## BYLAW 9 - CODE OF CONDUCT

* + 1. CYO is dedicated to fair play and Christian behaviors. All CYO athletes, coaches, parents, spectators, administrators, officials and the greater community are required to contribute to the Christian culture of CYO.
		2. Athletes are expected to compete within the spirit and letter of the rules. Athletes are to demonstrate good behavior toward opponents, officials and teammates. They are to uphold the dignity of site personnel and to be a positive influence on relationships with their team, with opponents, and with officials.
		3. Coaches, Officials and Administrators are to conduct themselves in a Christian manner. They are to administer the program within the spirit and letter of the rules and demonstrate good behavior toward athletes, opponents, officials and administrators at all CYO venues. They will uphold the dignity of every CYO athlete.
		4. Parents and fans are to act as Christian role models. They must follow decisions made by site directors and officials, remain in the spectator area and may not enter the playing or coaching areas. Any parent/fan who enters into the playing contest space is subject to disciplinary action. They may not make abusive or demeaning comments or act in an abusive manner toward officials, athletes, coaches, site personnel or fans.
		5. CYO is dedicated to the safety of every child, parent and adult. We will not tolerate any form of aggressive or abusive behavior in the CYO community. Examples include: yelling at officials or site personnel; physical intimidation or threatening behavior; verbal or physical harassment; and any disruptive behaviors. If any of these behaviors occur, consequences will be assessed that include the following:
			1. Athletes, coaches, parents, or fans will be asked to leave by CYO Personnel. Persons asked to leave must depart immediately. There will be additional consequences and disciplinary actions for those individuals.
			2. Athletes or coaches who are removed from an athletic event are automatically barred from attending any practices or games for a one week period. They may not attend the next scheduled competition for that team. The individual must meet with the Member Administrator and obtain a signed letter from the Member Administrator requesting permission from CYO Administration to attend future competitions.
			3. Parents or fans who are removed from an athletic event are automatically prohibited from attending any practices or games for a two week period. They may not attend the **next two scheduled games** for that team. The individual must meet with the Member Administrator and obtain a signed letter from the Member Administrator requesting permission from CYO Administration to attend future competitions.
			4. Athletes, coaches, parents, or fans who are removed from an event for a second time are not permitted to attend any competitions for the remainder of the season, including tournaments. The individual must meet with the Member Administrator and obtain a signed letter from the Member Administrator requesting approval from CYO Administration to be permitted to attend events in the next season.
			5. Coaches removed from an event for the second time in the same season will surrender their coach’s credential to the Site Director or Member Administration immediately. These individuals must attend a Coaches Development Program, meet with the Member Administrator and obtain a signed letter requesting the CYO Administration to permit the individual to coach in the subsequent season.
			6. A team that accumulates a total of three (3) removals/ejections of a coach, athlete or spectator during the same season is immediately suspended for the remainder of the season and is subject to further penalties.
			7. Actions by athletes, coaches, parents, or fans that are in conflict with the behavior standards of the Diocese of Cleveland CYO may be assessed consequences as outlined in Bylaw 11, even when the persons involved were not ejected or addressed at the time of the event.
			8. Athletes, coaches, parents, or fans may not post anything on social media or virtually that demeans the dignity of any person involved in CYO programs. Violations are subject to the penalties listed in Bylaw ten (10). We all share a responsibility and a commitment to uphold the dignity of every person in CYO.
		6. General Diocesan Rule on Alcohol, Tobacco and Firearms
			1. Coaches, athletes, spectators, site personnel, commissioners and contest officials in CYO athletic programs are prohibited from using any form of alcohol, illicit drugs, tobacco products, or from carrying a firearm or deadly weapon at CYO athletic competitions, practices, or events.
			2. Alcohol, illicit drugs, tobacco products, or firearms and weapons are not permitted anywhere on the premises of a CYO event. Penalty for violation is disqualification from that contest and possible legal action.
			3. CYO contest sites are drug, alcohol, tobacco and firearm free zones.

## BYLAW 10 - PENALTIES FOR VIOLATION OF RULES

* + 1. CYO Administration requires the CYO Member to take action and assess penalties at the Member level when behavior violations occur. CYO Administration may also assess penalties or a combination of penalties at the same time or later to Member programs or individuals that include, but are not limited to the following:
			1. no further action;
			2. warning and/or probation;
			3. assignment to attend further training or to achieve identified tasks as conditions to return;
			4. forfeiture of playoff, tournament, or sanctioned event participation privileges;
			5. forfeiture and suspension of a game or a set number of games or for the season;
			6. temporary or permanent suspension or removal of an athlete, coach, Athletic Director, parent or spectator;
			7. suspension of current/future privileges to participate in or host CYO sanctioned events;
			8. suspension of athletic contests when the relationship between two or more teams has become so quarrelsome and unsportsmanlike as to jeopardize the Member and public welfare;
			9. suspension of the Member organization from participation in CYO for a time period determined by CYO Administration.
			10. suspension of a coach or individual for an identified period of time, up to and including a lifetime ban from CYO if determined appropriate by CYO administration.
		2. CYO Administration reserves the right to assign multiple penalties to occur simultaneously upon Members for violation of the CYO Charter and Bylaws according to the nature of the violation.
		3. Any violations at a CYO event that violate civil law will be reported to civil authorities for an investigation and further actions by civil authorities and/or CYO as deemed necessary.
		4. CYO Member Programs will be assigned the following penalties in these categories for Member Administrative Violations:
			1. Administrative Watch – The following violations fit within this category:
				1. Lack of communication, i.e. not responding to emails/calls in a timely fashion, not giving information to coaches.
				2. Lack of registration oversight for member families or individuals who are not from the Member program.
				3. Non-compliance or violation of Athletic Director’s responsibilities and duties as described in Article 7 of the CBL.
			2. Administrative Warning - The following violations fit within this category:
				1. Not having pre-season parent meeting and pre-season coaches meeting
				2. Pattern of missing CYO administrative deadlines and payment deadlines
				3. Violating eligibility rules (Bylaws 3 and 4) of the CBL when registering individuals and teams
				4. Not following through with administrative steps required when dealing with a CYO Member program Incident.
			3. Administrative Suspension - The following violations fit within this category:
				1. Not collecting and maintaining required medical participation forms and giving required information to coaches.
				2. Lack of registration oversight for individuals/teams regarding: player or coach eligibility; blackout date requests; accurate and full registration information and payment deadlines.
				3. Not offering registration for all CYO sports.
				4. Accepting and allowing ineligible children or coaches to participate in practices or scrimmages while ineligible.
				5. Late addition or dropping of CYO teams after team registration deadline.
			4. CYO Administration may assess the following penalties or combination of penalties at the same time or later to Member programs that have been placed on administrative watch, warning or suspension:
				1. A team or teams in the Member program suspended for the remainder of the season and tournaments.
				2. A team or teams in the Member program having one or two fewer games due to late registration and scheduling.
				3. Any CYO Member teams that are suspended forfeit all outstanding paid fees for CYO registrations for that season.
				4. Athletic Director and/or Coaches suspended for a set period of time or a set number of games.
				5. Athletic Director and/or Coaches suspended for the remainder of the CYO program year through June 30.

## BYLAW 11 - PROTEST, GRIEVANCE AND APPEAL PROCESS

* + 1. Definitions
			1. A grievance is a written concern or disagreement with the administration of the Catholic Youth Organization athletic program, including eligibility of an athlete or conduct of an individual involved in a CYO competition.
			2. A protest is a written objection directly associated with the sport rules and/or athletic contest. Protests involving disputed calls by game officials will not be considered for appeal. The decisions and interpretations of rules by contest officials are final.
			3. An appeal is a written request for reconsideration of the decision rendered by CYO Administration in response to a protest or grievance.
		2. Protest and Grievance Process
			1. Within three (3) days of the incident or before the next scheduled game, the initiator of the grievance/protest must submit the issue in writing to the CYO Athletic Administrator along with a $50.00 filing fee. The document must be signed by the Member Athletic Director and Member Administrator.
			2. The CYO Athletic Administrator will notify all parties of interest in the grievance or protest.
			3. The CYO Athletic Administrator will gather and determine pertinent facts via phone interviews, consultations, written reports or other means. The CYO Athletic Administrator may convene a small group of persons with CYO experience and expertise to recommend a response to the grievance.
			4. The CYO Athletic Administrator will issue a written decision resolving the issue.
			5. If the CYO Athletic Administrator is involved in the grievance, it will be reviewed by the CYO Director. 11-1-3 Appeals Process
1. An appeal of a decision by the CYO Athletic Administrator related to a protest or grievance must be filed with the CYO Athletic Administrator within five (5) days following the release of the written decision.
2. An appeal of a decision related to eligibility must be filed with the CYO Athletic Administrator within five (5) days following the release of the oral or written decision.
3. The initiator of the appeal must submit the issue in writing to the CYO Athletic Administrator along with a $50.00 filing fee. The Member Athletic Director and Member Administrator must sign the appeal.
4. The CYO Athletic Administrator will notify parties deemed to have an interest in the grievance or protest.
5. The CYO Athletic Administrator will gather and determine pertinent facts via phone interviews, consultations, written reports or other means.
6. As part of the final review, the CYO Athletic Administrator may invite the parties involved to present their case to the CYO Athletic Administrator and a Mediation Committee selected by CYO Administration to assist in deciding upon the issue. In this procedure, no more than three (3) people directly related to the issue may offer presentations within an identified and equitable time period.
7. A written decision shall be issued no later than three (3) days after the Athletic Administrator’s review.
8. If the Athletic Administrator’s decision is in favor of the appealing Member, the filing fee will be refunded.