



CODE OF CONDUCT

Version date: June 2023
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COACHES/MANAGERS/TEAM SUPPORT STAFF/VOLUNTEERS

Lacrosse Scotland is committed to providing opportunities for all to participate and enjoy lacrosse, while remaining within the spirit of our game. We all have a role to play and ask you to observe and promote Lacrosse Scotland's Code of Conduct.

ON AND OFF THE FIELD I WILL:

- Show respect to others involved in the game including match officials, opposition players, coaches, managers, volunteers (including committee members and Company Directors) and spectators
- Adhere to the rules and spirit of our game
- Promote fair play and positive behaviour
- Always respect the match officials' decisions
- Never engage in public criticism of the match officials
- Never engage in, or tolerate, offensive, insulting or abusive language or behaviour
- Always ensure that all online postings / images that I publish will conform to the fundamental principles of good-manners and sportsmanship and will reflect the positive spirit of our game
- Ensure I adhere to Lacrosse Scotland's Anti-Doping Rules, including cooperating fully with any anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other competent body. Failure to do so without acceptable justification may be treated as misconduct under Lacrosse Scotland's Code of Conduct and may be sanctioned accordingly.

WHEN WORKING WITH PLAYERS I WILL:

- Ensure the activities I organise are appropriate for the players' ability level, age and maturity
- Explain what I expect of players and what they can expect from me
- Develop mutual trust and respect with every player
- Create a positive environment for them to develop their skills and build their self-esteem
- Place the well-being, safety and enjoyment of each player above everything, including winning
- Never engage in or tolerate any form of bullying
- Encourage each player to accept responsibility for their own behaviour and performance
- Ensure all parents/carers of all players under the age of 18 understand these expectations

I UNDERSTAND THAT:

- As a member, I am subject to the Lacrosse Scotland Code of Conduct and I agree to be bound by and observe all other codes of conduct, regulations, rules and policies published by Lacrosse Scotland from time to time including, but not limited to:
 - (i) the UK Anti-Doping Rules; and, where the scope is applicable,
 - (ii) the World Lacrosse Anti-Doping Rules
- I must adhere to Lacrosse Scotland's Anti-Doping Rules, including cooperating fully with any anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other competent body. Failure to do so without acceptable justification may be treated as misconduct under Lacrosse Scotland's Code of Conduct and may be sanctioned accordingly.
- If a person who is subject to Lacrosse Scotland's jurisdiction commits an act of misconduct that relates to anti-doping but does not amount to a violation of the UK Anti-Doping Rules, Lacrosse

Scotland may bring disciplinary proceedings against that person for such misconduct under Lacrosse Scotland's Code of Conduct and they may be sanctioned accordingly.

- As a member of Lacrosse Scotland I am bound by their Anti-Doping Rules. If I become a member part-way through the membership year, I will be bound by these rules for a period of 12 months from the date of commencement of the membership. The UK Anti-Doping Rules apply to all members participating in lacrosse for a minimum of 12 months from the commencement of membership, whether or not the member is a citizen of, or resident in, the UK.

I UNDERSTAND IF I DO NOT ADHERE TO THE CODE OF CONDUCT, ANY OR ALL OF THE FOLLOWING ACTIONS MAY BE TAKEN:

I may be:

- Required to meet with Lacrosse Scotland Board
- Supervised by another coach or person designated by the club / Lacrosse Scotland
- Required to attend additional training
- Suspended or fined by the club
- Suspended or fined by Lacrosse Scotland

MATCH OFFICIALS (Referees & Umpires)

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I WILL:

- Keep myself informed of accepted officiating principles, which includes having a sound understanding of the rules of the game, their applications and current interpretations
- Apply the rules of our game and competition rules fairly and consistently
- Manage the game in a positive, calm and professional manner
- Deal with all instances of violence, aggression, unsporting behaviour, foul play and other misconduct
- Never tolerate offensive, insulting or abusive language or behaviour from players, officials and spectators
- Be timely and completely impartial at all times
- Work with and support all my match official colleagues at all times
- Communicate with the players and encourage fair play
- Respond in a clear, calm and confident manner to any appropriate request for clarification by players or coaches
- Prepare physically and mentally for every match
- Remain open to advancing my skills by participating in evaluation, discussion, and review with Lacrosse Scotland testers and assessors. I will listen to and respect differing points of view and I will always strive for impartiality.
- Always ensure that all online postings / images that I publish will conform to the fundamental principles of good-manners and sportsmanship and will reflect the positive spirit of our game

I UNDERSTAND THAT:

- As a member, I am subject to the Lacrosse Scotland Code of Conduct and I agree to be bound by and observe all other codes of conduct, regulations, rules and policies published by Lacrosse Scotland from time to time including, but not limited to:
 - (i) the UK Anti-Doping Rules; and, where the scope is applicable,
 - (ii) the World Lacrosse Anti-Doping Rules
- I must adhere to Lacrosse Scotland's Anti-Doping Rules, including cooperating fully with any anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other

competent body. Failure to do so without acceptable justification may be treated as misconduct under Lacrosse Scotland's Code of Conduct and may be sanctioned accordingly.

- If a person who is subject to Lacrosse Scotland's jurisdiction commits an act of misconduct that relates to anti-doping but does not amount to a violation of the UK Anti-Doping Rules, Lacrosse Scotland may bring disciplinary proceedings against that person for such misconduct under Lacrosse Scotland's Code of Conduct and they may be sanctioned accordingly.
- As a member of Lacrosse Scotland I am bound by their Anti-Doping Rules. If I become a member part-way through the membership year, I will be bound by these rules for a period of 12 months from the date of commencement of the membership. The UK Anti-Doping Rules apply to all members participating in lacrosse for a minimum of 12 months from the commencement of membership, whether or not the member is a citizen of, or resident in, the UK.

I UNDERSTAND IF I DO NOT ADHERE TO THE CODE OF CONDUCT, ANY OR ALL OF THE FOLLOWING ACTIONS MAY BE TAKEN:

I may:

- Be required to meet with the Rule & Umpiring or Rules & Refereeing committee
- Be required to meet with Lacrosse Scotland Board
- Be monitored by another match official
- Be required to attend additional training
- Have my certification revoked
- Suspended or fined by the club
- Suspended or fined by Lacrosse Scotland

PLAYERS

Lacrosse Scotland is committed to providing opportunities for all to participate and enjoy lacrosse, while honouring the spirit of our game.

We all have a responsibility to behave well on and off the field and to be respectful of others. We ask you to observe and promote Lacrosse Scotland's Code of Conduct.

ON AND OFF THE FIELD I WILL:

- Always show respect to everyone involved in the game; my teammates, coach, opponents and the match officials
- Always play the game fairly, in accordance with the rules, and in the right spirit.
- Display and promote high standards of behaviour
- Never engage in public criticism of the match officials and understand that without them, there would be no game
- Never engage in offensive, insulting or abusive language or behaviour
- Never engage in bullying, intimidation or harassment
- Win or lose with dignity.
- Shake hands with the opposing team and the umpire/referee at the end of every game
- Always ensure that all online postings / images that I publish will conform to the fundamental principles of good-manners and sportsmanship and will reflect the positive spirit of our game

I UNDERSTAND THAT:

- As a member, I am subject to the Lacrosse Scotland Code of Conduct and I agree to be bound by and observe all other codes of conduct, regulations, rules and policies published by Lacrosse Scotland from time to time including, but not limited to:
 - (i) the UK Anti-Doping Rules; and, where the scope is applicable,
 - (ii) the World Lacrosse Anti-Doping Rules
- I must adhere to Lacrosse Scotland's Anti-Doping Rules, including cooperating fully with any anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other

competent body. Failure to do so without acceptable justification may be treated as misconduct under Lacrosse Scotland's Code of Conduct and may be sanctioned accordingly.

- If a person who is subject to Lacrosse Scotland's jurisdiction commits an act of misconduct that relates to anti-doping but does not amount to a violation of the UK Anti-Doping Rules, Lacrosse Scotland may bring disciplinary proceedings against that person for such misconduct under Lacrosse Scotland's Code of Conduct and they may be sanctioned accordingly.
- As a member of Lacrosse Scotland I am bound by their Anti-Doping Rules. If I become a member part-way through the membership year, I will be bound by these rules for a period of 12 months from the date of commencement of the membership. The UK Anti-Doping Rules apply to all members participating in lacrosse for a minimum of 12 months from the commencement of membership, whether or not the member is a citizen of, or resident in, the UK.

I UNDERSTAND IF I DO NOT ADHERE TO THE COE OF CONDUCT, ANY OR ALL OF THE FOLLOWING ACTIONS MAY BE TAKEN:

I may:

- Be required to apologise to my teammates, the other team, match official or coach
- Receive a formal warning from the coach, school or club committee
- Be dropped from the team
- Be suspended from training
- Not be selected for the team
- Be suspended from matches
- Be required to leave the club
- Be ineligible for selection to a National Team
- Be suspended or fined by the club
- Be suspended or fined by Lacrosse Scotland

In addition:

- My club or school could be fined or suspended by Lacrosse Scotland

YOUNG PLAYERS

Lacrosse Scotland is committed to providing opportunities for all to participate and enjoy lacrosse, while honouring the spirit of our game.

We all have a responsibility to behave well on and off the field and to be respectful of others. We ask you to observe and promote Lacrosse Scotland's Code of Conduct.

ON AND OFF THE FIELD I WILL:

- Respect my teammates, coach, opponents and the umpire/referee
- Play fairly and to the best of my ability
- Play by the rules as directed by the umpire/referee
- Shake hands with the other team and umpire/referee at the end of the game
- Listen and respond to what my coach tells me
- Talk to someone I trust or the school/club welfare officer if I am unhappy about anything at my school/club
- Always ensure that all online postings / images that I publish will conform to the fundamental principles of good-manners and sportsmanship and will reflect the positive spirit of our game.

I UNDERSTAND THAT:

- As a member, I am subject to the Lacrosse Scotland Code of Conduct and I agree to be bound by and observe all other codes of conduct, regulations, rules and policies published by Lacrosse Scotland from time to time including, but not limited to:
 - (i) the UK Anti-Doping Rules; and, where the scope is applicable,
 - (ii) the World Lacrosse Anti-Doping Rules

- I must adhere to Lacrosse Scotland's Anti-Doping Rules, including cooperating fully with any anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other competent body. Failure to do so without acceptable justification may be treated as misconduct under Lacrosse Scotland's Code of Conduct and may be sanctioned accordingly.
- If a person who is subject to Lacrosse Scotland's jurisdiction commits an act of misconduct that relates to anti-doping but does not amount to a violation of the UK Anti-Doping Rules, Lacrosse Scotland may bring disciplinary proceedings against that person for such misconduct under Lacrosse Scotland's Code of Conduct and they may be sanctioned accordingly.
- As a member of Lacrosse Scotland I am bound by their Anti-Doping Rules. If I become a member part-way through the membership year, I will be bound by these rules for a period of 12 months from the date of commencement of the membership. The UK Anti-Doping Rules apply to all members participating in lacrosse for a minimum of 12 months from the commencement of membership, whether or not the member is a citizen of, or resident in, the UK.

I UNDERSTAND IF I DO NOT ADHERE TO THE CODE OF CONDUCT, ANY OR ALL OF THE FOLLOWING ACTIONS MAY BE TAKEN:

I may:

- Be required to apologise to my teammates, the other team, umpire/referee or coach
- Receive a formal warning from the coach, school or club
- Be dropped from the team
- Be suspended from training
- Be suspended or fined by the club
- Be suspended or fined by Lacrosse Scotland

In addition:

- My club or school may make my parent or carer aware of any infringements of the code of conduct
- My club or school could be fined or suspended by Lacrosse Scotland

SPECTATORS AND PARENTS/CARERS

Lacrosse Scotland is committed to providing opportunities for all to participate and enjoy lacrosse, while remaining within the spirit of our game. We all have a role to play and ask you to observe and promote Lacrosse Scotland's Code of Conduct.

Sport plays an important part in children's development and Lacrosse Scotland aims to provide a safe and positive environment for all children to develop not just physically and tactically, but also socially and emotionally. Win or lose, we want all children to feel valued and positive and we ask that you support us in meeting this objective.

I UNDERSTAND THAT

- As a member, my dependent is subject to the Lacrosse Scotland Code of Conduct and I agree to be bound by and observe all other codes of conduct, regulations, rules and policies published by Lacrosse Scotland from time to time including, but not limited to:
 - (i) the UK Anti-Doping Rules; and, where the scope is applicable,
 - (ii) the World Lacrosse Anti-Doping Rules
- My dependent must adhere to Lacrosse Scotland's Anti-Doping Rules, including cooperating fully with any anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other competent body. Failure to do so without acceptable justification may be treated as misconduct under Lacrosse Scotland's Code of Conduct and may be sanctioned accordingly.
- If my dependent who is subject to Lacrosse Scotland's jurisdiction commits an act of misconduct that relates to anti-doping but does not amount to a violation of the UK Anti-Doping Rules, Lacrosse Scotland may bring disciplinary proceedings against that person for such misconduct under Lacrosse Scotland's Code of Conduct and they may be sanctioned accordingly.

- As a member of Lacrosse Scotland my dependent is bound by their Anti-Doping Rules. If my dependent becomes a member part-way through the membership year, they will be bound by these rules for a period of 12 months from the date of commencement of the membership. The UK Anti-Doping Rules apply to all members participating in lacrosse for a minimum of 12 months from the commencement of membership, whether or not the member is a citizen of, or resident in, the UK.

I WILL:

- Remember that children play for FUN
- Applaud effort, skill and fair play as well as success - for both teams
- Always respect the match officials' decisions
- Remain outside the field of play and maintain a respectful distance from coaches and players, observing team box areas if available
- Demonstrate positivity towards all players and coaches
- Let the coach to do their job and not confuse the players by telling them what to do
- Encourage the players to respect the opposition, umpire/referee and other match officials
- Avoid criticising a player for making a mistake – mistakes are part of learning
- Encourage children to win / lose with dignity
- Never engage in, or tolerate, offensive, insulting or abusive language or behaviour
- Always ensure that all online postings / images that I publish will conform to the fundamental principles of good-manners and sportsmanship and will reflect the positive spirit of our game

I UNDERSTAND IF I DO NOT ADHERE TO THE CODE OF CONDUCT, ANY OR ALL OF THE FOLLOWING ACTIONS MAY BE TAKEN:

I may be:

- Issued with a verbal warning or appropriate card by a match official (thus disadvantaging the whole team)
- Asked to leave the match venue
- Required to meet with the Lacrosse Scotland Child Protection Officer
- Required to meet with the club committee / school representative
- Requested by the school, club or Lacrosse Scotland not to attend future matches
- Suspended or have my dependant's club membership removed
- Suspended or have my dependant's Lacrosse Scotland membership removed

DIRECTORS AND WORKING GROUP MEMBERS (extract)

Lacrosse Scotland is committed to providing opportunities for all to participate and enjoy lacrosse, while remaining within the spirit of our game. We all have a role to play and ask you to observe and promote Lacrosse Scotland's Code of Conduct.

Volunteers are the lifeblood of our organisation and we value your contributions. The membership has a high expectation of those who serve on the Board and Working Groups and the ways in which they should conduct themselves when undertaking their duties for Lacrosse Scotland. You must meet those expectations by ensuring your behaviour is above reproach.

It is your responsibility to make sure that you are familiar with, and that your actions comply with, the provisions of the fuller Code of Conduct for Directors and Working Group Members appended to this document.

Directors and Working Group Members need not be Members of Lacrosse Scotland as a National Governing Body. However:

- I agree to the Lacrosse Scotland Code of Conduct for Directors and Working Group Members and I agree to be bound by and observe all other codes of conduct, regulations, rules and policies published by Lacrosse Scotland from time to time including, but not limited to:
 - (i) the UK Anti-Doping Rules; and, where the scope is applicable - particularly for Directors,

(ii) the World Lacrosse Anti-Doping Rules

- I agree to adhere to Lacrosse Scotland's Anti-Doping Rules, including cooperating fully with any anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other competent body. Failure to do so without acceptable justification may be treated as misconduct under Lacrosse Scotland's Code of Conduct and may be sanctioned accordingly.
- I agree that although I am not subject to Lacrosse Scotland's jurisdiction, if I commit an act of misconduct that relates to anti-doping but does not amount to a violation of the UK Anti-Doping Rules, Lacrosse Scotland may bring disciplinary proceedings against that me for such misconduct under Lacrosse Scotland's Code of Conduct and they I be sanctioned accordingly.

I UNDERSTAND AND AGREE THAT:

- As a member of Lacrosse Scotland I am bound by their Anti-Doping Rules. If I become a member part-way through the membership year, I will be bound by these rules for a period of 12 months from the date of commencement of the membership. The UK Anti-Doping Rules apply to all members participating in lacrosse for a minimum of 12 months from the commencement of membership, whether or not the member is a citizen of, or resident in, the UK.
- If I choose not to become a member of Lacrosse Scotland, by taking up my appointment as a Director or beginning my role in a Working Group I am accepting and agreeing to be bound by Lacrosse Scotland's Anti-Doping Rules. If I begin my role part-way through the membership year, I will be bound by these rules for a period of 12 months from the date of commencement of the membership. The UK Anti-Doping Rules apply to all members participating in lacrosse for a minimum of 12 months from the commencement of membership, whether or not the member is a citizen of, or resident in, the UK.

I UNDERSTAND IF I DO NOT ADHERE TO THE CONDE OF CONDUCT, ANY OR ALL OF THE FOLLOWING ACTIONS MAY BE TAKEN:

I may be:

- Censured – Lacrosse Scotland may formally reprimand me
- Suspended, for a period, from attending one or more of the following:
 - a. All meetings of Lacrosse Scotland with its membership;
 - b. All meetings of one or more working groups or sub-committees of Lacrosse Scotland;
- Disqualification - removed from membership of any Lacrosse Scotland working groups or sub working groups

Where Lacrosse Scotland disqualifies an individual, it may go on to perform the following:

- Recommend that the individual be removed from their Club
- Inform any other relevant organisation of the action taken by Lacrosse Scotland and the reasoning behind this action