

# Jasper Minor Sports - Policy Manual 2026

## Purpose:

- Keep players safe.
- Support volunteers.
- Set clear expectations.
- Reduce risk for the organization.

## Who this applies to:

- Players
- Parents/guardians
- Coaches and assistants
- Board members
- Volunteers

## Core Values:

- Respect
- Safety
- Fair play
- Inclusion
- Accountability

## 1. Membership Policy

- Members must be age 18+ and live in Jasper.
- Membership fees are set by the Board.
- Members may withdraw in writing.
- Members in good standing may vote.

## 2. Player Code of Conduct

### Players will:

- Treat others with respect.
- Follow coach instructions.
- Play fair.
- Use safe play.
- Use clean language.
- Respect referees.

### Players will not:

- Bully or harass.
- Use drugs, alcohol, or vape.
- Fight or act violently.

## 3. Parent/Guardian Code of Conduct

### Parents/guardians will:

- Support all players.
- Respect coaches and refs.
- Model good behavior.

### Parents/guardians will not:

- Yell or insult others.
- Coach from sidelines.
- Post harmful content online.

## 4. Coach Code of Conduct

### Coaches will:

- Put safety first.
- Treat players fairly.
- Create a positive space.
- Communicate clearly.

### Coaches must:

- Report safety concerns right away.

### Coaches will not:

- Use abusive language.
- Ignore safety issues.

## 5. Coach Selection Policy

### The Board will:

- Post opportunities.
- Use a simple application.
- Check references if needed.
- Require background checks when required.

## 6. Harassment and Discrimination Policy

### Zero tolerance for:

- Bullying
- Harassment
- Discrimination

Applies to all identities and backgrounds. All concerns must be reported.

## **7. Safe Sport Policy**

- Two-deep rule when possible
- Open and visible spaces
- Respectful contact only

## **8. Underage Driving Policy**

- JMS does not arrange or approve youth driving.
- Parents are responsible for transportation plans.
- Written consent is recommended.

## **9. Injury and Incident Reporting**

- Report injuries right away.
- Coaches record all incidents.
- Serious issues go to Board within 24 hours.

## **10. Complaints Process Policy**

Step 1: Speak to person (if safe).

Step 2: Contact coach or team lead.

Step 3: Submit written complaint to Board.

Board will:

- Acknowledge within 3 days
- Review and investigate
- Aim to resolve within 14 days

The Board may take temporary action during review.

## **11. Discipline Policy**

The Board has authority to discipline any player, coach, or volunteer.

Possible actions:

- Warning
- Suspension
- Removal

Immediate action may be taken if safety is at risk.

## **12. Board Authority and Governance**

- The Board manages all affairs of JMS.
- The Board may act on conduct issues at its discretion.
- A quorum is 5 members.
- Decisions are made by majority vote.

Board members must:

- Act in good faith
- Avoid conflicts of interest

## **13. Conflict of Interest Policy**

- Declare conflicts.
- Do not vote where you benefit.

## **14. No Payment for Roles**

- Board members, coaches, and volunteers are not paid unless approved.

## **15. Meetings (Key Points)**

- Annual General Meeting (AGM) is held yearly.
- Members receive notice in advance.
- Members may vote in person or by proxy.

## **16. Social Media (including TeamLinkt)**

- Be respectful online.
- Protect privacy.
- Do not post harmful content.

## **17. Participation Risk**

- All participants take part at their own risk.

## **18. Policy Review**

- These policies are reviewed by the board every 12 months or when a request to review arises.