

# CODE OF CONDUCT

## **MOVE UNITED MISSION**

The mission of Move United is to provide national leadership and opportunities for individuals with disabilities to develop independence, confidence, and fitness through participation in community sports, including competition, recreation, and education programs. Every day, we work hard to pursue our vision that “every person, regardless of ability, has an equal opportunity to participate in sports and recreation in their community.”

## **MOVE UNITED EXPERIENCE**

Involvement in the Move United Member Network should be a positive experience for everyone involved. The Move United Code of Conduct helps to inform and assist you in your engagement with all aspects of Move United.

## **COMMITMENT TO DIVERSITY, EQUITY, INCLUSION AND BELONGING**

Move United uses the power of sport to push what’s possible for people with disabilities, confronting ignorance, fueling conversation, and inciting action that leads us to a world where everyone’s included. In response to the significant inequities that exist within the disability community, Move United is dedicated to creating and fostering a diverse, equitable, and inclusive community - a community where people with disabilities and their intersecting identities are respected, valued and experience a sense of belonging. Move United strengthens the disability community by providing national leadership and opportunities for individuals with disabilities to develop independence, confidence, and fitness through participation in community sports, including competition, recreation, and educational programs in more than 200 locations in 45 states. Move United is committed to leading collective efforts to improve diversity, equity and inclusion within the disability community.

## **MOVE UNITED CODE OF CONDUCT**

### **I agree and understand that:**

- Activities conducted under the banner of Move United should only be in furtherance of the mission of Move United.
- Move United engagement is voluntary and does not constitute employment. · To uphold Move United’s commitment to diversity, equity, inclusion and belonging.
- To uphold the spirit of fair play by observing the written and unwritten rules of the game on and off the field of play, including but not limited to integrity, solidarity, tolerance, care, team spirit and respect.
- I will adhere to the Move United Sport Protection Policy.
- All forms of harassment are prohibited. Harassment is any conduct where a person feels it interferes with work and learning or creates an offensive environment. This includes but is not limited to the following: obscene gestures, physical contact, use of profanity, display or circulation of written materials or pictures derogatory to gender, race, color, religion, creed, sexual orientation, national origin, ancestry, age, disability, political beliefs, appearance, or ethnicity.

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- If I become aware of a practice or situation that endangers the health, safety, or well-being of myself, employees, contractors, volunteers, sponsors, and program participants, I have an
- ethical responsibility to inform Move United as soon as I am able by following program expectations and/or organizational reporting processes outlined in your chapter Sport Protection Policy.
- I will not be under the influence of any substance that impairs my ability to safely volunteer or participate in a Move United program or event.
- While engaging in Move United programs or events I am prohibited from:
  - Using, possessing, buying, selling, manufacturing or dispensing an illegal drug (to include possession of drug paraphernalia).
  - Being under the influence of alcohol or an illegal drug.
  - Possessing or consuming alcohol.
    - Consumption of alcohol is permitted for those of age at some designated Move United events.
- I will comply fully with applicable state, federal, and international laws and regulations, including state statutes regulating agents.

## ENFORCEMENT

- Any individual participating in Move United activities is subject to the Move United Code of Conduct.
- Failure to comply with the expectations and requirements established in this document may result in immediate termination of my Move United rights and privileges.

## VIOLATIONS

- Violations of the Code of Conduct should be reported to Move United. Reports can be made onsite at Move United events, or online via email or reporting form.
- Reporters maybe be asked to submit a formal report if more information is needed.
- The Director of Member Services or designee will determine how each allegation of misconduct or conflict will be resolved.
- Any individual in the Move United Member Network who is found to have committed misconduct is subject to immediate action and sanctions outlined in this Code.
- Allegations of Code of Conduct violations may be subject to investigation. Should an investigation be deemed necessary it should be promptly and thoroughly performed by the appropriate Move United staff members or organization representatives. The investigator's report with the full and complete record upon which a determination is made and should meet the following conditions:
  1. Provide the parties involved with the opportunity to provide written statements of the events in question to the investigator.
  2. Provide a written statement of the policy alleged to have been violated and inform the party(ies) of the details of the allegations.
  3. Move United designee will reach out to any potential witnesses to the violation.

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4. Move United designee will take notes during each interview which includes any refusals to answer, capturing key quotes, and as much detail as possible.
5. Move United designee compiles all interviews, written statements and evidence into a final report, which should include the following: (1) an assessment of the weight, relevance and credibility of all information gathered, (2) an assessment of the credibility of all parties interviewed, (3) an explanation of non-responsive witnesses and/or unsuccessful attempts to acquire information, (4) an analysis of what information gathered supported or refuted the occurrence of a policy violation and (5) a summary of their findings as to whether the conduct occurred.
  - a. At the option of the investigator, the report may include recommended sanctions.
6. Once the final report is complete, all parties involved will be provided with the outcome of the investigation and any proposed sanctions in writing

## **SANCTIONS AND RESOLUTION**

- As a result of Code of Conduct violations, Move United reserves the right to assign appropriate and just sanctions in alignment with our Mission and Values.
- Informal Resolution – informal resolution should be considered the first step in resolving allegations of misconduct or conflict. Requests for informal resolution may be initiated by the member, Director of Member Services, or designee.
- Individuals in violation of the Code of Conduct may be subject to an informal warning, formal warning, probationary status, or suspension.
  - Informal Warning: a verbal or written notice.
  - Formal Warning: a written notice to cease from further violations.
  - Probationary Status: a written notice of conditional Move United membership.
    - Level I violation - 1-2 game/competition/event or program suspension
    - Level II violation - 3-5 game/competition/event or program suspension
    - Level III violation - 3-5 month/entire season/event or program suspension
- Suspension: a written notice of termination of Move United membership.

## **APPEALS PROCESS**

Respondents have the right to appeal against the outcome of a determined sanction. Appeals may be submitted on the following grounds:

- Procedural Error: the respondent must demonstrate that there was a deviation or change from the procedures outlined in this Code, and had the proper procedures been followed, it would likely have impacted the outcome.
- New Evidence: the respondent must demonstrate that new evidence became available after the sanction or resolution, which would likely have impacted the outcome.
- Substantial Bias: the respondent must demonstrate facts that show prejudice, bias, or other factors which improperly influenced the outcome of the decision.

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## **USA WHEELCHAIR FOOTBALL LEAGUE PROGRAM RULES**

Membership on a USA Wheelchair Football League team is considered a privilege. In order to maintain that membership, Move United requires that all teams and athletes demonstrate good sporting conduct, honesty, integrity, and respect for others, as well as abide by all Move United policies as outlined in the USA Wheelchair Football League Rulebook and team rules.

### **ATHLETES:**

- Strive to exercise good judgment on the field of play and participate in a manner consistent with the rules of the sport
- Follow all instructions set out by officials or Move United staff members during competition hours
- Refrain from drinking alcohol or controlled substances when representing Move United for athletic competition (including travel time)
- Demonstrate good sporting conduct

### **COACHES:**

- Master the rules and teach them to their team members at a developmentally appropriate level. Coaches shall not seek an advantage by circumvention of the spirit of letter of the rules.
- Be aware that they have tremendous influence on the development of the athlete and never place the value of winning above the value of instilling the highest ideals of character.
- Adopt a professional approach when working with their team and treat every athlete with the respect, empathy and individualized attention they deserve.
- Exert their influence to enhance good sporting conduct by respecting and supporting contest officials and demonstrating good behavior for spectators.
- Meet and exchange cordial greetings with the opposing coach(es) to set the correct tone for the event both before and after the contest.
- Demonstrate good sporting conduct

### **OFFICIALS:**

- Understand both the rules of the game and the mechanics necessary to enforce the rule.
- Exercise their authority in an impartial, firm and controlled manner.
- Remain mindful that their conduct influences the respect that athletes, coaches and the public hold for the profession, and work towards de-escalation of any on-field incident versus escalation.
- Avoid the use of alcohol and tobacco products beginning with the arrival at the competition site until departure following the completion of the contest.
- Officials shall maintain an ethical approach while participating in forums, chat rooms and all forms of social media public or private.
- Demonstrate good sporting conduct

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## **GOOD SPORTING CONDUCT**

Pursuant to Move United rules, unacceptable behavior includes, but is not limited to:

- Physically or verbally abusing officials, coaches, opponents or spectators
- Engaging in intolerant behavior, harassment or intimidation of officials, teammates, coaches, opponents or spectators
- Using obscene or otherwise inappropriate language or gestures
- Engaging in any comment, whether critical or not, of game officials or the officiating of any contest
- Negative comments about Move United staff and volunteers
- Making defaming statements about a teammate, team staff member or opposing team both in person at competitive events or on any private or public social media site
- Disrespecting the personal and public property of others

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I have fully read the Move United code of conduct. I understand that failure to comply with the conduct expectations described in this Move United USA Wheelchair Football League Code of Conduct, may result in sanctions, up to and including temporary or permanent suspension from further competition.

PRINT NAME: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

TEAM: \_\_\_\_\_

DATE: \_\_\_\_\_