



## Code of Conduct

Dairyland Sports requires that all individuals conduct themselves in a safe and respectful manner to maintain an enjoyable, safe, and inclusive environment at all programs throughout the season. We stand firmly against any actions or words that aim to threaten the safety, health, and/or well-being of individuals participating in Dairyland Sports programs.

The following Code of Conduct has been adopted by Dairyland Sports and is intended to help foster and maintain an inclusive and welcoming environment for all participants involved. All participants, staff, volunteers, and sport officials are required to read and abide by the following Code of Conduct:

**DISCRIMINATION**: Dairyland Sports will not tolerate any form of discrimination. Dairyland Sports embraces and welcomes people of all genders, races, religions, sexual orientations, national origins, ancestries, ages, disabilities, and ethnicities.

**ACCOUNTABILITY**: Always be accountable for your behaviors and your responsibilities as a supporter of Dairyland Sports programming. Be proud of what you do and demonstrate integrity and accountability with your actions.

**INCLUSION**: Be a good teammate to all participants, regardless of their age, experience level, or physical ability. Demonstrate good sportsmanship, and always lend a helping hand to others.

**RESPECT**: Be respectful to your peers, families, staff, and supporters – everyone! Harassment and misconduct\* are strictly prohibited and are grounds for dismissal from programming.

**YOU**: You are responsible for your own self. Be in control of your body and equipment during all activities to avoid harming yourself or others. Keep your personal items secured as Dairyland Sports is not responsible for any personal items that are lost, stolen, or damaged.

**LISTEN**: Listen to instructions from Dairyland Sports staff, officials, and volunteers to ensure safe participation in programming.

**ACCESSIBILITY**: Keep the space accessible for all! That means keeping event areas clean, neat, ensuring and maintaining adequate pathways, and alerting staff when you require accommodations for accessibility.

**NOTIFY**: Notify Dairyland Sports about any witnessed instances or suspicions of abuse, neglect, or other harm. Please complete an [Incident Report](#) under the “Athlete Safety” tab on our website for any suspected instances of abuse, misconduct, or harm to a participant.

**DRUGS**: Do not be under the influence of any substance that impairs safe participation in programming or endangers others who are participating. Smoking, use of tobacco products, and drinking alcohol is prohibited at all Dairyland Sports events.

*\*Harassment and misconduct include but are not limited to obscene gestures, physical contact, use of profanity, display of materials that are derogatory in nature, or other forms of misconduct as outlined in Dairyland Sports’ Sport Protection Policies. Please view the “Athlete Safety” tab on our website for more information.*

# 2:1

Conduct programming with at least a **2:1** staff/volunteer to participant ratio. Ensure all interactions are **observable** and **interruptible**.



Be **positive** and **professional**, always. Encourage, motivate, and provide constructive feedback to participants.



**Prioritize the athlete**, always! Ensure participants have positive experiences and opportunities to **learn and grow**.



Understand ways to **communicate** with medical staff and/or Dairyland Sports staff in case of emergency or misconduct.

\*If you observe anyone not following this Code of Conduct, it is your responsibility to let Dairyland Sports staff know immediately. Failure to comply with the expectations and requirements established in this document may result in dismissal from any Dairyland Sports event, program, or activity and/or further disciplinary action as appropriate.

\*\*In the event of an emergency, please first ensure your own safety, call 9-1-1 to active emergency response team, and then contact a Dairyland Sports staff member to report.