



Code of Conduct & Zero Tolerance Policy

Hill House programs are meant to provide a safe and supportive environment for its youth to participate and learn. As a community, it is our job to serve as positive role models and to help provide that setting through nothing but encouragement and focusing on positivity only. While some programs introduce competition, we want this to be done so in a healthy and productive manner so our children can take away all the positive lessons that are to be learned from participating on a team through sports, enrichment, and summer camp.

Included in this is ensuring that, at all times, we are supportive of Hill House instructors, volunteers, referees (including umpires, officials, etc. – dependent upon the sport), coaches, and any members of Hill House staff. Failure to do has the potential of creating a hostile environment for the participants, spectators, and families.

Consequently, Hill House has adopted and modified the following rules:

1. There shall be no negative comments or abusive language directed towards other participants, players, coaches, other spectators, referees, parents, siblings, volunteers or staff at any Hill House programs.
2. For athletics:
 - No one, except the players, is to speak to the referee before/during/after programs. Exceptions: Coaches may ask questions before the game, call for substitutions and point out emergencies during the game, or respond to the referee if addressed.
 - Absolutely no disputing calls, during or after the game, no remarks to the referee or coaches to watch certain players or attend to rough play. **NO YELLING** at the referee, **EVER**, and no criticism, sarcasm, harassment, intimidation, or feedback of any kind during or after the game.
 - Violators may be subject to citation or further action as deemed by Hill House administrators or the Program Committee.
3. Anyone that would like to provide feedback to or about any instructor, volunteer, referee coaches, staff, **AFTER** the program or game, please reach out to our leadership staff in a constructive manner.

Actions for ZT violations:

- 1st ZT violation: Hill House will place participant, volunteer, spectator, coach in question on parole to monitor future conduct.
- 2nd ZT violation: Hill House will suspend participant, volunteer, spectator, coach in question from attending programs for an appropriate amount of time.
- 3rd ZT violation: Hill House will suspend participant, volunteer, spectator, coach in question from attending programs for the remainder of the season, or longer, if deemed necessary.
- Beyond 3 violations, or if any suspension is not followed: removal from programs entirely may be explored.

Family acknowledgement:

Please sign and return this form as an acknowledgement that you and your family will abide by these guidelines:

Name _____

Date _____