

Athlete/Coach/Volunteer/Family CODE OF CONDUCT DISCIPLINARY STEPS

The following steps **may** be taken by the agency manager or a SOWI staff member from the regional or state headquarters office. The Regional office must be contacted before an Agency manager suspends an athlete/Coach/Volunteer/Family Member. The Regional office will discuss the circumstances and approve or modify the action. The action will be documented in writing and presented to the Athlete/Coach/Volunteer/Family Member and parent/guardian (or caseworker) and a copy will be sent to the Headquarters office.

Depending upon the issue and the Athlete/Coach/Volunteer/Family Member may be suspended until an investigation is completed. Regional Staff may meet to determine consequences associated with the behavior.

- Verbal warning
- Written warning given to the individual with a copy to the region office and parent/guardian or caseworker
- Personal meeting to review unacceptable behavior and work out a plan for improvement
- Allow to participate on a probationary basis.
- Ensure there is a one-on-one volunteer to chaperone (if athlete) (in the case of a non-violent athlete, with a history of sexual abuse)
- Require attendance counseling or anger management courses as a condition of participation.
- Prohibit individuals with histories of sexual abuse or violence from overnight trips, if the risk to others cannot be sufficiently eliminated by a chaperone.
- Suspend temporarily
- Expel from or deny participation in Special Olympics
- Suspension from practices or competition during specific sport season
- Further action could be, but is not limited to:
 - Suspension for more than one sport season
 - Expulsion for one year or more from all SOWI activities to include participation as athlete, volunteer, and spectator
 - Permanent expulsion

I understand that if I do not obey this Code of Conduct, I will be subject to a range of consequences by my Agency, Regional and/or State Special Olympics Wisconsin Staff, up to and including not being allowed to participate. Any further action must be referred to the Regional office. The Regional office and Headquarters staff member responsible for Regional management will approve any further action to be taken.

Appeal Process

The Athlete/Coach/Volunteer/Family Member has the right to appeal any disciplinary actions with the Regional office. The athlete or representative must submit a written request for a meeting to appeal the decision within 30 days of being notified of the disciplinary action. SOWI will review the request and determine whether to uphold the decision of the Regional office or hold an appeal meeting to obtain additional information.

If deemed necessary, the appeal will be heard by a Regional and/or Headquarters staff representative, and an Agency manager (either the manager from that Agency or if deemed necessary a manager not involved with the situation). A decision to reverse, amend or affirm a disciplinary action will be submitted in writing to the Agency manager and should include a plan of action for the athlete to correct the unacceptable behavior that led to the disciplinary action.