

Code of Conduct, Disciplinary Action and Due Process

- I. Individuals such as wrestlers, coaches, parents and other supporters who participate in events sanctioned through Elk River Youth Wrestling Association(ERYWA), including tournaments or practices, or events sanctioned by other state or national governing bodies, in which ERYWA participates, are required to subscribe and conform to the following code of conduct. Failure to conform to this code of conduct may result in disciplinary action. Other more specific codes of conduct may be provided by ERYWA for specific classes of participants, such as competitors, coaches or parents. Failure to conform to participant-specific codes of conduct may also result in disciplinary action, and include the same rights to due process, as defined in section III.
 - A. Any individual who accepts and bears responsibility for one or more athletes at an event shall at all time act in a manner consistent with the preservation of the safety and well-being of those athletes in his or her care. This includes, but is not limited to coaches, officials, parents and team leaders.
 - B. Any individual who attends an event will at all times act in a manner consistent with the preservation of the safety and well-being of other athletes and volunteers or paid participants.
 - C. Any conflicts or disputes concerning the setup or conduct of competition, practices, training camps or other events are to be settled without resorting to acts of verbal or physical threats or violence, or the use of abusive, obscene or vulgar language.
 - D. Any individual who attends an event will observe and conform to the laws and customs of the State, Country and institution where the event is conducted.
 - E. Any Individual involved in the setup or conduct of an event will at all times act in a manner which promotes the growth and well-being of the sport of wrestling.
 - F. Tobacco use is not permitted on the premises during ERYWA events by parents, coaches or wrestlers.
 - G. Drugs & Alcohol use will not be tolerated during or prior to events sanctioned by ERYWA. If a parent, coach, or wrestler is suspected of being under the influence at an event, the safety of the children will be of utmost concern. Any wrestler, coach, or parent who witnesses or suspects such a violation is obligated to report their suspicions to the authorities and to contact a member of the ERYWA committee. Any person under the influence of drugs or alcohol at an event will be subject to immediate dismissal from the event in addition to further disciplinary action per Section II.
 - H. Sexual Harassment will not be tolerated by parents, coaches, or wrestlers. Any wrestler, coach, or parent who witnesses or suspects such a violation is obligated to report their suspicions to the authorities and to contact a member of the ERYWA committee. Any person committing sexual harassment will be subject to further disciplinary action per Section II.
- II. Disciplinary action includes, but is not limited to, the following:
 - A. Warnings.
 1. Two warnings for the same offense in a calendar year shall result in automatic probation.
 - B. Probation
 1. Probation may not be more than one calendar year.

C. Suspension

1. Suspensions may be of any length, and may include sanctions against participation at events sanctioned by ERYWA.
2. Suspensions may include up to 12 hours of alcohol, anger management or equivalent counseling as determined by the ERYWA Committee.

III. Due Process:

- A. All individuals are presumed innocent of wrong-doing until there is a reasonable body of evidence to the contrary.
- B. Minimum due process concerns any disciplinary action which effects an individual's participation in a single practice or event.
 1. The individual must be given a statement of the specific violation, which may be written if requested by the accused.
 2. Notice must be given of what disciplinary action will be imposed.
 3. The accused must have the opportunity to comment on the disciplinary action.
 4. The accused has the right to appeal the decision to the ERYWA committee.
- C. Maximum due process concerns any disciplinary action which effects an individual's participation in more than one practice or event.
 1. Written notice of a disciplinary hearing shall be provided to the accused. The notice will include the place and time of the hearing. This notice will also include a statement of the specific violation, which if deemed accurate by the ERYWA committee, would justify disciplinary action.
 2. The hearing will be conducted by a minimum of three members of the ERYWA committee (the number of members will remain an odd number to prevent a tie). No one involved in the specific violation leading to disciplinary action shall be involved with conducting the hearing. The hearing decision will be formed by a majority vote.
 3. The hearing shall be an adversarial hearing. The accused shall be permitted to present evidence and witnesses, and examine the evidence and witnesses presented against him or her.
 4. Any admission of guilt shall constitute a sufficient body of evidence to justify disciplinary action.
 5. A taped record of the hearing shall be made and kept by ERYWA. A copy of the taped record of the hearing and a written copy of the findings shall be provided to the accused if requested.
 6. In the event that the findings of the hearing committee are adverse to the accused, the accused shall have the right to appeal the decision at the next regularly scheduled meeting of the ERYWA committee. At the request of the accused, or the President of ERYWA, the appeal may be made before an appeal board appointed by the ERYWA committee, at a time and/or place other than the regularly scheduled board meeting.