



Shahph Puma Sports Club

www.shahhpuma.com

SPSC- Zero Tolerance / Harassment / Discrimination

Zero Tolerance

Harassment of referees by players, coaches and parents will not be tolerated. Anyone that is reported for harassment will be called in for disciplinary action. The success of our programs depend on the patience and support of everyone involved. Your cooperation is greatly appreciated.

Harassment

Harassment is defined as any comment, conduct, or gesture directed towards an individual, or group of individuals, which is insulting, intimidating, malicious, degrading or offensive. It includes, but is not limited to, sexual harassment. The Harassment Policy shall apply to all employees, directors, officers, volunteers, coaches, game officials, administrators, players, members, and registrants of the club.

Discrimination

In the event that any member feels that he or she has suffered discrimination in any way, or that the Club's Policies, Rules, or Code of Conduct have been violated, they should follow the procedures below:

1. Report the matter to the SPSC – Youth Committee.
2. Put the complaint in writing and filing it at the SPSC office
3. The SPSC Youth Committee will review the complaint and sit for any hearings that are requested.