



# PARTICIPANT HANDBOOK

[PRAIRIEGRITSPORTS.COM](http://PRAIRIEGRITSPORTS.COM)



WE LEVEL THE PLAYING FIELD  
BY REMOVING BARRIERS  
TO GIVE EVERYONE OPPORTUNITIES  
TO DO WHAT THEY LOVE.





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[www.facebook.com/PrairieGritAdaptiveSports/](http://www.facebook.com/PrairieGritAdaptiveSports/)



[www.instagram.com/PrairieGritAdaptiveSports/](http://www.instagram.com/PrairieGritAdaptiveSports/)



## LETTER TO PARENTS/GUARDIANS/PARTICIPANTS

Participant/Parent/Caregiver:

Welcome to Prairie Grit Adaptive Sports! We are excited to have you or your child participate in the wonderful world of adaptive sports. Prairie Grit Adaptive Sports offers a variety of sports and recreational opportunities year-round and we are confident you will find something you love! In this handbook you will find information regarding our policies and procedures. You can stay up-to-date on activities and events by following us on social media (Facebook and Instagram, account handles @PrairieGritSports) and providing us with your email address to be notified of upcoming events and activities. Contact us with any questions, comments, or concerns. Thank you for being part of Prairie Grit Adaptive Sports!

Krystal Butgereit  
Executive Director



## **MISSION**

Prairie Grit Adaptive Sports is a non-profit organization that has a mission of providing sports opportunities for youth and adults living with physical and mental disabilities to enhance their quality of life.

## **OUR GOAL**

Our goal is to create opportunities for our youth, adults, and their families through adaptive sports. We will level the playing field by removing the barriers to give everyone opportunities to do what they love. PGAS offers a variety of activities and events year-round.

## **WHO CAN PARTICIPATE**

Any persons youth through adult with a disability can participate. Our participants include, but are not limited to those with: cerebral palsy, spinal cord injuries, spina bifida, Down syndrome, autism, stroke, amputations, etc.

# FUNDRAISING

Prairie Grit Adaptive Sports is a 501 (c) (3) non-profit organization that is managed by a volunteer Board of Directors. All decisions, events, activities, and fundraising efforts must go through the Board of Directors to assist in maintaining our non-profit status. No events, activities, or fundraising efforts can take place without first contacting the staff at Prairie Grit who can discuss possibilities with the Board of Directors.

## **LOGO/NAME USAGE**

Reservation of space, practices, and similar types of things cannot be reserved under the name “Prairie Grit” unless a staff member is the one to make the arrangements and be present or give approval at the said event. The placement of the Prairie Grit Adaptive Sports logo must be approved by PGAS Board of Directors and be completed by All American Trophies in Minot, ND to ensure brand consistency and integrity.



# MEDIA

A copy of this media release will be provided to participants and volunteers. If the participant is under 18 years of age or requires assistance/guardianship, the parent or legal guardian should sign on their behalf. This form will allow for use of video and photography for Prairie Grit materials. Cameras, phones, video cameras are not allowed in bathrooms or locker rooms.

I, the undersigned, do hereby grant permission to Prairie Grit Adaptive Sports to use the image and/or video of myself/my child \_\_\_\_\_ . Such use includes the display, distribution, publication, transmission, or otherwise use of photographs, image, and/or video taken of myself or my child for use in materials that include, but may not be limited to: printed materials such as brochures and newsletters, videos, and digital images such as those on the Prairie Grit Adaptive Sports website.

By signing, I grant permission for unrestricted usage of my image/my child's image and/or video to be used in print, video, and digital media. I agree these images may be used by PGAS for a variety of purposes and these images may be used without further notifying me.

**Participant/Parent/Legal Guardian Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

# SOCIAL MEDIA

## RULES REGARDING SOCIAL NETWORKING SITES

Participation in Prairie Grit Adaptive Sports is a privilege, not a right. As a condition of being part of the Prairie Grit team, participants must abide by the following rules related to the use of the internet and social networking sites:

1. Student-athletes may not post online any pictures, information or other content that might cause embarrassment to themselves, fellow participants, staff, teams, coaches, etc.
2. Participants may not post any content online that is unsportsmanlike, derogatory, demeaning or threatening toward any other individual or entity.
3. Participants may not post any pictures, audio or video content or any other information that is not the participant's personal property or anything that would violate copyright laws. Participants may not use the logos of PGAS without permission.

# CONCUSSION POLICY

Prairie Grit Adaptive Sports (PGAS) is committed to the safety and well-being of all athletes and others who participate in our programs. This Policy is designed to create a safe and positive environment that promotes awareness and prevention of concussions and other brain injuries while also supporting the effective recognition, reporting and treatment of concussions when they occur.

A concussion is a type of traumatic brain injury that can have a serious effect on the brain, especially a young, developing brain. While most individuals with a concussion recover quickly and fully, some will have concussion symptoms that last for days, weeks, or even months. One of the main jobs of sports coaches and officials is keeping athletes safe. Implementation of this policy will help coaches, officials, parents and athletes: 1) protect participants from concussion or other serious brain injury, 2) learn how to recognize a concussion, and 3) know what to do if a concussion occurs.

Along with this commitment, PGAS establishes the below policy that applies to employees, contractual staff, coaches, guides, volunteers, interns and athletes.

## AWARENESS AND TRAINING

All administrators, coaches and officials credentialed to participate in PGAS controlled activities must complete the free, online CDC Heads Up to Youth Sports training. <https://www.cdc.gov/headsup/index.html>

PGAS will distribute, either electronically or in print, CDC Heads Up concussion awareness information to all participants in PGAS controlled activities.

## ACTIONS TO BE TAKEN IF A CONCUSSION IS SUSPECTED

1. If an athlete (or other participant) has potentially sustained a head injury, the athlete should be removed from activity immediately and assessed for signs and symptoms of concussion – by a medical professional with experience evaluating concussion if one is available.
2. Prairie Grit Adaptive Sports empowers coaches and officials to remove an athlete (or other participant) from training and competition if a concussion is suspected after an assessment of circumstances, signs and symptoms has been completed.
3. Within 24 hours of a suspected concussion, the lead official, if in competition, or the head coach, if in training, is responsible for filing notification of a suspected concussion with details of the injury if available, to [prairiegritsports@gmail.com](mailto:prairiegritsports@gmail.com). The coach, official, or supervisor is responsible for informing the parent or guardian of a minor athlete that a concussion is suspected.

## RETURN TO PLAY

Once an athlete has been removed from training or competition based on an assessment of circumstances, signs and symptoms, he/she may only return to training or competition after at least 24 hours and with written clearance from a medical professional experienced in evaluating concussion.



# ATHLETE SAFETY POLICY

Prairie Grit Adaptive Sports (PGAS) is committed to the safety and well-being of all athletes and others who participate in our programs. This Policy is designed to create a safe and positive environment that is free of misconduct, which includes but is not limited to bullying, hazing, harassment (including sexual harassment), emotional misconduct and physical misconduct. PGAS has a zero tolerance for any form of abuse. A sample of prohibited conduct is listed in Section 3 of this document. The specific definitions that will be applied are attached at Appendix A. Additional details regarding each type of misconduct can be found in the SafeSport Code for the U.S. Olympic & Paralympic Movement (<https://uscenterforsafesport.org>) as well as attached. This policy supports the SafeSport Code for the U.S. Olympic and Paralympic Movement. Along with this commitment, PGAS establishes the below policy that applies to employees, contractual staff, coaches, guides, volunteers, interns and athletes.

## 1. CRIMINAL BACKGROUND CHECKS

PGAS shall conduct criminal background checks for all employed and contracted staff and volunteers who are in a position over, or have frequent contact with, participants. This includes applicable employees, contractual staff, coaches, guides, volunteers and interns who have direct and/or unsupervised access to athletes. The background checks will be conducted at least every two years however, PGAS reserves the right to conduct such background checks at greater frequency in its sole discretion.

## 2. EDUCATION AND TRAINING

Effective with the issuance of this policy, PGAS shall require education and training concerning the key elements of this Policy and the priorities of the U.S. Center for SafeSport for applicable employees, contractual staff, coaches, guides, volunteers and interns who have direct and/or unsupervised access to athletes. Training will include, at a minimum, a review of this Policy and proof of successful completion of the U.S. Center for SafeSport training.

## 3. PROHIBITED CONDUCT

Certain conduct is not acceptable in any PGAS sponsored or facilitated event. A non-exhaustive list of that conduct can be found below, and more complete definitions are located in Exhibit A. Importantly, in interpreting each of these forms of prohibited conduct, PGAS assumes there is always an imbalance of power between a coach and an athlete.

- Bullying
- Hazing
- Harassment (including Sexual Harassment)

- Emotional Abuse or Misconduct
- Physical Misconduct
- Sexual Misconduct
- Inappropriate Romantic or Sexual Relationships
- Grooming - which is the process used by an abuser to select a child, win the child's trust (and the trust of the child's parent or 'gatekeeper'), manipulate the child into sexual activity and keep the child from disclosing the abuse. Because sexual abusers 'groom' the children for abuse, it is possible a staff member or volunteer may witness behavior intended to 'groom' a child for sexual abuse. Staff members and volunteers are asked to report 'grooming' behavior, any policy violations, or any suspicious behaviors to a supervisor or a specific member of the organization
- Other Forms of Misconduct

Additional details regarding each type of misconduct can be found in Exhibit A, as well as in the SafeSport Code for the U.S. Olympic & Paralympic Movement (<https://uscenterforsafesport.org>). Again, please note that this is not an exhaustive listing of the various forms of prohibited conduct and PGAS reserves the right to prohibit any form of conduct that is detrimental to its participants.

#### **4. REPORTING**

Additional details regarding each type of misconduct can be found in Exhibit A, as well as in the SafeSport Code for the U.S. Olympic & Paralympic Movement (<https://uscenterforsafesport.org>). Again, please note that this is not an exhaustive listing of the various forms of prohibited conduct and PGAS reserves the right to prohibit any form of conduct that is detrimental to its participants.

#### **5. COMPLAINT REVIEW**

Additional details regarding each type of misconduct can be found in Exhibit A, as well as in the SafeSport Code for the U.S. Olympic & Paralympic Movement (<https://uscenterforsafesport.org>). Again, please note that this is not an exhaustive listing of the various forms of prohibited conduct and PGAS reserves the right to prohibit any form of conduct that is detrimental to its participants.

#### **ADDITIONAL TERMS OF THIS POLICY**

PGAS shall be guided by the principle that the health, safety and well-being of athletes affiliated with PGAS are fundamental elements of our managerial responsibility.

# APPENDIX A – SAMPLE LIST OF PROHIBITED CONDUCT

Prohibited conduct includes, but is not limited to, the following:

- A. Bullying: Intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially
  - i.) exclude, diminish or isolate the targeted athlete(s) and/or other individual(s)/group(s), as a condition of membership; or
  - ii.) Any act or conduct described as bullying under federal or state law.
- B. Hazing
  - i.) Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group’s members; or
  - ii.) Any act or conduct described as hazing under federal or state law.
- C. Harassment (Including Sexual Harassment)
  - i.) A repeated pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment or (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over a targeted athlete(s) and/or other individual(s)/group(s) based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability; or
  - ii.) Any act or conduct described as harassment under federal or state law.
- D. Emotional Misconduct
  - i.) A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete(s) and/or other individual(s)/group(s). Non-contact behaviors include verbal acts and acts that deny attention or support.
  - ii.) Any act or conduct as emotional abuse or misconduct under federal or state law (e.g., child abuse, child neglect).
- E. Physical Misconduct
  - i.) Contact or non-contact that results in, or reasonably threatens to, cause physical harm to an athlete(s) and/or other individual(s)/group(s); or
  - ii.) Any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect, assault).
- F. Sexual Misconduct
  - i.) Any touching or non-touching sexual interaction that is (a) nonconsensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitative or threatening manner.

## **APPENDIX A – CONTINUED**

- ii.) Any sexual interaction between an athlete(s) and/or other individual(s)/group(s) and an individual with evaluative, direct or indirect authority. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative; or
- iii.) Any act or conduct described as sexual abuse or misconduct under federal or state law (e.g., sexual abuse, sexual exploitation, rape).

**G. Inappropriate Romantic or Sexual Relationships**

- H. Romantic or sexual relationships that began during the athletic relationship between an athlete and/or other individual/group and those individual(s) (i) with direct supervisory or evaluative control, or (ii) who are in a position of power and trust over the athlete or other individual/group are inappropriate. There is assumed to be an imbalance of power between athletes/participants and coaches/volunteers unless it can be demonstrated that the situation fits a limited circumstance where there is no imbalance of power. For example, this prohibition would not apply to a pre-existing relationship between two spouses or life partners if one chooses to participate in a program and the other is a volunteer or coach.**

## APPENDIX B – COMPLAINT REVIEW PROCESS

Once a report is made pursuant to Section 4 of this Policy, the Board of Directors and Executive Director will review the report to determine if it implicates this Policy. If it does, the Board of Directors and Executive Director will take the following steps:

- A. The Board of Directors and Executive Director will assess the reported conduct to determine whether the circumstances pose a threat to the health or safety of the PGAS community that warrants issuance of an immediate warning to other participants, a stay-away directive for any persons or any other interim protections, including, but not limited to placing an employee, volunteer or intern on leave, or restricting any individual from other privileges prior to completing an investigation. During the interim action, PGAS reserves the rights to prohibit the accused from entering PGAS offices or attending any PGAS's program or event. The failure of an individual to comply with an interim restriction is a separate violation of this Policy and may lead to additional disciplinary action. The decision to impose interim restrictions will typically be communicated by the Executive Director to the individual and will be effective immediately.
- B. In appropriate circumstances, the Board of Directors or Executive Director will notify the complaining party about the right to report and/or decline to report the matter to the appropriate local law enforcement or child services authorities if the conduct is potentially criminal in nature. (This decision will not impact PGAS's independent reporting obligations or its decision to independently investigate the matter.)
- C. Either an accuser or an accused may request an informal resolution of a complaint rather than a formal investigation by contacting the Executive Director in writing. The Executive Director, in consultation with legal counsel, may determine that an informal resolution is appropriate, and will inform all parties of such decision in writing. If informal resolution is appropriate, the Executive Director will typically facilitate a dialogue with the parties in an attempt to reach a resolution. The allegation will be deemed resolved when the parties expressly agree to an outcome that is acceptable to them which is approved by the Executive Director. The informal resolution process will be conducted in accordance with procedures specified by the Executive Director, as determined in his/her sole discretion. An informal resolution will typically not be appropriate if the behavior in question is systemic or if it may be criminal in nature.
- D. Absent an informal resolution, which may be accepted in whole or in part, the Executive Director may also initiate a formal investigation at any time that he/she deems appropriate in his or her sole discretion. The Executive Director may investigate the allegations independently and/or may designate an external investigator(s) to conduct a prompt, fair and impartial investigation of the reported conduct and report back to the Executive Director regarding the investigative findings. The report will include the investigators' determination of whether the conduct likely occurred using the preponderance of evidence standard.

## **APPENDIX B – CONTINUED**

- E. The parties have the opportunity (and are expected) to provide the investigator(s) with the identification of potential witnesses who have specific information about the reported conduct and with whom they would like the investigator(s) to speak. The parties also have the opportunity (and are expected) to provide the investigator(s) with any documentation or other items they would like to be considered. All information must be presented to the investigator(s) in writing and include a brief description as to how the persons, documents, and/or items are relevant to the reported conduct. The investigator(s) will exercise discretion in their determination of what information to consider and which potential witnesses identified by the parties can provide relevant information to the investigation.
- F. Upon reviewing the investigators' findings, the Executive Director will either affirm the investigators' finding or ask for additional information to be conducted. The Executive Director will then provide a written notification to the Chairman and the Board, which will include the determination and any recommended sanctions. The Executive Director will then inform the Parties of the (i) outcome of the disciplinary proceeding and (ii) sanctions (if any) within a reasonable time period.



# BACKGROUND CHECK POLICY AND PROCEDURE

Prairie Grit Adaptive Sports is concerned about the safety of its volunteers while on duty and the safety of its constituents (staff, participants, etc.) and the protection of its assets and reputation. To reduce these risks, prospective and, as applicable, current and potential volunteers, coaches, participants, and staff ages 16+ of Prairie Grit will undergo a criminal background check that complies with the Fair Credit Reporting Act (FCRA). Volunteers, participants, and staff are treated as applicants under the FCRA.

This policy sets forth guidelines for performing background screens. Prairie Grit has selected and approved a background screening provider through the YMCA.

Any questions or special considerations concerning this policy should be directed to Prairie Grit's Executive Director.

## BACKGROUND CHECKS

A search of criminal history will be completed, which includes a review of criminal convictions and probation. The following factors will be considered for applicants with a criminal history:

- The nature of the crime and its relationship to the position.
- The time since the conviction.
- The number (if more than one) of convictions.
- Whether the applicant would pose an unreasonable risk to the business, its employees or its customers and vendors.
- Evidence that the applicant has performed the same type of work, post-conviction, with the same or a different organization, without incidents or criminal conduct.
- Any efforts of the applicant towards rehabilitation.
- Employment or character references obtained regarding the individual's fitness to volunteer.

## DISQUALIFICATION CRITERIA

The Director will review the report and determine if any negative information has a direct connection with an applicant's ability to fulfill the volunteer, staff, or participant duties with competence and integrity, or that might impact safety. Matters that might raise a concern include but are not limited to the following:

### 1. CRIMINAL HISTORY SEARCH

## **DISQUALIFICATION CRITERIA - CONTINUED**

A criminal conviction will not automatically prohibit an individual from volunteering, working for, or participating with Prairie Grit, but will be reviewed on a case-by-case basis. In some cases, statutes dictate the types of offenses that disqualify applicants from volunteering with certain organizations or in certain positions. Those lists will be referenced as well by Prairie Grit when making a decision regarding volunteer eligibility.

Convictions for the following categories of crimes are generally considered role-related and, therefore, may be considered in making decisions:

- Violent crimes including murder, robbery, assault, battery
- Sex offenses including rape and sexual assault
- Drug-related crimes including use, sale, possession, distribution or manufacture of illegal drugs
- Serious motor vehicle offenses includes driving under the influence of alcohol or drugs
- Theft including burglary, embezzlement, forgery, fraud

Arrests that are not pending and did not result in a conviction should not be considered. Arrests pending disposition that are role-related may be considered subject to state law.

## **2. ARREST INFORMATION**

If while a Volunteer, Staff, or Participant of Prairie Grit Adaptive Sports, Volunteer, Staff, or Participant and did not disclose an arrest to the Director within 48 hours pursuant to policy and applicable state law did not protect the arrest from disclosure, failure to disclose is grounds for dismissal from volunteering. Arrests that are disclosed or that are revealed by a search (absent an omission) will not necessarily result in termination of volunteer, staff, or participant status but will be reviewed on a case-by-case basis.

## **PROCEDURE**

Volunteers, participants, and staff ages 16+ must complete a background check authorization form and return it to the Prairie Grit Adaptive Sports. This in addition to a photo of the driver's license or other photo identification will be given to the YMCA.

PGAS will process with background screening in conjunction with the YMCA. The YMCA uses ND public record, Raptor (a sex offender screening software), and the National Sex Offender Registry. In instances where negative or incomplete information is obtained, the Executive Director and Board will assess the potential risks and liabilities related to the volunteer, staff, or participants requirements and determine whether the individual should be accepted. Background check information will be maintained for a minimum of five years.

Prairie Grit Adaptive Sports reserves the right to modify this policy at any time without notice.

# SPORTSMANSHIP

We are asking for your support in being a positive role model for all our participants. The involvement of participants contributes to their overall development of skills and character. Trustworthiness, citizenship, attitude, dedication, caring, fairness and respect are lifetime values that are taught through involvement in sports and recreational activities.

We have made a commitment to promote good sportsmanship by participants, coaches and spectators at all our events. Profanity or any degrading remarks directed at participants, coaches, officials, staff, or volunteers will not be tolerated and are grounds for removal. Thank you for your cooperation in the promotion of good sportsmanship.

Our sports and recreational programs are possible by the dedication of many volunteers and funding from amazing sponsors and donors in our community. Many volunteers put in several hours of work to make programs a success. Please be respectful and thankful to those who have helped advance Prairie Grit in any capacity. Saying thank you, sending cards, and sharing your experience with our donors is a great way let them know their gifts have huge, positive impacts.

Prairie Grit's equipment, uniforms, and often facility use are also funded by generous sponsors and donors. Participants with the assistance of their parents/caregivers as needed are expected to take care of the equipment they are using. Treat all equipment and supplies as if they are your own. Be respectful of the facilities at which events are held as well. Prairie Grit is able to offer many activities free of charge or at a minimal cost. To continue to allow us to do so, we need your help in taking care of our equipment.

# SLED HOCKEY POLICY

Thank you for your interest in participating in Prairie Grit's Sled Hockey Program. We strive for all participants to have fun, learn, and be challenged! With GRIT anything is possible!

## AGE

Sled hockey is available for participants 5 years of age and older. This is for the safety of all participants.

## SAFETY

All sled hockey participants will wear a helmet at all times when on the ice. This includes participants and volunteers.

## FEE STRUCTURE

- Program fees will be \$100 per season. These fees are separate of other activity fundraising.
- Participants' first year of program fees are free of charge.
- Scholarships are available by application process if resources are not available for the participant to pay set fees.

## EQUIPMENT RENTAL FEES (FREE THE FIRST YEAR)

- Sled \$25
- Sticks \$10
- Helmet \$10
- Shoulder pads \$10
- Gloves \$5
- Elbow pads \$5
- Shin guards \$5

Prairie Grit will keep record of each participant's gear. At the end of each season (October 1st-March 31st), there will be a scheduled date the items will be required to be returned. If items are not returned, they will be billed for the full cost of replacing the item. If items are requested to be used outside of that time frame an additional \$25 fee will occur.

## **SLED HOCKEY POLICY - CONTINUED**

### **EQUIPMENT MAINTENANCE**

- If blades are required to be sharpened during the season, the participant can take for blade sharpening and be responsible for the cost.
- Each participant is responsible for the upkeep and care of the items. For example re-taping sticks, replacing helmet straps, etc.
- If equipment is damaged beyond normal wear and tear, the participant will be responsible for the cost to replace the item and will not be issued another rental piece of equipment for that season.

### **SLED HOCKEY PRACTICES**

Sled hockey practices will be available to adaptive athletes only outside of set scrimmage time established by the coach. Other participants may have the opportunity to go out onto the ice during the scrimmage times if equipment is available and is deemed appropriate by the coach on a case by case basis.

### **USA HOCKEY INSURANCE**

All participants who plan to play in sanctioned tournaments on a Prairie Grit team or another option must register for USA Hockey Insurance each year.

This policy is put into place by the Board of Prairie Grit Adaptive Sports to help ensure equipment is properly taken care of and gear is able to be replaced as needed for the future of the program. Availability and access for rental is subject to approval. If rented or used equipment is lost or damaged, the person using the equipment will be held liable for the replacement costs. Questions or concerns may be brought to the Board. The Board of Directors has the right to update or modify this as needed.

### **TRAVEL**

Travel teams must have a coach that has been approved by the Executive Director. The coach must have completed a volunteer consent form, pass a background check, be First Aid and CPR Trained, have completed SafeSport training, and be over the age of 18 and out of high school.

Before a decision is made to attend any out of town activities or events representing Prairie Grit Adaptive Sports, the Executive Director needs to be notified.

Unless otherwise specified, each individual family will be responsible for the costs involved with traveling to include: hotels, mileage, food, and registration fees.

# LOCKER ROOM POLICY

Parents are not allowed in the locker room. If an athlete needs assistance dressing or with gear, please let a coach or staff member know. The athlete is encouraged to exit the locker room for parental assistance. If an athlete's disability warrants assistance (toileting, administration of medication, etc.), Prairie Grit asks that parents let on-site staff know and arrangements can be made for assistance to be provided in a private setting. Screened adults will be in the immediate vicinity to monitor locker room activity. Prairie Grit athletes have the unique opportunity to bond with their teammates and work on skills to promote independence in this setting which will foster an increase in self-esteem and a feeling of belonging.

Many Prairie Grit Adaptive Sports teams consist of both male and female players. It is important that the privacy of all the players be respected. All players must enter the locker room wearing their base layers or shorts and t-shirts under their street clothes. All members of the team must have this minimum attire before entering a co-ed locker room so that no player of one gender has the opportunity to see players of the opposite gender in a state of dress/undress. When possible, players dress/undress in separate locker rooms or changing areas and then convene in a single locker room before the game or practice. Or one gender goes into the locker room and changes, exits the locker room, the other gender enters to change, then the team gathers in the locker room. Once the game or practice is finished, the players may come to one locker room as a team and then the male and female players proceed to their separate locker rooms or changing areas to change, if available, or take turns. If separate locker rooms or changing areas are not available, then the players may remove their hockey gear but must wait until all players of the opposite gender have left the locker room or find a private location to change or remove their clothing.

Cell phones and other mobile devices with recording capabilities are not permitted to be used in the locker rooms. If phones or other mobile devices must be used, they should be taken outside of the locker room.



# ATHLETE CODE OF CONDUCT

## Principles:

- I will do my part to keep sports fun and positive for every participant.
- I will remember that others learn by example. I will applaud good plays by both my team and my opponents.
- I will model good sportsmanship.
- I will respect the decisions of staff, officials, and coaches. I will leave the coaching to the coaching staff.
- I will respect and show appreciation for the volunteers, the facility, and the equipment.
- I will respect players, coaches, officials, spectators, and families at all times.
- I will learn the value of commitment by participating in as many practices and games as I can.
- I will encourage my teammates and praise good efforts.
- I will be honest, fair, and respectful to others at all times.
- I will aim to learn all I can from sports.
- I will arrive at practice on time and be ready to dedicate my attention to my coaches.
- I will communicate all of my concerns to the appropriate person(s): PGAS Executive Director, PGAS Board of Directors.

# PARENT/FAMILY CODE OF CONDUCT

Prairie Grit Adaptive Sports strives to promote fair play and respect for all participants. It is expected that all parents and family members of Prairie Grit participants read and understand the Parents/Family Code of Conduct and observe the principles contained within the code. Any violation of this code will be considered a violation of the Zero Tolerance Policy and subjected to disciplinary action.

Before a participant is able to come to any of Prairie Grit's activities, a parent or legal guardian will be required to sign off on the Parents/Family Code of Conduct. Only one parent or legal guardian is required to sign the form. However, that signature will constitute as an agreement for both parents or legal guardians and/or additional family members to follow and abide by the principles of the Code of Conduct.

## Principles:

- I will do my part to keep sports fun and positive for every participant.
- I will remember that others learn by example. I will applaud good plays by both my child's team and their opponents.
- I will model good sportsmanship.
- I will respect the decisions of staff, officials, and coaches.
- I will leave the coaching to the coaching staff.
- I will respect and show appreciation for the volunteers, the facility, and the equipment.
- I will respect players, coaches, officials, spectators, and families at all times.
- I will communicate all of my concerns to the appropriate person: PGAS Executive Director, PGAS Board of Directors.

# DISCIPLINE POLICY

If any member of the Prairie Grit Adaptive Sports program violates or interferes with the policies and procedures laid forth in the Handbook will face disciplinary action from the PGAS Board of Directors. The action to be determined by the Board. Violations or interferences may result from the removal from an event or activity and/or suspension from all further PGAS activities and programming.

The person/persons in violation will have a right to file an appeal with the PGAS Board of Directors within 24 hours of notice of action. The intent of this policy is to ensure that everyone in our program can have a positive experience.

## DISCIPLINARY ACTION

**First Incident:** PGAS member will be warned of inappropriate action in writing. Greater penalties up to permanent removal from the program may be assessed depending upon the severity of the incident. In the case of parent involvement, the player may be assessed for the suspension.

**Second Incident:** PGAS member will be warned of inappropriate action in writing. Person(s) involved in the incident will be assessed and provided a minimum of one-week suspension of all PGAS activities and events. Greater penalties up to permanent removal from the program may be assessed depending upon the severity of the incident. In the case of parent involvement, the player may be assessed for the suspension.

**Third Incident:** PGAS member will be warned of in appropriate action in writing. Immediate termination may be assessed against the player from participating in PGAS activities for the remainder of the year. Greater penalties up to permanent removal from the program may be assessed depending upon the severity of the incident. In the case of parent involvement, the player may be assessed for the suspension.

**For any criminal activities:** Criminal actions will be reported to the appropriate law enforcement agency and will be subject to their disciplinary actions.

The PGAS Board of Directors reserves the right to issue appropriate action for any other issue it considers detrimental to the program.

Disciplinary actions will carry over from one season/activity to the next.

# GRIEVANCE POLICY

A grievance is a complaint by a PGAS member against the Prairie Grit Adaptive Sports Program. Any dispute that may arise may be resolved by using this procedure. If you have a concern, complaint, or suggested change concerning an incident or anything associated with the Prairie Grit Adaptive Sports program:

- Allow 24 hours to pass before reporting the situation. This requirement will allow people to think about possible solutions and be ready to discuss.
- Your concerns or complaints shall be directed in written or verbal form to:
  - o The Executive Director
  - o The PGAS Board President
  - o The PGAS Board of Directors

Any violation of the Grievance Policy will be considered a violation and be subjected to disciplinary action.

# ACKNOWLEDGMENT

I acknowledge that I have received a copy of the Prairie Grit Adaptive Sports (PGAS) Participant Handbook, which describes important information about PGAS, and understand that I should consult the Executive Director if I have questions.

Since the information and policies described here are subject to change, I acknowledge that revisions to the Handbook may occur. Such revised information may supersede, modify or eliminate existing policies. The PGAS Board of Directors shall have sole authority to add, delete or adopt revisions to the policies in this Handbook. Any written or oral statement by a PGAS employee or volunteer contrary to the policy handbook is invalid and should not be relied upon by any participant.

I understand and agree that I have read and will comply with the policies contained in this Handbook and any revisions, and that my or my child’s participation is contingent on following those policies.

\_\_\_\_\_  
Participant/Parent/Legal Guardian Name (Printed)

\_\_\_\_\_  
Participant/Parent/Legal Guardian Signature

\_\_\_\_\_  
Date