

# *Constitution and By-laws*

## ARTICLE I – NAME

This organization shall be known as Fox Valley Pop Warner Football, Inc. hereinafter referred to as Fox Valley Pop Warner.

## ARTICLE II – OBJECTIVE

### Section 1

#### Mission Statement:

Fox Valley Pop Warner Football, Inc. is a 501(c)3 non-profit organization dedicated to providing area youth the opportunity to participate in an organized, supervised, safe and fun football program. The program's goals are for youth to learn football fundamentals, teamwork, pride, discipline, leadership and good sportsmanship.

#### Vision:

- To be recognized and respected as one of the best youth sports organizations.
- To be a leading non-profit organization known for its operational excellence and commitment to a continuously improving program.

#### Core Values:

- Player Focused
- Commitment
- Respect
- Responsibility
- Integrity

### Section 2

To achieve this, Fox Valley Pop Warner will provide a supervised program under the Rules and Regulations incorporated herein and referenced in any addendum to this document. All Directors, Officers and Members shall bear in mind that the attainment of exceptional athletic skill or winning of games is secondary, and molding of future citizens is the prime importance. In accordance with Section 501(c)(3) of the Federal Internal Revenue Code, Fox Valley Pop Warner shall operate exclusively as a non-profit educational organization providing a supervised program of competitive athletic activities. No part of the net earnings shall inure to the benefit of any private shareholder or individual: no substantial part of the activities of which is carrying on propaganda, or otherwise attempting to influence legislation, and which does not participate in or intervene in any political campaign on behalf of any candidate for public office.

## ARTICLE III – BOARD MEMBERSHIP

### Section 1

**Board Membership.** The management of the Corporation shall be vested in the Board of Directors. **For purposes of this Constitution and By-laws, the term “Member” or “Board Member” shall mean a person on the Board of Directors.**

### Section 2

**Board Members.** Any person may be elected to the Board of Directors who are persons who are in good standing in the community. All board members must be approved by the Board of Directors as provided in Article VI hereinafter. The responsibility of the Board is to guide and oversee that Fox Valley Pop Warner adheres to its founding Principles in its current and future operation. Only Board Members in good standing are eligible to vote at the annual meeting. Board Members shall serve without compensation. Coaches may be Board Members but shall not be allowed to vote. Furthermore, no person who is compensated by Fox Valley Pop Warner may be a Board Member but may be a volunteer committee member or serve the Board in some other volunteer capacity.

### Section 3

**Other Affiliations.** Board Members shall not be required to be affiliated with another organization or group to qualify as a member of Fox Valley Pop Warner.

### Section 4

**Suspension or Termination.** Membership may be terminated by resignation or action of the Board of Directors.

The Board of Directors, by a two-thirds vote of those present at any duly constituted meeting, shall have the authority to discipline or suspend or terminate the membership of any Board Member when the conduct of such person is considered detrimental to the best interests of Fox Valley Pop Warner.

The Board of Directors shall, in case of a Board Member, shall give notice to said member via letter. Said Board Member shall appear before the Board of Directors, which shall have the full power to suspend or revoke such participant’s right to future participation.

For purposes of this Constitution and By-laws, the term “Member” or “Board Member” shall mean a person on the Board of Directors.

## ARTICLE IV – REGISTRATION FEES

Registration fees shall be set annually by the Board of Directors. No one shall participate in the programs of Fox Valley Pop Warner without payment of such fees, unless such fees are waived by direction of the Board of Directors.

## ARTICLE V- MEETINGS

### Section 1

**Annual Meetings.** The annual meeting of the Members of Fox Valley Pop Warner shall be held the third Wednesday of January each year for the purpose of electing Members for the Board of Directors for the following year and receiving reports for the transaction of such business as any properly come before the meeting. After the Board of Directors is elected, the Board shall meet to elect the Officers.

### Section 2

**Notice of Special Meeting.** Notice of special meeting of the Members shall be mailed, e-mailed or otherwise delivered to each member at the last recorded address at least one (1) day in advance. Thereof setting forth the place, time and purpose of the meeting; in lieu thereof, notice may be given such form as may be authorized by the Members, from time to time, at a regularly convened meeting.

### Section 3

**Special Meetings.** Special meetings of the Members may be called by the Board of Directors or by the Secretary or President at their discretion. Upon the written request of the two-thirds of the Members, the President shall call a Special Meeting to consider a specific subject. No business other than that specific in the notice of the Special Meeting shall be transacted at any Special Meetings of the Members.

### Section 4

**Quorum.** The presence in person of one-half (1/2) of the voting members, or a number percentage acceptable to the Fox Valley Pop Warner regular membership in advance of the annual meeting, shall be necessary to constitute a quorum.

### Section 5

**Voting.** Only active Board Members shall be entitled to vote at any meeting of Fox Valley Pop Warner. An active board member must be in attendance, in person or via conference call, for at least fifty percent (50%) of all regularly scheduled Board meetings as well as maintaining an active, participatory role in one of the Fox Valley Pop Warner committees. A simple majority shall be required to pass any issue or agenda item before the Board unless provided specifically otherwise.

Any Board Member who is coaching shall not be allowed to vote.

#### Section 6

**Agendas.** It is recommended that Agendas be provided at least three (3) days in advance of any Board Meeting. Regular meetings may be as often as deemed reasonably necessary by the Board of Directors. Board meetings shall be for Board Members only unless a person has been invited and approved by the Board to attend.

#### Section 7

**Rules of Order.** Roberts Rules of Order shall govern the proceedings of all meetings, except where same conflict with the Constitution or By-Laws of Fox Valley Pop Warner.

### ARTICLE VI – BOARD OF DIRECTORS

#### Section 1

**Board and Number.** The management of the property and affairs of Fox Valley Pop Warner shall be vested in the Board of Directors. The number of Directors with voting rights shall not be less than seven (7) nor more than thirteen (13). The Directors shall, upon election, enter upon the performance of their duties. The maximum number of non-voting members (coaches) shall be two (2).

#### Section 2

**Required Numbers.** The Board membership shall include the Officers.

#### Section 3

**Annual Election and Term of Office.** At each annual meeting, the Members shall determine the number of Directors to be elected for the next year and shall elect such number of Directors. The number so fixed may, within the limits prescribed by the foregoing Section 1, be increased at any Regular or Special Meeting of the Members, and if the number is increased, the additional Directors may be elected at the meeting at which the increase is voted, or at any subsequent meeting. All elections of Directors shall be by majority vote of all members present.

#### Section 4

**Vacancies.** If any vacancies occur in the Board of Directors an election shall be held immediately following the annual election and on such days thereafter as shall be determined by the Board. The President or the Secretary may, whenever they deem it advisable, or at the request of five (5) Directors, issue a call for a Special Meeting of the Board. Notice of each Meeting shall be given by the Secretary to each Director either by mail or e-mail at least three (3)

days before the time appointed for the meeting to the last-recorded address of each Director or by personal notice twenty-four hours preceding the Meeting.

In case of Special Meetings, such notice shall include the purpose of the meeting and no matters not stated may be acted upon at the meeting.

#### Section 5

**Duties and Powers.** The Board of Directors shall have the power to appoint such Standing Committees as it shall determine appropriate and to delegate such powers to them as the Board shall deem advisable and which it may properly delegate.

The Board may adopt such rules and regulations for the conduct of its meetings and the management of Fox Valley Pop Warner as it may deem proper.

The Board shall have the power, by a vote of two-thirds of those present at any regular or Special Meeting, to discipline, suspend or remove any Director, Officer or Committee Member of Fox Valley Pop Warner in accordance with the procedure set forth in Article III, Section 4.

### ARTICLE VII – EXECUTIVE COMMITTEE

#### Section 1

The Board of Directors, through the election of its officers, will create an Executive Committee which shall consist of five (5) Directors, one of whom shall be the President of Fox Valley Pop Warner. The Executive Committee shall consist of five (5) Members that include the duly elected Officers of Fox Valley Pop Warner – President, Vice President, Treasurer and Secretary as well as one (1) current Board Member agreed upon by the Officers.

#### Section 2

The responsibility of the Executive Committee is to oversee the day-to-day operations of Fox Valley Pop Warner, resolve urgent matters and be responsible under Section 4 hereinafter for investigation, hearings and discipline. The Executive Committee shall advise and assist the Officers of Fox Valley Pop Warner in all matters concerning its interests and the management of its affairs, and shall have such other powers as may be delegated to it by the Board.

#### Section 3

At all meetings of the Executive Committee, a majority of the total number of members then in office shall constitute a quorum for the transaction of business, and the act of a majority present at any meeting at which there is a quorum shall be the act of the Committee.

## Section 4

### **Hearings and Discipline.**

Each coach or adult involved in Fox Valley Pop Warner, including adults having a child participate in Fox Valley Pop Warner, collectively referred to hereinafter as “adult participant” must refrain from any conduct at any time that would reflect unfavorable upon himself/herself or Fox Valley Pop Warner. Conduct which would reflect unfavorable on a adult participant or Fox Valley Pop Warner includes, but is not limited to, the following:

- 1) Profanity or obscene gestures
- 2) Unsportsmanlike conduct
- 3) Insubordination while involved in a Fox Valley Pop Warner activity
- 4) Illegal or inappropriate behavior
- 5) A violation of either the Adult Code of Conduct or Members Code of Conduct attached hereto.

Before disciplinary action shall be taken by Fox Valley Pop Warner, the Executive Committee of Fox Valley Pop Warner or a Representative from the Executive Committee, shall contact the adult participant to allow the adult participant an opportunity to be heard prior to a disciplinary action. After the adult participant is contacted by the Executive Committee of Fox Valley Pop Warner or a Representative from the Executive Committee, the Executive Committee shall make a determination as to what, if any, discipline shall be issued under the particular circumstances. The range of discipline shall range from no discipline at all to termination of the adult participant’s involvement in Fox Valley Pop Warner (hereinafter referred to as the “disciplinary action”). The disciplinary action shall be communicated to the adult participant in writing, either via email or letter.

If an adult participant desires to appeal a disciplinary action, the adult participant will be ineligible to participate throughout the appeal process if the disciplinary action was suspension or termination of the adult participant’s involvement in Fox Valley Pop Warner. With regard to the appeal process, any reference to “days” refers to working/business days (excluding Saturdays and Sundays).

- 1) A written appeal may be submitted to the President of Fox Valley Pop Warner within ten (10) days of the adult participant being informed of the disciplinary action. The President shall then set a hearing date in front of the Executive Committee as soon as reasonably possible but not longer than fifteen (15) days from the date the President receives the written appeal. At the hearing, the adult participant shall be allowed to speak on the disciplinary action and shall be allowed to bring witnesses. Fox Valley Pop Warner may also call witnesses to speak at said hearing. The adult participant will be given at least seven (7) days notice of the hearing. The adult participant may introduce witnesses and bring documents to support his/her position and shall also have the right to ask questions of any factual witnesses. Fox Valley Pop Warner representatives shall also be allowed to ask questions.
- 2) The notice of the hearing shall be given in writing. After the hearing, a written statement and decision, including the discipline imposed, shall be delivered to the

adult participant within a reasonable amount of time after the hearing, typically not to exceed thirty (30) days.

## ARTICLE VIII – OTHER COMMITTEES AND APPOINTEES

### Section 1

**Nominating Committee.** The Board of Directors may appoint a Nominating Committee consisting of not less than one (1) Director and other appointed Committee Volunteers.

The Committee shall investigate and consider eligible candidates and submit at the Annual Meeting a slate of candidates for the Board of Directors.

The Committee shall also submit for consideration by the Board of Directors a slate of Officers and Committee Members.

### Section 2

**Fundraising Committee.** The Board of Directors may appoint a Fundraising Committee consisting of not less than one (1) Director and other Committee Volunteers.

In the event a Fundraising Committee is established, the Board may appoint a Fundraising Chairperson. The Fundraising Chair shall:

- (a) Evaluate and administer fundraising activities for the organization.
- (b) Promote the necessity of fundraising and assist with the implementation of national fundraisers as necessary.

### Section 3

**Finance Committee.** The Board of Directors may appoint a Finance Committee consisting of not less than two (2) and not more than five (5) Directors and other Committee Volunteers.

The Treasurer shall be an ex-officio member of the Committee.

The Committee shall investigate ways and means of financing various projects including but not limited to team sponsorships, equipment and facilities purchases and long and short term investments, in accordance with Regional and National policies.

The Committee may also be responsible for reviewing operating budgets at the request of the Board and making recommendations on those budgets to the Board.

#### Section 4

**Concession Committee.** The Board of Directors may appoint a Concession Committee consisting of not less than one (1) Director and other Committee Volunteers.

The Committee shall be responsible for the operation of concessions at all scheduled games.

#### Section 5

**Volunteer Committee.** The Board of Directors may appoint a Volunteer Committee consisting of not less than one (1) Director and other Committee Volunteers.

The Committee shall be responsible for the tracking and scheduling of required volunteer credit hours for League operations at all scheduled games.

#### Section 6

**Building, Property Grounds Committee.** The Board of Directors may appoint a Building and Property Committee consisting of not less than one (1) Director and other Committee Volunteers.

The Committee shall investigate and recommend available suitable sites and plans for development, including ways and means, the latter in cooperation with the Finance Committee.

It shall be responsible for repair and improvement recommendations, other than normal maintenance, and supervise and preference of approved projects.

It shall be responsible for the care and maintenance of playing fields, building and grounds. It shall operate within the amount appropriated in the approved budget for that purpose.

#### Section 7

**Equipment Committee.** The Board of Directors may appoint an Equipment Committee consisting of not less than one (1) Director and other Committee Volunteers. The Committee shall make recommendations to the Board for the purchase of needed supplies and equipment. The Committee shall be responsible for the proper issuance of such supplies and equipment and for the repair, cleaning and storage thereof at the close of the season.

#### Section 8

**Coaches Committee.** The Board of Directors may appoint a Coaches Committee consisting of not less than two (2) Board Members.

The Committee shall interview and investigate prospective coaches for appointment and subsequent approval by the Board of Directors.

It shall, during the playing season, observe the conduct of the coaches and report its findings to the Executive Committee of Fox Valley Pop Warner

It shall investigate complaints concerning coaches and other volunteers and make a report thereof to the Executive Committee.

#### Section 9

**Auditing Committee.** The Board of Directors may appoint an Auditing Committee consisting of three (3) Directors. The President, Treasurer or signatory of checks is not eligible.

The Committee will review the books and records of Fox Valley Pop Warner annually, prior to the Annual meeting, and attach a statement of their findings to the annual financial statement of the President and Treasurer; or may, if directed by the Board of Directors or Membership, secure the services of a Certified Public Accountant to accomplish such review.

#### Section 10

All Committees listed shall research and review, ways and means to improve Fox Valley Pop Warner. The Chairpersons of said committees should report findings and recommendations back to the Board of Directors for its consideration.

#### Section 11

In addition, the Board of Directors may appoint other positions such as football commissioners, league liaisons, insurance coordinator, USA Football representatives, Positive Coaching Alliance (PCA) representatives, or make any other appointments deemed necessary by the Board. Said appointees' duties shall be prescribed by the Board.

### ARTICLE IX – OFFICERS, DUTIES AND POWERS

#### Section 1

**Election.** Immediately following the annual meeting, the Directors present, provided there is a quorum, shall meet for the purpose of electing Officers and appointing committees for the ensuing year. The Officers must be Board Members to be eligible for election. The Officers shall, upon election, enter upon the performance of their duties and shall continue in office for a term of one (1) year until reelected or their successors shall be duly elected and qualified.

#### Section 2

**Officers.** The Officers of Fox Valley Pop Warner shall consist of a President, Vice President, Secretary, Treasurer all who shall hold office for the next year or until their successors are duly elected.

The Board of Directors may appoint such other Officers as it may deem necessary or desirable, and may prescribe the powers and duties of each and may fill any vacancy which may occur in any office.

### Section 3

**President.** The President shall:

- (a) Conduct the affairs of Fox Valley Pop Warner and execute the policies established by the Board of Directors.
- (b) Present a report of the condition of Fox Valley Pop Warner at the annual meeting.
- (c) Communicate to the Board of Directors, such matters as deemed appropriate, and make such suggestions as may tend to promote the welfare of Fox Valley Pop Warner.
- (d) Designate in writing other officers who have the power to make and execute for/and in the name of Fox Valley Pop Warner such contracts and leases they may receive and which have had prior approval of the Board, if necessary.
- (e) Investigate complaints, irregularities and conditions detrimental to the League and report thereon to the Board and Executive Committee, as circumstances warrant.
- (f) Prepare and submit an annual budget to the Board of Directors and be responsible for the proper execution thereof.
- (g) With the assistance of the Board, examine the application and support of proof of age and any other required documents of every participant candidate and certify to residence and age eligibility before the participant may be accepted.

### Section 4

**Vice President.** In case of absence or disability of the President and provide he/she is authorized by the President or the Board so to act, the Vice-President shall perform the duties of the President, and when so acting, shall have all the powers of the Board of Directors or by the President.

### Section 5

**Secretary.** The Secretary shall:

- (a) Be responsible for recording the activities of Fox Valley Pop Warner and maintaining appropriate files, mailing lists and necessary records.
- (b) Perform such duties as are herein specifically set forth, in addition to such other duties as are customarily incident to the office of Secretary or as may be assigned by the Board of Directors.
- (c) Maintain a list of all Members, Directors and Committee members and give notice of all meetings of the Fox Valley Pop Warner Board of Directors and Committees.
- (d) Keep the minutes of the meetings of the Members, the Board of Directors, and Executive Committee, and cause them to be recorded in a book kept for that purpose.

- (e) Shall conduct all correspondence not otherwise specifically delegated in connection with said meeting and shall be responsible for carrying out all orders, votes and resolutions not otherwise committed.
- (f) Notify Members, Directors, Officers and committee members of their election or appointment.

## Section 6

**Treasurer.** The Treasurer shall:

- (a) Perform such duties as are herein specifically set forth and such duties as are customarily incident to the Office of the Treasurer or may be assigned by the Board of Directors.
- (b) Receive all monies and securities, and deposit it in depository by the Board of Directors.
- (c) Keep records for the receipt and disbursement of all monies and securities, approve all payments from allotted funds and draw checks therefore in agreement with policies established in advance of such actions by the Board of Directors.
- (d) Prepare an annual budget, under the direction of the President, for submission to the Membership and the Board of Directors at the Annual Meeting.
- (e) Prepare an annual financial report, under the direction of the President, for submission to the Membership and Board of Directors at the Annual Meeting.

## ARTICLE X – FINANCIAL AND ACCOUNTING

### Section 1

The Board of Directors shall decide all matters pertaining to the finances of Fox Valley Pop Warner and it shall place all income in a common treasury, directing the expenditure of same in such manner as agreed upon and adhering to established budgets.

### Section 2

The Board shall establish a system of checks and balances for financial accounting and handling and depositing of funds.

### Section 3

No Director, Officer or Member of Fox Valley Pop Warner shall receive, directly or indirectly, any salary, compensation or emolument from Fox Valley Pop Warner for services rendered as Director, Officer, Member or coach.

### Section 4

All monies received shall be deposited to the credit of Fox Valley Pop Warner in the local financial institution selected by the Board of Directors and all disbursement shall be made by check. All checks shall be signed by the Treasurer or another designated member approved by the Board of Directors.

## Section 5

The fiscal year of Fox Valley Pop Warner shall begin on the first day of January and shall end on the last day of December.

## ARTICLE XI – AMENDMENTS

This Constitution and By-Laws may be amended, repealed or altered in whole or in part by a two- thirds (2/3) majority vote at any duly organized Meeting of the Board, provide notice of the proposed change in included in the notice of such meeting.

## ARTICLE XII – CONFLICT OF INTEREST

Member Conflict of Interest Transactions. A conflict of interest transaction is a transaction with the corporation in which a member of the corporation has a direct or indirect interest. For purposes of this section, a member has an indirect interest in a transaction if: (a) another entity in which the member has a material interest or in which the member is a general partner is a party to the transaction, or (b) another entity of which the member is a director, officer, or trustee is a party to the transaction. A conflict of interest transaction is not voidable or the basis for imposing liability on the member if the transaction was fair at the time it was entered into or is approved in advance as hereinafter provided. A transaction in which a member has a conflict of interest may be approved by the board if: (a) the material facts of the transaction and the member's interest are disclosed or known to the board or committee of the board; and, (b) the members approving the transaction in good faith reasonably believe that the transaction is fair to the corporation. For purposes of this section, a conflict of interest transaction is approved if it receives the affirmative vote of a majority of the members on the board or on the committee, who have no direct or indirect interest in the transaction, but a transaction may not be approved under this section by a single member. If a majority of the members on the board who have no direct or indirect interest in the transaction vote to approve the transaction, then a quorum shall be deemed present for the purpose of taking action under this section. The presence of, or a vote cast by, a member with a direct or indirect interest in the transaction does not affect the validity of any action taken under this section if the transaction is otherwise approved as here in above provided.

Furthermore, any member of the board who has a financial, personal, or official interest in, or conflict (or appearance of a conflict) with any matter pending before the Board, of such nature that it prevents or may prevent that member from acting on the matter in an impartial manner, will offer to the Board to voluntarily excuse him/herself and will vacate his seat and refrain from discussion and voting on said item.

## ARTICLE XIII – POLICIES AND PROCEDURES

The Board of Directors may, in their absolute discretion, create job descriptions and policies and procedures for Fox Valley Pop Warner, which shall be kept on file with the corporate records of the Corporation.

## ARTICLE XIV – DISSOLUTION

- Section 1: The Corporation may be dissolved pursuant to the terms and conditions of the By-Laws in Chapter 181 of the Wisconsin Statutes as amended from time to time, upon the Board of Directors adopting a resolution recommending that the Corporation be dissolved by two-thirds vote and said resolution be adopted by at least two-thirds (2/3) of the votes of the members present.
- Section 2: In the event of dissolution of the Corporation, the Board of Directors shall, after paying or making provisions for the payment of all liabilities of the Corporation, dispose of all the assets of the Corporation exclusively for the purposes of the Corporation as follows:
- (a) Any grants or donations which require that the Corporation return said monies or grants in the event of dissolution, pursuant to the terms and conditions of any contractual agreement, said monies or grants shall be returned to the grantor or donee as provided in the contractual agreement.
  - (b) All remaining assets, monies, grants shall be given to not for profit organizations similar to the Corporation and said monies shall be used for the purposes, as nearly as possible, as originally set out in the Corporation's Articles and By-Laws.
  - (c) Any such actions, money or grants, not so disposed of previously shall be disposed of by the appropriate court having jurisdiction of such matters in the county in which the principal office of the Corporation is then located, exclusively for such purposes as herein defined above or to such organization or organizations which are organized and operated exclusively for such purposes, as said court shall determine.

## Pop Warner - Code of Conduct

### GENERAL CODE OF CONDUCT:

All volunteers, football and spirit participants will abide by a Code of Conduct which includes the following provisions. If any of these rules are broken, the League shall have the authority to impose a penalty.

- S1:** Not smoke and/or use smokeless tobacco on the field.
- S2:** Not criticize players/spirit participants in front of spectators, but reserve constructive criticism for later, in private, or in the presence of team/squad members if others might benefit.
- S3:** Accept decisions of the game officials and judges on the field and in competitions as being fair and called to the best ability of said officials.
- S4:** Not criticize an opposing team, its players, spirit participants, coaches, or fans by word of mouth or by gesture.
- S5:** Emphasis that good athletes strive to be good students and that both are physically and mentally alert.
- S6:** Strive to make every football and spirit activity serve as a training ground for life, and a basis for good mental and physical health.
- S7:** Emphasize that winning is the result of good "teamwork."
- S8:** Not engage in excessive sideline coaching and shall not leave the bench area to shout instructions from the sidelines.
- S9:** Together with team officials, be jointly responsible for the conduct and control of team fans and spectators. Any fan who becomes a nuisance and out of control will be asked to leave.
- S10:** Not use abusive or profane language at any time.
- S11:** Not "pile it on;" not encourage their team to get a commanding lead and raise the score as high as it can. In these instances, every effort should be made to let all players play.
- S12:** Not receive any payment, in cash or kind, for services as a coach in Pop Warner Football/Spirit. This includes any coach, expert, consultant or choreographer, regardless of his/her roster status.
- S13:** Not permit or encourage "sweating down" tactics in order for a player to make the team weight.
- S14:** Not recommend or distribute and medication, controlled or over the counter , except as specifically prescribed by participant's physician.
- S15:** Not permit an ineligible player or spirit participant to participate in a game.
- S16:** Not deliberately incite unsportsmanlike conduct.
- S17:** Abstain from the possession and drinking of alcoholic beverages and the possession of any illegal substance on both the game and practice fields.
- S18:** Remove from a game or practice any participant when even slightly in doubt about his/her health, whether or not as a result of injury, until competent medical advice is available.
- S19:** Control their fans. Remember, as a team coach, you're responsible for your team , and fan reaction will usually be in step with your reaction.
- S20:** Uphold all rules and regulations, National, Regional & Local, regarding Pop Warner Football, Cheerleading and Dance.
- S21:** Refrain from engaging in any action which reflects negatively, or causes embarrassment to, the PW program.

### ADULT CODE OF CONDUCT:

- S1:** In order to uphold the goals of Pop Warner and ensure that all participants have the benefit of a safe and fun learning environment, all parents, guardians and other adults and attendees of Pop Warner events, including but not limited to practices, competitions, and banquets, must behave accordingly in a respectful, courteous and sportsmanlike manner at all times.
- S2:** Any adult who is using alcohol, tobacco or non-prescription drugs and/or appears intoxicated at a Pop Warner event, and/or who is flagrantly rude, attempts to intimidate, verbally abuse, heckles, taunts, ridicules, boos, throws objects and/or uses vulgarity or profane language/gestures with an official, coach, volunteer, staff member, participant or other attendee, must receive a verbal warning and/or be asked to leave a Pop Warner event. The member organization may also provide a written warning to the individual regarding the misbehavior. The adult's children may also be removed from the event. Any adult who commits one of the above stated offenses a second time will be banned from any and all Pop Warner events for a period of one year from the date of the second offense, and their children may also be removed from the program(s) for that time period.
- S3:** Any adult who physical assaults an official, coach, volunteer, staff member or participant or threatens grave bodily harm may be banned from any and all Pop Warner events at a minimum for one year from the date of the offense, and their children may also be removed from any and all Pop Warner programs for that same period of time. After the ban has expired, if the individual commits another offense of the adult code of conduct, the individual will be permanently banned from any and all Pop Warner events and the individual's children may also be permanently removed from any and all Pop Warner programs.