

**Norchester Red Knights
CODE OF CONDUCT
DISCIPLINARY ACTIONS**

All Cheerleaders, Players, Parents, and/or Guardians, Coaches, Board Members, and Officers are required to review, sign and comply with the Norchester Red Knights (NRK) Code of Conduct. In the interest of providing a safe and positive environment for the children involved in NRK, strict compliance with the Code of Conduct will be required and enforced at all NRK and/or Bert Bell sanctioned functions, including but not limited to sign-ups, practices, games, pep rallies, banquets and fund-raising events. Violations of the Code of Conduct will not be tolerated and violations will be subject to disciplinary action.

Violations will be brought to the NRK Football & Cheerleading Association Board of Directors for review and determination of what, if any, disciplinary action is appropriate. The Board shall review the allegation/incident and render a judgment. If the Board, in its sole discretion, believes a hearing would be helpful in determining what, if any disciplinary action should be taken, the affected parties shall be given many opportunities to testify concerning the incident. There is no automatic right to a hearing. A hearing will be conducted only at the discretion of the Board of Directors. The Board will also have the sole discretion to determine whom, if anyone will testify or appear at a hearing should the Board determine that a hearing is appropriate. It shall be the responsibility of the Board to determine the suitable disciplinary action for any offense. Examples of potential disciplinary action include but are not limited to:

- A) Warning Letter
- B) Probation
- C) Letter of Reprimand
- D) Fine
- E) Practice/Game Suspension
- F) Season Suspension
- G) Lifetime Suspension

Due to the number of potential violations and varying degrees of severity, the Board has the discretion to take any or **no** disciplinary action. **No warning is required.** Additionally, NRK may pursue legal action as appropriate, including instituting a civil lawsuit and/or referring the matter for criminal prosecution, based on the nature and severity of the Code of Conduct violations.

In the event that the Boards decision and/or disciplinary action is in dispute, the disciplined party may request a review by the president. The request must be in writing. If, in the presidents sole discretion, a review is warranted, the president may appoint a review committee. The review committee shall have a minimum of three members. Pertinent information on the incident including testimony, if any, shall be reviewed. The review committee may in its sole discretion hold a de novo hearing, but is not required to do so. Upon review of all pertinent information, the committee shall either endorse or reject the Boards decision and disciplinary action by way of majority vote. In the event of a tie, the president shall cast the deciding vote. If the committee rejects the Boards decision and/or disciplinary action, they will be required to issue a recommendation on disciplinary action. If in turn the Board rejects the committee's recommendations, the Board and the committee shall meet together until a consensus on appropriate disciplinary action is reached.