

EWA Sports Policies

1. EWA SPORTS ATHLETICS ASSOCIATION'S PURPOSE:

- a. EWA Sports (EWA), is a recreational youth sports organization dedicated to helping children reach their potential through athletics that include Baseball, Basketball, and Softball, while teaching children teamwork, sportsmanship, determination, and game fundamentals. We strive to expose children to instruction and coaching in a positive and safe environment.

2. GENERAL PURPOSE STATEMENT of this POLICY

- a. EWA is overseen by volunteer community members who make up our Board of Directors (the “Board”). The Board seeks to provide a safe and secure environment for the children who participate in our programs and activities. The general purpose of this policy is to provide for participant safety. By implementing these policies and plans our goal is (1) to protect children from incidents of misconduct, abuse, and inappropriate behavior in compliance with the Safe Sports Act of 2017, (2) to comply with requirements regarding CPR and AED use, sudden cardiac arrest, concussions, and heat illness in youth sports, and (3) to provide for response to severe weather.

3. PARENT/LEGAL GUARDIAN & ASSOCIATION RELATIONSHIP

- a. EWA depends on the parents and legal guardians of all participants in order to provide its programs. It is always the responsibility of each participant’s parents and/or legal guardian to be present at all times during EWA events to provide oversight, guidance, and care of their child at each of EWA games, practices, or other activity. Coaches and other EWA volunteers only provide coaching or sports team specific guidance.

4. DEFINITIONS

- a. **Staff:** Any adult paid personnel.
- b. **Participant:** A child under the age of eighteen (18) years old who is officially registered in a program offered by EWA.
- c. **Candidate:** An adult that has submitted an application and background check information to obtain any volunteer position within EWA Sports.
- d. **Volunteer:** An adult that, at a minimum, has been approved by the EWA Sports Safety Committee to serve in an official capacity within EWA Sports.
- e. **Coach:** An approved adult volunteer that has met all other criteria to become an eligible coach that has been officially assigned by a athletic program Director to a team.

- f. **Designated Individual (DI)**— Volunteers that have been trained in all EWA required courses, policies, and plans and have accepted responsibility for knowing, understanding, and compliance.
- g. **EWA Programs:** All sports and activities offered by EWA.
- h. **Safety Committee:** EWA Sports Safety Committee is composed of all members of the Executive Board. At its discretion the Safety Committee may add up to 3 members who may be other Board members, EWA members, and legal or insurance professionals. The Safety Committee will conduct regular meetings separate from Board meetings, at least quarterly, to review compliance with this Policy and to consider and recommend to the Board what actions should be implemented to further the goals of this policy.

5. EWA Sports Safety Policy –

- a. In support of EWA Sports established purpose and goal to provide for a safe and structured environment for youth and their families to participate in the athletic programs provided by EWA Sports the following policies have been developed. The EWA Sports Board of Directors may modify any Policy, procedure, or plan at its discretion.
- b. **EWA Sports Background Check Policy**
 - i. Defines EWA Sports review requirements and process for candidates seeking any role within EWA Sports.
- c. **EWA Sports Youth Protection Policy**
 - i. Defines EWA Sports policy to protect youth participants from abuse.
- d. **EWA Sports Emergency Response Policy**
 - i. Defines EWA Sports policy to provide for participant safety in matters of health and facility use.
- e. **EWA Sports Volunteer and Coach Code of Conduct**
- f. **EWA Sports Parent and Participant Code of Conduct**

6. EWA Sports Background Check Policy

- a. All candidates for any position within EWA Sports must register to volunteer on the EWA Sports website and submit information and release EWA Sports to obtain a criminal background investigation. This work is executed directly, through a third-party vendor. Volunteers may be screened monthly for a period of 1-year. After which time the volunteer must reapply.
- b. Criminal background checks will comply with applicable regulations governing programs, such as those available via National Alliance for Youth Sports and will be conducted in a manner consistent with the Background Check provision set out below in this Policy.

- c. EWA Sports, at its sole expense, will run background checks through a 3rd party vendor.
- d. The EWA Sports Safety Committee shall be solely responsible for conducting and reviewing results of those background checks and hold all obtained information confidential.
- e. The Safety committee, at its sole discretion, may approve or reject any candidate or volunteer based on the criteria identified by this policy. A list of approved background checked volunteers will be provided to the respective program athletic Directors.
- f. The Safety Committee will inform the associated program athletic Director of a decision to take adverse action with respect to a volunteer. No person is eligible to serve in any official capacity at EWA Sports that hasn't submitted and been approved through the background check process.
- g. All coaches are required to notify the committee immediately following an arrest or conviction on any criminal offense. Any coach, who while coaching for EWA is arrested for committing an offense as listed, will immediately forfeit his/her coaching eligibility until disposition by the courts. A conviction of an offense as listed will result in termination of coaching eligibility as stated in the policy.
- h. Upon request, any potential candidate may be emailed a copy of their own background check report obtained by EWA Sports.
- i) The following general guidelines assist the EWA Sports Safety in determining action on any "consider" results from the background check. The following shall render a perspective candidate ineligible to serve at EWA Sports.
 - (1) Any felony conviction.
 - (2) Any conviction or pending case of a sexual crime.
 - (3) Any misdemeanor conviction relating to drugs, violence, theft, sexual crimes, crimes against children, assault, stalking, or similar charges.
 - (4) Other misdemeanor charges within the past 10 years shall be reviewed and considered on a case-by-case basis.
 - (5) Convictions related to DUI/DWI, reckless driving, or other vehicle violations within the last five years are considered; however, a head coach or assistant coach in the course and scope of their work should not be coordinating/providing travel for any player. Therefore, these convictions do not automatically render the coach unable to volunteer.

2) **EWA Sports Youth Protection Policy**

- a) EWA Sports goal is that a minimum of two EWA approved coaches, or other volunteer be present at all times when participants are present and engaged in EWA approved activities. A head coach and his/her assistant coach, or other volunteer must be present at each and every game, practice or EWA sanctioned team activity.

EWA does not approve any one-on-one contact between any EWA coach, volunteer or SP with any participant.

- b) All EWA coaches, volunteers and staff shall follow Tennessee state laws in regard to reporting any suspected cases of child abuse or neglect to law enforcement agencies or other proper authority, including DCS. EWA requests notification from the volunteer as allowed by law. In the event, this reporting involves an EWA volunteer, the reporting person shall notify the EWA sport Director and the Board President, through the EWA email addresses for records purposes.
- c) Once a scheduled activity is completed, no participant shall remain by himself or herself waiting on a parent or other to pick up. EWA has no responsibility concerning who picks up a child. If a volunteer discovers that a youth participant is unattended EWA requires that, if possible, 2 volunteers remain until this child is picked up.
- d) EWA Coaches, volunteers or staff are not permitted to provide transportation of a participant. Should any EWA team be traveling to an out-of-town event, all participants are required to stay only with their parents and/or legal guardians.
- e) No EWA Coach or other EWA volunteer is permitted to contact any youth participant in any manner including by social media, phone, email, or text.
- f) Physical touching is prohibited and limited to contact as required to teach skills and would be typical of the sport.
- g) EWA is not responsible for any activity outside of an EWA scheduled event. The Williamson County Parks and Recreation (WCPR) and other Williamson County (WC) facilities are available to the general public and at various times where EWA does not and cannot have any direct control.

3) EWA Sports Safe Play Policy

- a) The following describes EWA Sports policies in the event of a medical emergency or other medical situations and provides a blueprint for response at any venue where EWA Sports may be including away events. All EWA Sports coaches and Board members are required to familiarize themselves with this policy and are accountable for the actions outlined within. This EAP must be evaluated at least annually for simplicity, clarity, and effectiveness.
- b) All Board members and all head and assistant coaches, as condition of being approved to serve in these roles, must adhere to all EWA Policies and agree to fulfill the role of the “Designated Individual” as it relates to TN Safe Stars TN Safe Stars Act TCA -49-6-3601. The following list of training programs are required.
 - i) CPR \AED
 - ii) Sudden Cardiac Arrest
 - iii) Concussion
 - iv) Heat Illness (outdoor programs)

- v) Preventing Abuse
- c) Acceptable courses may be found at nfhslearn.com. Courses from other providers may be accepted upon review by the Safety Committee.
- d) Chain of command, the following list establishes seniority in emergency response
 - i) Executive Board of Directors (Safety Committee),
 - ii) Directors of Athletics,
 - iii) Commissioners of Athletics
 - iv) Coaches
- e) **Responding to an emergency**
 - i) Call 911
 - ii) Begin CPR
 - iii) Early use of AED
 - iv) If available, manage people around you and direct them with specific actions.
- f) For any injuries, EWA expects parents will provide First Aid as appropriate. However, an EWA volunteer or SP may provide First Aid, such as ice packs or something for the child to place over the wound. If an injury dictates more serious assistance and only EWA volunteers or SP's are available, then an ambulance will be called, and parents will be contacted.
 - i) Once the child has received appropriate medical attention, an incident report will be required to be completed by either the coach or other EWA volunteer who was at the scene of the injury.
- g) **Sudden Cardiac Arrest (SCA) Policy**
 - i) Sudden cardiac arrest (SCA) is when the heart stops beating, suddenly and unexpectedly. When this happens, blood stops flowing to the brain and other vital organs. SCA doesn't just happen to adults; it takes the lives of students, too. However, the causes of sudden cardiac arrest in students and adults can be different. A youth athlete's SCA will likely result from an inherited condition, while an adult's SCA may be caused by either inherited or lifestyle issues. SCA is NOT a heart attack. A heart attack may cause SCA, but they are not the same. A heart attack is caused by a blockage that stops the flow of blood to the heart. SCA is a malfunction in the heart's electrical system, causing the heart to suddenly stop beating.
 - ii) Any participant in an EWA scheduled event, or player in general, who exhibits signs, symptoms, or behaviors consistent with sudden cardiac arrest such as fainting or seizures during exercise, unexplained shortness of breath, dizziness, extreme fatigue, chest pains, or racing heart, shall be immediately removed from the activity, game, or practice and shall not return to play until cleared by an appropriate health care professional. Warning signs include:
 - (1) Unexplained shortness of breath;
 - (2) Chest pains;

- (3) Fainting or seizures during exercise;
- (4) Dizziness
- (5) Racing heart rate;
- (6) Extreme fatigue;

- iii) Before returning to practice or play in an athletic activity, the athlete must be evaluated by a Tennessee licensed medical doctor. A copy of the medical clearance to return to activity must be provided to EWA Sports in writing and submitted to the EWA Sports Safety Committee.
- iv) More information on the nature, and symptoms of sudden cardiac arrest is available online at <https://www.tn.gov/health/health-program-areas/fhw/injury-and-violence-prevention-programs/ivp-programs/safe-stars-initiative.html>
- v) If a player collapses the Designated Individual (DI) should take the following immediate steps:
 - (a) If another adult/s is available:
 - (b) Direct the adult to Call 911
 - (c) Direct an adult to get the AED
 - (d) DI Start Chest Compressions (CPR)
 - (2) If another adult is NOT available:
 - (a) Call 911
 - (b) Start Chest Compressions (CPR)
 - (c) If AED is nearby, get the AED.

- h) **Concussions Policy**
 - i) Any participant in an EWA scheduled event, or player in general, who exhibits signs, symptoms, or behaviors consistent with a concussion such as loss of consciousness, headache, dizziness, confusion or balance problems, shall be immediately removed from the game and shall not return to play until cleared by an appropriate health care professional along with any return to play instructions.
 - ii) Prior to being permitted to return to play, the EWA Sports Safety Committee must receive a copy of the approved medical clearance.
 - iii) Symptoms of Concussion (Assessment):
 - (1) Dazed or stunned appearance
 - (2) Confusion about assignment or position
 - (3) Forgetfulness
 - (4) Uncertainty
 - (5) Clumsy movements
 - (6) Slow response to questions
 - (7) Mood, behavior, or personality changes

- (8) Can't recall recent events prior to or after fall or hit.
- (9) Loss of consciousness is not required to experience a concussion
- iv) If a player shows worsening symptoms do not leave them alone. Inform parent that they need to immediately take their child to be seen by medical professional.
- v) If any of the following situations are present, they indicate a medical emergency. Immediately Call 911:
 - (1) Loss of Consciousness (even if brief)
 - (2) Convulsions or seizures
 - (3) Worsening/continuing headache
 - (4) Increased drowsiness/will not wake
 - (5) Decreased coordination
 - (6) Nausea and persistent vomiting
 - (7) NOTE: Loss of Consciousness may indicate more significant injury such as bleeding or swelling in the brain.
- vi) Symptoms often reported:
 - (1) Headache or pressure in the head
 - (2) Nausea
 - (3) Balance problems
 - (4) Double or Blurry vision
 - (5) Sensitivity to light or noise
 - (6) Feeling sluggish, hazy or foggy
 - (7) Concentration or memory problems
 - (8) Confusion
- vii) More information on the nature, and symptoms of concussion and head injury is available online at: <https://www.tn.gov/health/health-program-areas/fhw/injury-and-violence-prevention-programs/ivp-programs/safe-stars-initiative.html>

i) Anaphylaxis and Allergy Policy

- i) Anaphylaxis is a severe allergic reaction to venom, food, or medication. These severe reactions are most typically caused by an insect sting or ingesting foods the athlete may be allergic to. Common food allergies include milk, peanuts, or tree nuts. Anaphylaxis can be deadly. Therefore, IMMEDIATE treatment is a must.
- ii) If an athlete has a known severe allergy to any substance, they or their parent must carry an EpiPen (or similar treatment) with them to all events and venues. EWA Sports shall not be responsible for providing or the availability of an EpiPen.
- iii) Signs and Symptoms of Anaphylaxis
 - (1) Pale skin

- (2) Rash
- (3) Facial, throat, or mouth swelling
- (4) Weak rapid pulse
- (5) Rapid shallow breathing or difficulty breathing
- iv) Treatment for Known Allergy
 - (1) Remove athlete from play.
 - (2) Direct another adult to locate parent to provide EpiPen.
 - (a) Parent should administer EpiPen
 - (3) Assist parent as needed in giving aid.
 - (4) Call 9-1-1 .
 - (5) Lay athlete on their back and keep calm.
 - (6) Elevate legs and cover with blanket.
 - (7) Remove stinger if able.
 - (8) Note: A stinger can be removed by pinching the skin slightly below the sting and scraping upward with a credit card.
- v) Treatment for Unknown Allergy
 - (1) Remove athlete from play and allow participant to sit down.
 - (2) Have parent located and brought to their child to provide aid.
 - (3) Inspect bite or sting.
 - (4) Remove stinger if able and apply ice.
 - (5) Monitor athlete for 15 minutes.
 - (6) If symptoms resolve allow athlete to return to play.
 - (7) If symptoms have not resolved Call 9-1-1.

j) EWA SCHEDULED EVENT, PARK, & FACILITY SAFETY

- i) All parking of vehicles at EWA events shall be within established parking areas as marked. Access to emergency vehicles must be maintained at all times. Should this access be blocked and after attempts to get vehicle moved does not provide this access, EWA reserves the right to have the vehicle towed.
- ii) Should a participant or non-participant be ejected from an EWA scheduled event by game officials, a report should be filed electronically with EWA via the EWA email address or through the web site as set by the Board. This report should be filed by a coach, game official, team parent, or other EWA volunteer who witnessed it. The report should include what happened, when it happened, and who witnessed it.
- iii) Severe Weather - Weather forecasts will be monitored by EWA daily and weekly. On days of threatening weather, hourly monitoring will take place and mass communication to volunteers and participant families will take place via email, or text messaging to alert teams of severe weather threats.

- (1) In the event that severe weather (thunderstorm, high wind, tornado warnings and watches) are forecasted such that they would likely impact scheduled athletic activities, EWA Sports will make a determination to cancel events.
- iv) **Lightning Protocol**
 - (1) EWA Board members or, if unavailable, EWA Sports Designated Individuals will make a determination to suspend activities in the event of lightning detected within a 10-mile radius of the facility.
 - (2) EWA will utilize either the flash-bang method or publicly-available weather apps to determine distance of lightning.
 - (a) Flash-bang is the counting of seconds between lightning and thunder. A time of forty-five(45) seconds approximately corresponds to a 10-mile radius.
 - (3) EWA participants, families, coaches, and guests, will be directed to evacuate fields and dugouts and to seek shelter within any available buildings or their personal vehicles.
 - (a) Dugouts are not safe in severe weather and may not be used as shelter areas.
 - (4) Under no circumstances may any WCPR, other park staff, or umpire override the severe weather decisions made by EWA Board members or EWA “Designated Individuals” when a decision has been made to cancel or suspend play.
 - (5) Return to play: If fields are closed due to lightning, an EWA Sports Board Member
 - (6) or the EWA Designated Individual will wait 30 minutes. If no lightning strikes are detected for a period of 30 minutes the fields may be reopened and play may resume.
 - (a) If after 45 minutes fields haven’t been reopened all games and practices will be cancelled.

EWA Sports Code of Conduct (Volunteers and Coaches)

EWA Sports makes every effort to provide positive athletic experiences for all children and families. We are dedicated to providing every participant with an opportunity to learn about sports in a positive and safe environment so that they can develop self-confidence, teamwork, and sportsmanship. We acknowledge that athletic participation can be competitive but in the recreational context, there are priorities above winning games. In keeping with our philosophy, the following rules and guidelines are provided to ensure that everyone can enjoy a positive experience.

Coaches are to remain in the coaches box, area, or dugout. Badgering game officials, scorekeepers, parents, spectators, or opposing players, or coaches will not be tolerated. Any infraction of the Code of Conduct may result in ejection and/or suspension. Coaches will abide by a game officials decision as it relates to officiating the game and will refrain from inappropriate demonstrations of dissent or verbal abuse. Any physical attack as an aggressor will not be tolerated and authorities will be contacted as appropriate. Only the head coach or acting head coach may approach the game official to discuss a game call.

Acknowledgement/Agreement:

- 1) I agree that the purpose of my coaching in this organization is to support EWA Sports in their mission to help children reach their potential through athletics founded on ideals of sportsmanship, teamwork, self-confidence, and determination.
- 2) I affirm that physical ability does not define a child's worth and I will remain supportive of every player regardless of ability.
- 3) I will maintain a positive and encouraging team culture and set player expectations of good sportsmanship to support their teammates, opponents, and umpires.
- 4) I will put my players in positions where they can develop through proper training and support.
- 5) I will never shame nor show displays of disappointment towards players. I will not scream/yell at any player/s.
- 6) I will understand that games can be stressful for young players and will provide a safe place for players to learn from mistakes and refrain from coaching in any manner that would increase player stress or anxiety.
- 7) I will refrain from unsportsmanlike conduct and be respectful of opponents, coaches, game officials, and spectators.
- 8) I will place the emotional and physical well-being of all players ahead of a personal desire to win.
- 9) I will coach and treat all players equally.
- 10) I will not grab or touch any player, official, or spectator in an aggressive and/or physical manner.
- 11) If I find myself in disagreement with a parent or another coach, I will not continue that discussion in front of the players. If necessary, I will institute a 24-hr "cool off" period before reengaging in those discussions.
- 12) I will not use profanity, abusive language, and never come to an EWA event under the influence of alcohol, intoxicants or drugs.
- 13) I will stay informed and at all times follow all EWA Policies and Procedures including those intended to ensure player safety.

- 14) I will maintain all required certifications as identified by EWA Sports.
- 15) I will report any incidents that involve damage to facilities to the athletic Director.
- 16) I will report any incident regarding player injury to the EWA Safety Committee.
- 17) I will report any concerns about the behaviors of others including parents, game officials, opponents, spectators, to the athletic Director or EWA Safety Committee.

By CHECKING EACH BOX, I acknowledge that I have read and understand the Coaches Code of Conduct.

By typing your name below, you acknowledge that you will adhere to EWA Sports Code of Conduct and you fully understand if you do not uphold them, you will be held accountable for your behavior. Any violations will result in immediate action by EWA Sports that may include removal from my position.

Type your name below

Date From Was Completed *

MM

DD

YYYY

EWA Sports Code of Conduct (Parent and Participant)

EWA Sports makes every effort to provide positive athletic experiences for all children and families. We are dedicated to providing every participant with an opportunity to learn about sports in a positive and safe environment so that they can develop self-confidence, teamwork, and sportsmanship. We acknowledge that athletic participation can be competitive but in the recreational context, there are priorities above winning games. In keeping with our philosophy, the following rules and guidelines are provided to ensure that everyone can enjoy a positive experience.

1. No parent, spectator or participant shall: At any time lay a hand upon, push, shove or threaten to strike an official or any other person.
2. No parent, spectator or participant shall: Refuse to abide by a game official's decision.
3. No parent, spectator or participant shall: Be guilty of objectionable demonstrations of dissent at an official's decision.

4. No parent, spectator or participant shall: Be guilty of heaping personal verbal abuse upon any official for any real or imaginary wrong decision or judgment.
5. No parent, spectator or participant shall: Be guilty of physical attack as an aggressor upon any players, officials, coaches or spectators.
6. No parent, spectator or participant shall: Discuss with an official in any manner the decision reached by such official.
7. No parent, spectator or participant shall: Be guilty of using unnecessary rough tactics in the play of the game against the body and person of an opposing team.
 - a. With any incident that may result in a suspension, all parties involved will have 48 hours to submit one written statement to the Director of the sport. The Director is not required to conduct an extensive investigation beyond 1 statement from each individual.

Acknowledgement/ Agreement:

1. I will be supportive and respectful of EWA Sports, its coaches, volunteers, opponents, and game officials.
2. I understand that EWA Sports offer recreational programs and that players of all abilities and experience all are welcome to participate.
3. I understand that expectation for high level development is not the goal or expectation of recreational sports.
4. I will refrain from coaching from the stands, harassing any coach, player, or game official.
5. I will not enter the field at any time without being directed by the head coach.
6. If I find myself in disagreement with a parent or coach, I will wait 24 hours before initiating discussions with those persons and will do so in a respectful manner.
7. I will not engage in any negative or disrespectful behavior at any EWA Sports event.
8. I will arrange to have my child at practices and games on time and ready to participate.
9. I will not use profanity, abusive language, and never come to an EWA event under the influence of alcohol, intoxicants or drugs.
10. I will report any concerns of player safety, inappropriate behaviors to the EWA Safety Committee via email.
11. I understand that violations of this policy may result in immediate ejection from the park grounds.
12. I understand that actions of physical violence, abuse, interruption of play may result in season long suspension or a lifetime ban.
13. I understand that my actions and response may result in dismissal of my child from EWA programs.

14. I understand that my child is expected to also subject to this policy and always show good sportsmanship and respect.
15. I understand that my child is subject to this policy and if he/she is unable to comply with acceptable displays of sportsmanship and respect for others that she may be suspended or removed from the team.
16. I have read and understand EWA Sports refund policy.
17. I have read and understand EWA Sports Parent and Participant Code of Conduct and that violations of the Code of Conduct may result in suspension from EWA Sports.