



CHARTER & BYLAWS

OF THE

AREA YOUTH SPORTS PROGRAM

***ADOPTED MARCH 2005
REVISED MAY 7, 2007
REVISED JANUARY 12, 2009
REVISED MARCH 8, 2010
REVISED JANUARY 9, 2012
REVISED June 1, 2015
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CHARTER

Section 1: AYS was founded by local citizens with the goal to empower kids with healthy bodies and minds, instill strong sportsmanlike conduct, and ingrain respect and modesty for what's around them through energizing team sports for children preK through 8th grade.©

AYS was incorporated in 1969 and continues to give children the strong opportunity to develop into healthy and respectful adults.

Section 2: The purpose for which said corporation is formed is for the betterment of good sportsmanship among young athletes

Section 3: Said Corporation shall have perpetual succession. It may sue and be sued. It may hold, receive, lease and purchase such real estate and personal property as may be requisite and expedient for its purposes, and may sell, lease, encumber, and dispose of such property. It may adopt a Charter and by-laws for its own government, suspensions, expulsion and punishment of its members and for the election and appointment of its officers and agents and the defining of their duties and it may alter and repeal the same. It may also adopt rules for the individual sports programs.

Section 4: Said corporation may locate and establish subordinate councils, or other branches and divisions thereof, composed of members of said corporation, and said subordinate councils or branches, when so established, shall be governed and managed by such laws, by-laws, rules and regulations as said corporation shall determine.

Section 5: All Bylaws, regulations and rules of said corporation in force at the time of the adoption of this act shall remain in full force and effect until amended or repealed.

Section 6: Said Corporation shall make no laws, Bylaws, rules or regulations inconsistent with this state.

Bylaws

The following is hereby established as the Bylaws of
Area Youth Sports
(Referred to as AYS here within)

ARTICLE 1- NAME, PURPOSE

Section 1: A Board of Government is established to be known by the name of
AYS Board of Directors.

Section 2: The AYS Board of Directors is hereby vested with full power and authority to
make, alter and repeal all laws, rules and regulations for the government,
management, discipline and control of AYS or of any council or division thereof,
and to enforce the laws, rules and regulations enacted by the AYS Board of
Directors.

ARTICLE II- MEETINGS

Section 1: **Monthly Meetings** - The AYS Board of Directors shall meet biweekly, at the
AYS building. The meeting will be scheduled to a time and location deemed
acceptable by the President, or acting President. Any meeting called, other than
monthly meeting, shall have a two thirds vote of the Board of Directors. The
votes to hold a special meeting may be taken over the phone, email or by
messenger, provided every board member is notified.

Section2: **Executive meetings-** Executive meetings are held in private. They are called for
legal matters or for disciplinary actions only. No notes may be taken in executive
session. When an executive meeting is called, the minutes must state why it was
called. Any board member, commissioner, coach or volunteer connected to AYS
being brought before the AYS Board of Directors for disciplinary action must be
informed by a formal letter and have the option of being at that meeting. Said
person must also have the option to have one representative at that meeting. The
board will exit executive session to vote on actions to be taken in the regular
meeting.

ARTICLE III- BOARD OF DIRECTORS

Section 1: **Board Details** – The AYS Board of Directors shall be comprised of any person
living in Fayette, Jay, Livermore or Livermore Falls. There will be no more than
12 members with one seat being held so each of the four towns may have at least
one board member. Potential board members must submit a letter of interest to
the AYS BOD and attend three of the next five regular board meetings. At the end
of their third meeting, the board will vote, by written ballot, whether or not to
appoint the applicant to the board. The candidate will be asked to leave prior to
the vote, and may be asked to return for any questions. All board members will
be required to submit to a background check upon election & reelection to board.

Section 2: Board Duties - All executive powers shall be vested in the Board of Directors. Said Board shall have general supervision of the affairs of AYS and shall ensure all the laws of AYS be faithfully executed and administered. They have full control and management of all matters as to and of disputes, discipline, funds or property of AYS, and of all other concerns of AYS. They shall have full power and authority to interpret the laws of AYS, consistent with the spirit thereof, and the well-being of AYS. Said board shall also have all rights and responsibilities for choosing all new board members.

Section 3: Board Elections & Term - The Board of Directors shall be elected to a three-year terms. At the end of their three-year term, board member can choose to leave their duties as a member of the AYS Board of Directors or serve another term. If member choses to serve another term, he/she will only be able to if re-elected by the remaining board members.

Section 4: Quorum - A majority of the members of the Board of Directors and the President or any active officer must be present at any meeting for it to be an official meeting. Attendance via speakerphone or teleconference is deemed acceptable.

Section 5: Officers & Duties - There shall be four officers of the board consisting of the President, Vice President, Secretary and Treasurer.

The President leads the meeting and special events. He appoints all committees. The President works as a public relations officer to promote all AYS programs and special events. The President is not a member of the Board of Directors and has no vote except in the case that the Board of Directors has tied a vote. The President shall also be responsible for providing meeting agendas to all board members prior to meeting.

The Vice President shall be a board member; they will stand in for the President when the President cannot preside over the meeting for some unforeseen reason. The Vice President, when presiding over the meeting, will follow the same rules as the President with the exception of appointing committees. The Vice President shall do what is required by President.

The Secretary is responsible for recording the minutes of the meetings and having a copy of said minutes available for each board member, and/or any public that might be at the next biweekly meeting. Said minutes should be available to board within a week prior to the next regularly scheduled meeting. The Secretary is also responsible for the keeping of any other records that the Board of Directors may require from time to time.

The Treasurer is responsible for the recording of all monies received or expended. All bills paid must have a written receipt. The treasurer shall provide a monthly report of all funds and expenses to the Board. The treasurer will also perform such duties as may be imposed by law and/or by the Board of Directors.

Section 6: Officer Elections & Term - The Board of Directors shall elect officers once each year, the President, whom shall not be a board member, Vice President, Secretary and Treasurer, whom shall be board members. Officer elections will take place January of each year. All Officers are eligible to be re-elected into office.

Section 7: Resignation, Termination and Absences - Resignation from the board must be in writing. Every board member that resigns from AYS is asked to give a one month notice. Absences need to be reported to President prior to meeting. A board member may be dropped for excessive absences from the board if he/she has three consecutive unexcused absences from meetings. A board member may be removed for any reasons by a two-third vote of the remaining members.

ARTICLE IV: COMMITTEES & MANAGER DUTIES

Section 1: Building Manager – The Building Manager is responsible for assessing maintenance, repair, and equipment needs relating to the upkeep of the AYS Building(s). The Building Manager reviews and makes recommendations periodically concerning the upkeep and remodeling of the AYS building(s). They will aid in the formulation of plans concerning the building, and to assist with the execution of these plans. The Manager will have a budget for the current fiscal year, set by the Board of Directors. The manager will oversee the rentals and usage of the facilities. The manager will follow guidelines on the rental and usage of facilities, special requests require board approval.

Section 2: Web Committee - The duties of the web committee will be to promote the activities of AYS, by means of the internet. Committee members will contribute to ongoing communications, including the developing and maintaining of the AYS website and the AYS Facebook Page. The committee members will work regularly with all board members to facilitate the consistency and professionalism of communication efforts, through the web, with our supporters and members. They will utilize the website as an informational source by having useful forms, information and current announcements. They will be responsible for keeping the sites up to date and useful.

Section 3: Volunteer Coordinators - Volunteer Coordinators are responsible for helping in any area that involves volunteering. Volunteer Coordinators shall be elected by the board of directors. Volunteer Coordinators work alongside the president when organizing special events. They create descriptions of volunteer work that needs to be covered, recruit new volunteers through local media and community meetings and hold training sessions. They work with the board to discuss upcoming events and ongoing needs. Volunteer Coordinators act as supervisors for all volunteers and serve as the liaison between volunteers and board. Volunteer coordinators should ensure all volunteers are recognized for their involvement. Volunteer Coordinator should be at all sports sign-ups to enlist volunteers. These coordinators maintain a database of volunteers, their duties and their hours of work. They create reports for the board and recommend changes that would be beneficial for the volunteer program.

Section 4: **Background Check Appeal Committee:** The Background Check Appeals Committee will consist of the appointed head chairman and at least two officers of the AYS Board of Directors, with all four of the AYS officers invited. The duty of the committee is to go over any background checks that come back with criminal charges. The committee will review and determine if said charges are enough to not allow or terminate individual from being active in AYS. Committee will then bring information and their recommendation to the whole AYS Board to be voted on.

Section 5a: **Clothing Manager:** The clothing manager will be in contact with commissioners regarding clothing needs. The clothing manager will be in charge with ordering, status of items and delivery.

Section 5b: **Equipment Manager:** The equipment manager will be in contact with commissioners regarding equipment needs. The equipment manager will be in charge of ordering, status of items and delivery. Equipment managers will also be responsible for end of year awards and certificates where noted in bylaws. (Article V1, Sect.6)

ARTICLE V- CODE OF CONDUCT

Section 1: The AYS Code of Conduct clarifies the standards of behavior that are expected of any persons associated with AYS. It gives guidance on how members should conduct themselves and possible actions that could result if code of conduct is breached.

Section 2: **AYS Board of Directors** - All board members must act honestly, in good faith and in the best interest of the AYS Program as a whole. Board members may not take improper advantage of their position to receive special privileges which aren't available for all members of the AYS Community. Board members must not allow personal opinions or interest to affect the decisions made on behalf of the AYS program. Voting and decisions shall remain unbiased. The Board will not engage in any conduct likely to discredit the AYS program.

Section 3: **AYS Commissioners & Coaches** - All commissioners and coaches must act honestly, in good faith and in the best interest of the AYS Program as a whole. They may not take improper advantage of their position to receive special privileges which aren't available for all members of the AYS Community. They must conduct themselves in a manner that honors the game and demonstrates respect to others. They will maintain high ideals and desirable attitudes. They will practice good sportsmanship and exhibit self control at all times. They will be modest when successful and gracious in defeat. Communications between coaches and commissioners is a must.

Section 4: **AYS athletes, officials, parents and spectators** - Players, officials, parents and spectators must conduct themselves in a manner that honors the game and demonstrates respect to others. They will maintain high ideals and desirable attitudes. They will practice good sportsmanship and exhibit self control at all times. They will be modest when successful and gracious in defeat.

Section 5: **Breaching of the AYS Code of Conduct-** When allegations of a breach of the Code comes to the attention of AYS, the board will investigate the matter. Depending upon the facts found during investigation, AYS may take disciplinary actions. Disciplinary actions may be one of the following depending on the severity of breach: suspension of duties and/or temporary loss of right to attend AYS functions or complete termination of duties and/or permanent loss of right to attend AYS functions.

ARTICLE VI- POLICIES

Section 1: **Commissioner-** The Board of Directors shall elect all commissioners. All commissioners from the previous year will have the first option to be the commissioner of their sport the next season provided the Board of Directors approves them. There will be a commissioner for each sport. The commissioner of that sport will not be allowed to coach or assistant coach the sport unless extenuating circumstances occur. (i.e. lack of volunteer or emergency situations, etc.) In cases, commissioner has an asst. commissioner, the assistant commissioner will be allowed to coach but will only act as a coach and not as an assistant commissioner when it comes to the AYS Chain of Commands. The commissioner will be responsible for the day to day running of that sport program. The commissioner will be responsible for the collection of all unpaid fees, decision on late signups, the scheduling of games and practice times and picking of coaching staff. They will also be responsible for reporting to the board during board meetings while their sport season is active. Via email or in person. Commissioners shall work with the Volunteers Coordinators to provide information necessary for scheduling volunteers. All coaches or assistant coaches who have coached the previous year shall have first option to coach the new season before it is passed on to a new coach. The commissioner and AYS Board shall have the right to discipline or remove any coach, athlete or volunteer who does not follow the rules and regulations or bylaws set forth by the Board of Directors. The commissioner must notify in writing any action taken to both the person to whom the action is taken and to each member of the Board of Directors. Any person that does not agree with the Commissioners action may ask to have a Board Hearing. The commissioner shall submit a budget for equipment cost or any other expense that may occur for that sport program along with an inventory of equipment/uniforms, to the Board of Directors for approval prior to the program startup date.

Section 2: Conflict Resolution Policy- Constructive criticism of AYS is welcomed by the Board whenever it is motivated by a sincere desire to improve the quality of the program or to equip AYS to do their tasks more effectively. The AYS Board of Directors have confidence in our volunteers & desire to support their actions in order that they are free from unnecessary, spiteful, or negative criticism & complaint. This policy does not supersede any member of the AYS Community's right to contact Board members directly. However, whenever a complaint is made directly to the Board as a whole or to a Board member as an individual, it will be referred back to the next person in our chain of command. The Board advises the public that the proper channeling of and most effective way to resolve complaints and conflicts involving AYS are as followed:

Public → Coach → Commissioner → AYS Board of Directors

(AYS suggests individuals give themselves a 24 hour chill down period before acting on any negative situations.) Complaints and concerns regarding your AYS experience should be directed according to the following guidelines.

Complaints regarding AYS coaches, assistant coaches, and/or managers should be addressed with the head coach. Concerns regarding your child's team should be addressed directly with your child's coach or assistant coach at a proper time and place. If resolution is not satisfactory, document your complaints or concerns in writing to the attention of the appropriate commissioner. If, after following the appropriate measures as listed above, and resolution is not satisfactory, document your complaints or concerns in writing to the attention of the AYS Board.

Complaints regarding sports leagues, sports rules and/or officials should be addressed with the commissioner. If resolution is not satisfactory, document your complaints or concerns in writing to the attention of the AYS Board.

Complaints and concerns regarding AYS policies and programs should be documented in writing and sent to the attention of the AYS Board of Directors and the proper Program Commissioner.

Matters referred to the Board should be in writing, must include address, contact phone numbers, signature of the complainant, and should be specific in terms of the action desired. Matters can be emailed to AYS board as a whole. (board@ayssports.org). After reading such complaints, and if more information which might challenge or question the good name or character of an individual is needed, the Board shall consider to have all parties attend an Executive Meeting. The Board will not consider or act on complaints that have not been explored at the appropriate level or if the appropriate chain of command has not been attempted.

Section 3: Credentials - AYS reserves the right to require all potential Commissioners, Coaches and Volunteers to take training programs from time to time and/or subject themselves to a background check.

Section 4: Background Checks - All new AYS Board members, commissioners and coaches are required to complete a background check. This check must be conducted prior to their participation in the AYS program and will be done yearly if individual is continuously active in the AYS program. Background checks are considered confidential and will only be discussed within the AYS Board of Directors, when determining individual's eligibility. Once the background check is complete, the AYS Background Check Appeals Committee head chairman will review results. If no record is found, AYS will not notify you. If background check discloses any convictions for a felony or misdemeanor, the committee will discuss actions and report back to the AYS Board of Directors, in which AYS has all rights to suspend individual from all AYS duties.

DISQUALIFYING CRIMES

- **All Sex Offenses**
 - Examples include, but are not limited to: child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure
- **All Felony Violence Offenses**
 - Examples include, but are not limited to: murder, manslaughter, aggravated assault, kidnapping, robbery, aggravated burglary
- **All Felony offenses other than violence or sex within the past ten (10) years**
 - Examples include, but are not limited to: drug offenses, theft, embezzlement, fraud, child endangerment
- **All Misdemeanor Violence Offenses within the past seven (7) years**
 - Examples include, but are not limited to: simple assault, battery, domestic violence, hit and run
- **Two or more misdemeanor alcohol offenses within the past five (5) years**
 - Examples include, but are not limited to: driving under the influence, drunk and disorderly, public intoxication
- **All Misdemeanor Drug offenses within the past five (5) years or multiple offenses in the past ten (10) years.**
 - Examples include, but are not limited to: simple drug possession, possession of drug paraphernalia
- **Any other misdemeanor within the past five (5) years that would be considered a potential danger to children or is directly related to the functions of that coach.**
 - Examples include, but are not limited to: contributing to the delinquency of a minor, providing alcohol to a minor

If background check indicates that an individual has criminal charges pending, AYS may reject individual from duties until there is a resolution of the charges. AYS will notify individual in a timely manner. The individual will then have 5 days to respond or ask for a meeting to present additional information or to contest the results presented. AYS will immediately proceed with a review to determine if the criminal activity is enough for termination.

CRIMINAL OFFENSE CONSIDERATION FACTORS:

- Nature & Severity of the offense
- Individual age at the time of offense
- Number and type of offense(s)
- Time elapsed since last offense
- Probation or parole status

If an active individual subsequently has any criminal charges brought against him/her, they are required to immediately disclose the nature of the charges to the AYS Board of Directors and voluntarily terminate all their duties until a determination is made by the board regarding the effect the pending charges has on his/her duties within the program.

Section 5: **Equipment** - Any participant or coach may be prohibited from participating in any AYS program until all of the equipment and uniforms from previous sport has been returned. Once the equipment and uniforms are returned, or replacement costs paid, they will be allowed to once again participate in any upcoming sports.

Section 6: **Trophies & Awards** - AYS will not purchase any trophies for any sports programs with the exception of any starter program sports (Little Hoopster Basketball, Little Kickers Soccer, Tee Ball & Flag Football) and for the playoff champion for any in house sport which conducts championship playoffs at the conclusion of the regular season.

Section 7: **Fund Raising-** Any person wishing to host a fundraising event using the AYS name must complete the fundraising form and submit it for board approval before hosting the event. Any funds raised by any form of fundraising in the name of or for the use of AYS must be turned in to the treasurer of the Board of Directors.

Section 8: **Practice times-** All practice times when school is in session will be limited up to 4 hours per week for all in house sports. League Teams will be limited up to 6 hours per week. With the exception of middle school football division. (Note: Any Scrimmage between teams is considered a practice and count towards practice limits.)

Section 9: **Sign Up Policy-** Signups for all seasonal sports will take place prior to the beginning of each season. AYS will offer 4 weeks of initial signups for all sports. Signups will be taken during these 4 weeks at the designated price varying per sport. Signups will be allowed only at the designated areas as well as online.

After the signups have closed, any signup that happens up to the week before the coaches meeting (to allow to accommodate the number of coaches needed) will be considered late, and there will be an additional \$10 fee associated. This coaches meeting date will be posted on the AYS Facebook page, and AYS website. After the closure of late sign ups when teams have been organized, the AYS Board will make decisions for any late signups of any sport that season prior to the first official game.

- Section 10: Participation availability-** Any children participating in AYS sports must be legal residents of the Towns of Jay, Livermore, Livermore Falls or Fayette. Students attending Fayette schools or RSU 73 on a Superintendents agreement are also allowed to participate. Accommodations can be made by the Board of Directors for children from communities that don't offer a sport or for other reasons.
- Section 11: Payment & Participation-** Signup fees are due for all programs at time of registration or before season starts. If fee has not be received by the first scheduled game, the athlete will not be able to participate until there is communication with AYS regarding the fee and/or payment arrangements have been discussed and agreed upon by both AYS and concerned party. AYS will suspend any account with a past due balance and prohibit participants from participating in any upcoming sports until balance is paid in full or payment agreements is current.
- Section 12: Refund Policy-** Full refund, *minus Sportssignup fee and/or credit card transaction fee*, will be given if an athlete elects not to participate in a sport and said sport has not started. Once a sport has started, the refund will be a full refund minus all costs incurred. Incurred costs include, but are not limited to: t-shirt/uniform purchased, insurance paid, etc. A sport is considered to have started if any practices have been held for any of the teams participating. Once the first "game" has been played, no refund will be given. A game includes meets, games, formal skills and drills, etc. Attendance or lack of has no bearing on whether or not a refund will be given.
- Section 13: Check Acceptance Policy-** Participants understand and agree that by paying with a check, they are entering a contractual agreement that obligates them and holds them responsible for any and all penalties, costs and incidental damages but not limited to, return check charges, state surcharges, interest, collection costs, legal expenses, attorney fees on any check returned non payable. Returned checks, state surcharges and incidental fees may be debited from their account electronically or by way of paper draft, by us and our representative. Service fee amount is \$35.00.
- Section 14: AYS Gym Use Policy-** This policy is designed to promote and protect the use of the gym for all AYS sports and our community. AYS needs your help in adhering to the guidelines set forth by AYS board so that the gym remains a clean safe place for all users. It is everyone's responsibility to take care of the gym to protect our investments. When signing out the gym, a responsible adult "designee" will be held accountable for opening and closing out the gym after each use and making sure all participants adhere to the rules. This involves making sure that all of the lights are turned off, bathrooms are clean and all waters turned off. Make sure the heating system is functioning and temperature is set to ensure no freeze ups in cold weather. All doors are secured and door key is placed back in lockbox

after use. General rules: No food or drinks on gym floor at all times. Only athletic shoes can be worn on gym floor. No horseplay on bleacher seats. Access to building is restricted to gym, bathrooms and lobby. Stay out of storage rooms and old school building attached to AYS building. No pets allowed in the gym. Police yourself. Remove all items you bring in with you. This includes water bottles, coffee cups, food wrappers, and clothing. AYS will not be responsible for lost or stolen property. Respect others and show good sportsmanship at all times.

Section 15: Concussion Policy-The AYS policy is that if a player/teammate/coach/official suspects any player of having a concussion (i.e. by displaying signs and symptoms of a concussion), that player shall be removed from the game or practice. Once a player suspected of a concussion is removed from a game or practice, that player is NOT to re-enter the remainder of that game or practice. In the event that multiple games are being played on the same day, a note from a doctor or medical professional must be provided to the coach prior to that player participating in any subsequent games. Further, under the normal course of the season schedule where there is one game each weekend, a doctor's note must be provided before the injured player may return to play at the team's practice and weekly game - for example, if a player has a concussion on Saturday, they must provide a doctor's note to their coach before participating in practicing on that Monday following the game where they were injured. Coaches are further instructed to follow the AYS guidelines of - When in doubt, sit them out.

Section 16: Social Media Policy-Area Youth Sports (AYS) recognizes the importance of social media in shaping the public's perception of our organization. AYS also recognizes the importance of our board members, sport commissioners, coaches and volunteers in leading and setting the tone of social media interactions in a manner that advances AYS's mission and goals.

This Social Media Policy applies to players and all adults associated with the players (parents, guardians, player family and friends, and all spectators). This Social Media Policy also applies to all social media content posted by AYS members (board, commissioners, coaches and all volunteers) in their professional and personal capacity to the extent such content is related to AYS.

This social media policy applies to platforms including, but not limited to:

- Social networking sites (e.g. Facebook, Twitter, Instagram, etc.)
- Video & photo sharing websites or apps (e.g. YouTube, Flickr, etc.)
- Review sites (e.g. Yelp, etc.)
- Team Communication apps (e.g. Siplay, teamwall, etc.)
- Instant messaging (e.g. SMS, Skype, Snapchat, etc.)
- Public and private online forums and discussion boards

This policy is applicable when using social media as:

- an officially designated individual representing AYS
- Or as an individual who is posting content on social media in relation to AYS that might affect AYS's program, services, events, sponsors, members or reputation.

Aspirations

AYS strives to create a positive and productive organization that is dedicated to helping young athletes reach their potential. In furtherance of this goal, AYS aims to engage members of AYS community in positive, honest, transparent, and knowledgeable dialogue about AYS through social media. AYS views social media as an important tool for communicating its program achievements and opportunities for our athletes and community. AYS also views social media as a platform for receiving constructive feedback from the public and for discussing AYS's challenges and opportunities for improvement in a positive and constructive way.

Guidelines

You must adhere to the following guidelines when using social media related to AYS or its programs, competitions, teams, participants, events, sponsors, members or reputation.

1. Be positive and respectful, and always take the high road. When disagreeing with others' opinions, remain appropriate and polite. If you find yourself in a situation online that is becoming antagonistic, disengage from the dialogue in a polite and respectful manner that reflects well on AYS.
2. Do not post content that would harm AYS or damage AYS's reputation. Remember that even while you are on your own personal time, you are a representative of AYS, and people may interpret your online postings or social interactions as though they were official AYS statements.
3. Use good judgment when posting comments on any official AYS sites. Bear in mind that your comments can create liability for AYS. If you are unsure whether a comment is appropriate to post, either do not post it or obtain prior approval from the Board of Directors.
4. Be smart about what you publish. Use common sense. Whenever you are unsure as to whether or not the content you wish to share is appropriate refrain from sharing the content to be on the safe side. Once something is posted, it exists online forever.
5. Encourage others to engage in positive interactions on social media. If you are concerned about any AYS Member's use of social media, please bring your concerns to the attention of the Board of Directors.
6. Personally identifiable information (information, such as a name and date of birth and/or a street address which, when taken together, can identify a particular individual) should not be disclosed in any manner on official AYS social networking sites without the approval of individual.
7. When posting content online privately, there is potential for that content to become public through a variety of means. Therefore, you should refrain from posting any content online that you would not be happy for everyone to see.
8. Your honesty—or dishonesty—may be quickly noticed in the social media environment. Do not say anything that is dishonest, untrue or misleading. If you are unsure, check the source and the facts before uploading or posting anything. AYS recommends erring on the side of caution – if in doubt, do not post or upload.

Area Youth Sports has zero tolerance for inappropriate and unacceptable conduct that is harmful to AYS or any individual. The web is not anonymous. You should assume that

all information posted online can be traced back to you. You are accountable for your actions both on and offline.

Violations of the Social Media Policy

The AYS Board of Directors shall have the authority to monitor and enforce this Social Media Policy. The AYS Board of Directors, and any individual appointed by the Board of Directors, shall have the authority to remove any inappropriate or offensive comments from official AYS sites and to block any individual or organization from posting on any official AYS social media platform if they determine, in their sole discretion, that such removal or block is in the best interests of AYS.

Failure to comply with the social media policy will result in penalties. The failure of any AYS member to adhere to this Social Media Policy shall be considered a violation of the AYS Code of Conduct and will be subject to any or all of the following disciplinary actions up to and including termination of the individual's involvement in AYS.

- Board Members: temporary suspension or permanent removal from AYS Board.
- Commissioners: temporary suspension for current season or permanent AYS suspension.
- Coaches (head or assistant): temporary suspension for current season or permanent AYS suspension.
- Players: Game suspensions including ineligibility for any All-star teams
- Parents, guardians, player family & friends, and spectators: Temporary or permanent suspension of attendance at any AYS event/ game.

Any violation of this policy shall be reviewed by the AYS Board, who will then determine if and which disciplinary action is warranted.

Section 17: Concealed Weapons Policy- Ensuring a safe environment for our athletes and members is of the most importance in our organization. Weapons, inside our building or at locations where AYS practices or has gameplay, pose a potential threat to the safety and security of our AYS members, and firearms of any type are strictly prohibited at all times inside AYS facilities, or while you are engaged in any AYS function, whether on-site or off-site.

The carrying of a firearm of any kind while inside AYS building or leased space, on AYS property, or while participating in AYS events on or offsite, is strictly prohibited and is a violation of AYS Concealed Weapon policy. Regardless of whether an individual possesses a concealed weapons permit or is allowed by law to possess a weapon.

AYS may not restrict an individual of transporting or storing lawfully possessed firearms in the said individual's *privately-owned* vehicle, while the vehicle is parked at AYS or at any AYS events, if and only if *all* of the following requirements are satisfied:

- 1) The firearm is either:
 - a. kept inside the vehicle and out of sight, while the employee is attending the vehicle; or
 - b. kept out of sight, locked in a compartment, container, or in the interior of the vehicle or in a compartment or container securely affixed to the vehicle, when the vehicle is unattended; and

- 2) The individual has a valid Concealed Weapons Permit; or
- 3) If the individual does not have a valid Concealed Weapons Permit, they may have in their vehicle a firearm that is not a pistol and is legal for hunting in Maine if:
 - a. The individual has a valid Maine hunting license; and
 - b. The firearm is unloaded at all times; and
 - c. It is during a season in which hunting is permitted by Maine law; and
 - d. The individual has not been convicted of any crime of violence, nor is subject to a Domestic Violence Order, as those terms are defined by law; and
 - e. The individual has no prior documented incidents of threats or violence; and
 - f. The individual has not been committed to a psychiatric hospital or similar treatment facility for inpatient or outpatient treatment.

If you do not meet requirements of **both** (1) and one of either (2) or (3), you are prohibited from having a firearm in a vehicle on AYS property or at any AYS function.

AYS does not allow persons to possess firearms in vehicles owned by another individual.

In the event, AYS believes an individual poses a risk of danger to themselves or others, AYS reserves the right to make further inquiry as to whether an individual has a weapon on property. In the event, AYS learns that an employee has a firearm in his or her vehicle, the company has the right to question any individual in order to determine that the above conditions are satisfied.

If it is found that the individual is not in compliance with AYS policy, the individual must leave premises and is subject to disciplinary action resulting in temporary or permanent suspension of participation or attendance at any AYS event/ game.

Any individual who is aware of a weapon of any type or form within the AYS building or that an individual has a weapon in their possession while engaging in AYS functions on-site or off-site, has an obligation to report this information immediately to any official AYS volunteer including coaches, commissioners or board member. It is the responsibility of AYS to do what is necessary to ensure the safety of all individuals in the company.

To further ensure a safe environment, weapons of any type, including, but not limited to, knives with a 3 inch blade or longer, fighting weapons (*i.e.* nunchucks, daggers, brass knuckles and stun guns, etc.), explosives, and any chemical whose purpose is to cause harm to another person are strictly prohibited inside AYS building or leased spaces, on AYS property or while attending AYS functions, on or offsite, is strictly prohibited and is considered an intolerable offense.

Possession of a weapon can be authorized by AYS president to allow security personnel or a trained individual to have a weapon on AYS property when this possession is determined necessary to secure the safety and security of our athletes. Only the president, or his designee, may authorize the carrying of or use of a weapon.

Section 18: Tobacco, Drug and Alcohol Policy-Area Youth Sports is dedicated to providing its athletes, volunteers and visitors with a safe and healthy environment. AYS supports an environment where athletes, volunteers and visitors are not exposed to the harmful effects of secondhand smoke and are supported in efforts to live smoke-free. Area Youth Sports recognizes that smoking and the use of tobacco products on our grounds is detrimental to

the health and safety of everyone. Therefore, Area Youth Sports has adopted a 100% tobacco-free campus policy, that exceeds state law (22 M.R.S.A. § 1580-A).

This policy prohibits all smoking and the use of all tobacco:

- In all Area Youth Sports owned, leased and affiliated buildings.
- At all Area Youth Sports sponsored youth events– both indoor and outdoor.
- At all youth events hosted or organized by Area Youth Sports.
- Within 50 feet of all entrances to Area Youth Sports buildings.

The smoke and tobacco-free campus policy applies to all volunteers and visitors including organizers of, and attendees at, public events, including but not limited to, conferences, meetings, lectures, social events and/or cultural events using Area Youth Sports owned, leased and affiliated property are required to abide by Area Youth Sports' smoke and tobacco-free policy.

Parents, coaches, commissioners, officials, spectators, volunteers, players and board members must be drug, tobacco, alcohol and performance enhancer free at youth sports activities or any AYS youth event.

Coaches, commissioners, officials and board members are prohibited from consuming alcohol and drugs immediately before or during games, practices or youth event. They shall NOT participate in any AYS youth activity while under the influence of drugs or alcohol. Any violations will result in expulsion from the program.

All Players must avoid the possession or use of alcohol, tobacco, tobacco products, drugs and performance-enhancing drugs at all times.

In addition, no alcohol, drug or tobacco products are allowed by parents, spectators and volunteers during any AYS game or practice, including home and away fields or at any AYS youth event. We ask everyone to be respectful and appreciative of the game and practice sites we are privileged to use for our youth program. Without the support of these school and town facilities many of our programs could not exist and would not have a place to play. We are dependent on the trust and relationships we have with the town and school administrators and everyone is a part of that trust to ensure that we are abiding by the rules and laws that are in place.

Section 19: VIP Program- The AYS VIP Program rewards volunteers who volunteer their time and services to the AYS Program. Volunteers that volunteer 10 hours, in areas other than coaching/commissioning will receive a \$40.00 signup credit. (Limited one per year.)

Section 20: VIP Coaching/Commissioner Program- Head coaches or commissioners will have their child's signup fee waived if they are coaching or commissioning that season. (Limited to one sport and one kid per season. Up to a \$40 value)

Section 21: Fiscal year & Annual reports – The AYS fiscal year starts January 1st and ends December 31st. AYS will prepare an annual report by the scheduled March meeting of each year for the prior fiscal year.

ARTICLE VII- DEFINITIONS

Minutes: A written record of any motions or decisions made during an official meeting.

Athlete: Any young person signed up for any sport program or other event and has paid there fees or had there fees waved by the Commissioner.

Volunteer: Any young adult or any adult person that has volunteered to help AYS with its programs receiving no pay for their services.

Member: Any coach, commissioner or booster that has volunteered to help AYS with its programs receiving no pay for their services.

ARTICLE VIII- AMENDMENTS

Section 1: Amendments and repeals - The AYS Bylaws may be amended or repealed by a majority vote of the Board of Directors during a regularly scheduled meeting when the amended or repealed measure is presented.