



CODE OF CONDUCT

The purpose of this code is to establish guidelines and expectations for individuals/members involved in our program. The Twisters' code extends beyond players to the coaches, parents, friends and family members.

WISCONSIN TWISTERS' goal is to provide a positive, safe environment for the players, wherein the coaches and parents are held to the same standards: courtesy, fairness, respect and responsibility.

CODE OF ETHICS FOR PLAYERS

I understand that I have been selected as a member of the Twisters' softball team, whereas this is a competitive team; the positions that I might play will be determined solely on the competitive situation and my coach's assessment of what would be in the best interest of the team. I also understand that I have earned a place on the roster. I further acknowledge that I must continue to fulfill my responsibilities to the organization and my teammates to retain that position as participating with the Wisconsin Twisters is a privilege and not a right. I embrace the mantra that one must lead by example.

As a player for Wisconsin Twisters,

1. I will represent myself, my family, my team, and the WISCONSIN TWISTERS with dignity, honesty, and integrity.
2. I will play with pride and intensity- no matter the circumstances of the game.
3. I will support my teammates and maintain a positive attitude during season.
4. I will play whatever position a coach determines is best for the team.
5. I will be courteous to all involved: teammates, coaches, parents, opposing players, opposing coaches, and game officials.
6. I will not argue with game officials for any reason.
7. I will refrain from any outbursts of anger, temper, or poor sportsmanship.
8. I will never direct negative or critical cheers or comments toward anyone.
9. I will not use vulgar, offensive language or gestures.
10. I will neither become hostile nor resort to violence towards anyone.
11. I will be properly and legally equipped and attired for participation
12. I will be responsible for my own equipment as well as team equipment.
13. I will do no harm to any facilities or fields.
14. I will refrain from inappropriate web blogging, Facebook posting, photographing, texting or twittering about teammates, coaches, or the Wisconsin Twisters. Additionally, I will not take inappropriate photos taken of Wisconsin Twisters' apparel, including spirit wear or uniforms.
15. I will not use or indulge in alcohol, drugs, or weapons of any kind.
16. I understand that "non-players" are not allowed to stay during out of town tournaments/functions without written parental consent.
17. I will notify/discuss with my Coach if I am asked to play for another team, either within the Twister Organization or teams outside of our organization- including

tryouts for the following year.

CODE FOR MANAGERS/COACHES

1. I will treat all players, officials, parents and spectators with respect.
2. I will always promote a sense of fair play and good sportsmanship.
3. I will discuss issues with players and parents with another member of the coaching staff.
4. I will place the physical and emotional wellbeing of every player and the team ahead of my personal desire to win.
5. I will provide training, instruction and motivation to all.
6. I will set a consistent example of self-discipline, appearance, and professionalism.
7. I will maintain and encourage an environment of open communications with players and parents.
8. I will not engage in any behavior or action that would endanger the health and well being of any player.
9. I will neither engage nor use profanity, derogatory, harassing, or abusive language.
10. I will discuss parent-concerns civilly, outside of the presence of the players. I will refrain from discussion such matters until at least until 24- hour has passed. Concerns must be delivered in writing.
11. I will neither become hostile nor resort to violence.
12. I will have at least one coach in the dugout to enforce proper behavior while watching for any signs on inappropriate behavior, which can include- but not limited to bullying, harassment, and disrespect.
13. I will lead by example.

CODE FOR PARENTS/GUARDIANS

1. I will lead by example.
2. I will conduct myself responsibly at all practices, games, and events.
3. I will be responsible for the actions of my guests.
4. I will remember that the game is about the players and only the players.
5. I will refrain from coaching my child during practices or games unless I am asked to do so by the coaching staff.
6. I will not approach the bench before, during, or after game(s).
7. I will be a positive role-model at all times and promote good sportsmanship by showing respect and courtesy.
8. I will not use profanity, derogatory , harassing, or abusive language
9. I will never become hostile or resort to violence towards anyone.
10. I will not engage in any behavior or action that could endanger the health and wellbeing of any player.
11. I will not argue with game officials or other spectators for any reason.
12. If I have concerns or problems with coaching methods or decisions, I will discuss them in a civil manner first with the assigned Parent Representative, then Head Coach, and Board Members respectively - outside the presence of the players.
13. **I will abide by a mandatory "24-hour cool-down period" before discussing issues. Any discussion after that time, needs to be sent to the coach or Positive Resolution Committee IN WRITING as dictated by the protocol process.**

14. If I am asked to leave the premises by game officials or coaches, I will do so immediately.
15. I understand excessive late payment is not acceptable.
16. I acknowledge that excessive tardiness or unexcused absences are not acceptable.

The Consequences & Resolution Process

Please refer to the Positive – Resolution and Communications Management Procedures for the process that will be used beginning this season to effectively handle the grievances or disciplinary activities. A new line of communication will be put into place immediately and will be rolled out at the Parent meeting.

Presently, failure to abide by the aforementioned **Code of Conduct** may subject a player, coach, parent/guardian or guest to one or more of the following disciplinary actions by the officers and directors of WISCONSIN TWISTERS:

1. A written warning from the president of WISCONSIN TWISTERS.
2. A one or more game suspension during which you may not participate or be present as a player, coach, or spectator.
3. A suspension for the remainder of the season in which you may not participate or be present on the premises: games, functions, and practices.
4. A permanent suspension from any future participation or involvement in the WISCONSIN TWISTERS' softball program.

There will be NO refunds of any kind of when disciplinary action is taken.

Player	Date
Coach	Date
Parent	Date

Positive Resolution Directors, Coaches, Players

The protocol must be followed. (No resolution discussions will take place between any board member, parent representatives, or outside parties: The Communications Directors are solely responsible and authorized to communicate concerns and have discussion with the parties involved)

If a resolution is still not achievable, the Directors will present the grievance to the Twister Board at its next scheduled meeting or sooner depending on the gravity of the situation. Involved parties may or may not be asked to attend; however, a Due Process Procedure will trump any action.