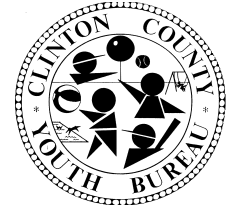


CLINTON COUNTY YOUTH BUREAU

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Code of Conduct Policy

The Clinton County Youth Bureau and Clinton County Youth Board have developed a Code of Conduct Policy in the case that a severe issue of unsportsmanlike conduct takes place (i.e. physical contact, foul language, etc.)

Step One: The Youth Bureau sends a letter to the Youth Commissioner and the Town Supervisor to let the municipality know what occurred with a request for a written response as to what steps they are taking to ensure this does not occur again.
(1st offense)

Step Two: If no written response is received or a second offense occurs the Youth Bureau Recreation Director will request a meeting with both the coach and the coordinator. The Recreation Supervisor may also be invited to attend.
(2nd offense)

Subpart Step Two:

The specific response may include terms and conditions supplementing one or more sanctions. When reviewing a complaint and deciding what action is the most appropriate in a given situation, the Recreation Director will give consideration to various extenuating circumstances.

Factors that might suggest a more lenient sanction include:

- First Offense
- Remorse
- Apparent Desire to Reform
- Other Good Coaching Attributes
- Dedication to Sports

Factors that might suggest a harsher sanction include:

- Child Endangerment
- Violation of Law
- Prior Complaints/Review Action
- Lack of Remorse
- Number of Ethics/Rules Violated
- Number of Expected Behaviors Violated
- Breach of Duties as a Role Model
- Extraordinarily Poor Judgment Around Children

Step Three: If the coordinator and coach do not attend the meeting for a 2nd offense or if this is a 3rd offense, a letter is sent to the Town Supervisor giving a sanction(s) depending on the severity of the problem(s). The sanction(s) must be followed if the municipality is to continue to participate in the Youth Bureau Sports Program.
(3rd offense)