Impact Gold Standards & Accountability

Impact Gold Fastpitch is committed to providing a respectful and supportive environment where athletes can develop, compete, and enjoy the game. Players, parents and guardians, coaches, and recruiters all share responsibility for upholding that standard.

Our codes of conduct apply during practices, games, tournaments, team events, and team-related communication, including texts, group messages, and social media.

Expectations for Everyone

Everyone representing Impact Gold is expected to demonstrate respect, sportsmanship, and accountability. Handle disagreements and concerns appropriately. Bullying, harassment, threats, discrimination, physical aggression, and retaliation are unacceptable.

Consequences for Code of Conduct Violations

We will review violations based on available information, the seriousness of the conduct, the circumstances, any previous incidents, and the effect on athletes and the team. When addressing player conduct, the athlete's age will also be considered.

Consequences may include one or more of the following:

- **Verbal or written warning:** An explanation of the concern and the behavior expected moving forward.
- **Required meeting or conduct agreement:** A meeting with the individuals involved and, when appropriate, a written plan outlining expectations for improvement.
- **Restrictions on involvement:** Limits on attendance, participation, coaching, or recruiting duties.
- **Suspension:** Temporary suspension from team or organization activities.

- **Removal:** Removal from the team, coaching or recruiting role, or organization.

Consequences do not have to follow a fixed sequence. Serious misconduct may result in suspension or removal without a prior warning. The organization may also impose immediate restrictions while an incident is being reviewed.

Organization leadership will determine significant disciplinary action. The person involved will have a reasonable opportunity to respond before a final disciplinary decision. Parents or guardians of minor athletes will be involved in significant disciplinary decisions affecting their athlete.

Fair and Appropriate Accountability

Consequences will focus on the conduct of the person involved. Parent or guardian misconduct will generally be addressed through restrictions on that adult's attendance or involvement. **A player's playing time will not be used to punish a parent or guardian.**

Correction of player behavior must be respectful and appropriate for the athlete's age.

Reporting Concerns

Concerns may be reported to the team's head coach, area coordinator, or organization leadership. If a concern involves a coach, families may contact the area coordinator or organization leadership directly.

Mandatory Reporting of Abuse

All Impact Gold coaches are mandatory reporters under this code of conduct. Any report, allegation, disclosure, or reasonable suspicion of abuse must be **reported to organization leadership immediately.** Coaches must not delay reporting to investigate or confirm an allegation.

Reporting to Impact Gold does not replace or delay any report required by applicable law to child protection authorities, law enforcement, or another designated authority. Coaches must make required external reports without waiting for organizational approval. **The 24-hour cooling-off rule does not apply to abuse reports.**

Respectful disagreement and good-faith reporting are permitted. No player, parent or guardian, coach, or recruiter may be retaliated against for raising a concern in good faith or participating honestly in a review. Do not use playing time, roster status, or team opportunities to punish good-faith reporting.

Commitment to Our Standards

Participation with Impact Gold Fastpitch requires players, parents and guardians, coaches, and recruiters to follow the code of conduct applicable to their role. Violations may result in the consequences outlined above.

Thank you for helping us maintain an environment where our athletes can learn, compete, and represent Impact Gold with pride.