name and pronouns). One's gender identity can be the same or different from their sex assigned at birth.

10. **Gender Expression:**



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External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

11. Sex:

Anatomical, physiological, genetic, or physical attributes that determine if a person is male, female, or intersex

Incident Reporting Protocols

1. Caregivers, bystanders, or coaches will immediately report the incident to Red Hook Soccer Club. A complaint can initially be communicated verbally to a Club coach or board member but must be followed up in writing via email with an Incident Report ([see below](#)) sent to the Coach(es), Intramural or Travel VP(s), and Club President. The board will take every concern seriously, review every incident report, and confirm course of action with the coaches and caregivers.
2. Incident reports will be kept on file by RHSC's Operations Manager, including a record of incident(s), investigation and any action(s) taken.
3. All incident reports will be reviewed by the Compliance Committee and relevant VP. Behavior that is found to violate the code of conduct, will be addressed as follows:
 - a. The first incident will be addressed directly by the coach to the player, explaining the behavior that is expected (warning). If the behavior is found to be discriminatory, the coach will have discretion to escalate the response to step b (below). If the incident involves a participant other than a player, the incident report will be addressed by the relevant VP.
 - b. A second incident will result in a conference between coaches, caregiver, and player. At the coach's discretion, the player could be required to sit out one game. The player may be placed on probation at the Board's discretion, upon review of the incident report. All further actions will occur under the oversight of the Board.
 - c. A third incident, after review by the Compliance Committee of the Board and relevant VP, could result in suspension of the player from all club activities for the period deemed appropriate by the coach and the board, at a minimum one week; the player may be placed on probation (suspension after one more incident) for the rest of the season.
 - d. Upon the fourth incident, the player could be suspended from the club for the season, without refund. Future enrollment in the club will be contingent on a discussion between caregivers and club leadership.
 - e. Incident reports may be appealed by caregivers directly to the RHSC board and may be reviewed.



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Incident Report

After an incident occurs and you have verbally informed a coach or board member, follow up via email with the following information. This section outlines the relevant information, which should be sent via email to the coach and relevant VP.

1. Reporting Party Name (including Caregiver if Child Participant is Reporting):
2. Reporting Party/Caregiver Email:
3. Reporting Party/Caregiver Phone Number:
4. Division, Team Name, Coach Name(s):
5. Description of Incident, Including:
 - a. Names of all Persons involved:
 - b. Incident Date:
 - c. Location Incident Occurred:
 - d. Detailed Description including any context that seems relevant to the incident
(such as incidents between the children outside of Club activities):
6. Best days and times of day to contact you:
7. Preferred Contact Method for Follow-Up (Email, telephone, or virtual meeting):