

AMERICAN POLOCROSSE ASSOCIATION CODE OF CONDUCT POLICY

Revised November 2022



Members of the American Polocrosse Association understand that they represent polocrosse and the APA and agree to adhere to its rules, guidelines, and Code of Conduct at polocrosse events.

GENERAL GUIDELINES:

Members are expected to conduct themselves at all polocrosse events in a manner which is in keeping with the guidelines and the Code of Conduct of the APA and will not bring discredit upon the APA or the sport of polocrosse.

Members will:

- Place horse welfare above all other considerations. Animal abuse as identified by a doctor of veterinary medicine will not be tolerated;
- Respect the local and federal laws at the venue and respect the person and property of others. This includes refraining from threatening, destructive, or abusive behavior;
- Conduct themselves in a sportsmanlike manner;
- Adhere to rules and guidelines of the APA rule book and the rules established by the Event Organizer;
- Abide by the APA Alcohol Policy set forth as:
The APA has zero tolerance for consumption of alcohol or controlled substances by minors or for adults supplying minors with controlled substances. This policy includes all minors, APA members, or spectators. Any adult who is knowingly contributing to the violation of this policy by providing alcohol or controlled substances to minors, will be subject to the same disciplinary action.

ENFORCEMENT:

Event Organizers, acting in good faith, may take such action as is necessary to prevent inappropriate behavior from harming people or animals or disrupting the activity to the detriment of other participants including, but not limited to, suspending the participant from play or participation in event-related activities immediately. It is then the Event Organizer's responsibility to report all incidents to the APA Grievance Panel.

Members who are not Event Organizers may also report incidents to the Grievance Panel.

Any APA member may file a grievance through the following process (As outlined in the APA Manual under Grievance Committee Duties):

- When a member has a grievance they must submit it via the APA website within 30 days of the incident (<https://www.americanpolocrosse.org/grievance-form/>)
- The head of the grievance panel shall notify the other panel members of said grievance and call a meeting within 3 days of its receipt.
- Upon receipt, a copy of the grievance letter or notification shall be sent to the person that the grievance is filed against. If the member is a minor, a copy should be sent to the parent or guardian.
- The panel shall discuss between panel members and investigate the complaint
 - Determine the merit of grievance and intended path forward. All parties involved are informed of an ongoing investigation or that no investigation is warranted.
 - A copy of the grievance letter or notification shall be sent to the person that the grievance is filed against
 - Panel has 14 days to complete any investigating necessary
 - This must include all parties involved. (Note, if minors are involved, you must first inform their guardian of intended questions)
- Upon verifiable proof of a violation of the APA rules or regulations the panel shall make an unbiased decision of a penalty or dismissal
- Upon this decision, the panel shall notify both parties involved of the decision
- All paper work shall be filed w the board administrator and kept in a confidential file for future reference as needed. In addition, the APA secretary should have access to the confidential files and would provide them to future grievance panel members only.
- Appeal of disciplinary action may be submitted upon receipt of the panel's written decision. Any appeal must be made in writing to the APA Administrator to the Board within 30 days of notification by the grievance panel. The APA Board of Directors must act upon any appeal and notify the member of its action in writing within 30 days after receiving the written appeal. Any penalties will remain in effect throughout the appeal process.

Persistent violations of the APA rules, guidelines or Code of Conduct may result in further suspension.

Signature: _____ Date: _____

Printed Name: _____

Parent or Guardian of: _____