

Overtime Athletics Code of Conduct Behavioral Policy and Participant Expectations

Overtime Athletics is committed to making our program environment safe and fun for everyone. All participants and their parents are asked to sign the “Code of Conduct Agreement” to demonstrate their understanding of, and compliance with, OTA’s expectations from every child. We urge you to review the following information closely with your child. This form must be signed by all parents and/or guardians.

OVERVIEW

OTA programs strive to give every participant the opportunity to have a positive experience. Our behavior policy and participant expectations are based upon the safety and respect for others and ourselves, both personal and the program itself. OTA staff will demonstrate positive reinforcement and offer instructions, directions and guidance in an appropriate tone based on age, ability and individual needs of each participant. Rules are constantly explained and reviewed with the participants throughout the day. Participants are encouraged to work out minor disputes by themselves, using their words, and according to their abilities. OTA staff will intervene as quickly as possible when there is potential for major disruptions or when participants feel unsafe or bullied or when participants are unable to work out disputes verbally themselves. The OTA Director will discuss and communicate any notable daily behavior to their parents or guardians upon pick up to make them aware and discuss steps to correct the behavior.

PARTICIPANTS ARE REQUIRED TO:

1. Be active listeners, cooperate, and follow directions given by staff, counselors, instructors, coaches, and guests at all times.
2. Treat fellow participants, players, campers, staff, supervisors, guests, lifeguards, officials, public and private property, and the environment with the utmost respect. We expect participant to exercise goodwill toward others, our program activities, and our natural surroundings. Courtesy and respect are the requirements of our community.
3. Refrain from using rude, offensive, or generally bad or inappropriate language.
4. Know and understand the general rules, regulations and guidelines.
5. Participate in program activities and stations, transition between activities and programming space, and tolerate a variety of sensory input or loud noise
6. Handle disappointment in competitive games and demonstrate good sportsmanship in both victory and defeat.

7. Adhere to fair play – play by the rules and avoid cheating. Maintain a positive attitude. Play with effort – work hard, do your best, and focus on improving and having fun.
8. Follow guidelines regarding the use of electronic devices, which may include restrictions on cell phones and other devices.
9. Stay with the group, and/or their buddy, at all times. No child is permitted to leave the group or programming area without his or her instructor/coach/counselor's permission and direct supervision.
10. Keep their hands and bodies to themselves. If physical contact is made with another person, it must be a welcome gesture and appropriate. Endangering the health and safety of any child and/or staff member will not be tolerated. Teasing, horseplay, pushing, kicking, hitting, spitting, biting, fighting, bullying, cursing, racial remarks, comments or slurs or harassment, or abuse of any kind may be grounds for immediate removal.

In keeping with the philosophy of maintaining a positive experience for our participants and to ensure the safety of each child, we have a no tolerance policy for extreme actions, words, or behaviors.

NOTE: It is not possible to anticipate every possible situation that may arise. In the absence of a particular situation or activity not listed above, COMMON SENSE AND COURTESY SHALL PREVAIL.

CONSEQUENCES:

Our staff will immediately investigate all incidents. Should a child's behavior be deemed inappropriate, the staff will handle the situation with appropriate discipline practices. This may include removing the participant from the group and notifying the parent(s). In addition, any child who does not or cannot respect his or her fellow participants, our staff, the environment, and/or the entire community - and who does not respond to our intervention - will have their parents called, dismissed from the program for one day, or dismissed from Overtime Athletics permanently at the discretion of the directors. Dismissal from the program does not constitute a refund.

GENERAL CODE OF CONDUCT – WHEN RULES ARE BROKEN

- ✓ 1st offense – child will be removed from the current activity and parents are notified.
- ✓ 2nd offense – child will be sent home for the day (no refunds).
- ✓ 3rd offense – child will not be allowed to come back to OTA program (no refunds).

POLICY AND EXPECTATIONS

*OTA Director's may immediately contact parents or guardians when certain situations occur, but every effort will be made to follow the following protocol:

Step 1: Encourage - Staff will redirect the child to more appropriate behavior.

Step 2: Verbal Warning - If inappropriate behavior continues, the child is reminded of behavior policy and rules. Staff will talk about the problem with the participants. Redirection is encouraged to suggest alternative solutions. Staff will communicate inappropriate behavior to the child to help them understand how disruptive or unacceptable it is and encourage them to refocus on their behavior.

Step 3: Penalty Box - Should behavior continue, there will be a break or removal from that activity. Staff will safely remove participant from the activity. The staff will ask the child to sit down and then help the child regain control of themselves. After a "time-out" or when the child is calm, staff will ask why they were removed from the group. The participant will be provided with an opportunity to resolve the situation by talking with staff and peers. After a conversation, the child will return to the activity. Staff will document the incident(s) in an incident report with the Director and upon pick up provide the parent or guardian the report, detailing the situation and efforts made by the staff to resolve the situation.

Step 4: Parent Contact – If inappropriate behavior becomes a theme and happening more than once, the OTA Director will discuss the situation, explain the steps that have been taken to refocus the child's behavior, share the opportunities given to the child to correct and will determine based on the circumstance whether the child will be allowed to return to the program. In addition, after working through the above steps, should there be constant misbehavior or disruptions to the group by a participant, the OTA Director will call the parents or guardian and ask them to come pick-up their child from the program immediately. **NO REFUNDS** are issued when a participant breaks the behavior policy and is not allowed back.

Step 5: Suspension from Program - An automatic consequence for behavior such as physical fighting, physical/verbal coercion, sexual misconduct, or destruction of property is grounds for suspension or expulsion based on the severity of the action(s) or incident(s) and within the discretion of OTA staff.