



VAFC – Disciplinary Process

It is the desire of Valley Association Football Club to apply a consistent approach to counseling players, coaches, and parents and documenting unacceptable behavior when it occurs within the Club. To accomplish this VAFC has this Progressive Discipline Process designed to provide adequate opportunity for associates to become aware of the inappropriate behavior and to correct it.

The process is as follows:

Written Warning: This may be used for the first offense of minor infractions; usually the warning should state that the next infraction would result in something more severe, such as a reprimand.

Written Reprimand. This may be used for the second offense of a minor infraction where a written warning has already been issued. It may also be used for the first offense of a more serious infraction.

Game Suspension. This will normally be used for unsporting behavior by players, coaches, or fans. It may be a one game suspension or multiple games, depending on the severity of the infraction or the number of times the individual has been disciplined.

General Suspension. This is a suspension, not only from games but also from practices and other team events. This would be more commonly used when the infraction involves a coach or spectator, but may also involve players and officials. It could be for part of a season, an entire season, or multiple seasons.

Expulsion. This would be for only the most serious infractions. The individual would be expelled from the club indefinitely, and could only be re-instated by the majority vote of the Board of Directors.

In order for VAFC associates to have a better understanding of what is considered inappropriate behavior, the Sportsmanship and Ethics Committee has developed lists of examples. These lists are not all inclusive and behaviors not listed may result in discipline, up to and including expulsion from VAFC.

Class I misconduct will normally result in a written warning or reprimand that will be made a matter of record. It may also be accompanied by suspension from VAFC activities, depending on the seriousness of the violations and the prior record of the associate.

Class II are more serious behavioral issues that normally result in immediate suspension pending investigation, and may result in expulsion from the Club.

EXAMPLES OF CLASS I INAPPROPRIATE BEHAVIOR

1. Using flagrant obscene language
2. Verbal threats or harassment made by a player, parent, spectator, or coach directed toward another player, spectator, or game official.
3. Displaying flagrant actions considered unsportsmanlike gestures or conduct.
4. Using tobacco or alcoholic beverages at a VAFC game, practice or sanctioned event.
5. Possession of intoxicants or illegal drugs at a VAFC game, practice or sanctioned event.
6. Refusing to shake hands after a game or other unsportsmanlike conduct
7. Coach pulling his or her team from the field of play prior to completion of the contest.

EXAMPLES OF CLASS II INAPPROPRIATE BEHAVIOR

1. Physical violence toward a player, coach, spectator, scorekeeper, or parent
2. Possession of a firearm or weapon at any VAFC sponsored game, practice, or event. Exception is made for law officers.
3. Refusing to leave the field following an ejection imposed by a game official.
4. Refusing to comply with a suspension.
5. Violation of a Class I behavior multiple times within a 12 month period.

The determination as to whether the behavior is inappropriate and the resultant discipline is at the sole discretion of the Sportsmanship and Ethics Committee. The disciplined associate may appeal the final outcome to the VAFC Board of Directors in writing.