

This Code of Ethics has been adopted and approved by Warren County Fiscal Court (WCFC) and adopted by Warren County Parks and Recreation Department (WCPRD) and applies to all coaches, managers, supervisors, sponsors, participants, players, administrators, officials, parents, and spectators attending programs, activities, and functions on WCPRD or Warren County properties.

Youth sports leagues chartered with WCPRD are independent organizations from WCPRD and WCFC. Any individual who has been ejected by a league or found in violation of a league's bylaws is subject to penalties set forth in its own bylaws.

## ARTICLE I. VIOLATIONS

- A. Cursing (malicious or otherwise, verbally, written, or electronically via email, text, social media, or other communication or by physical gesture) at another manager, coach, supervisor sponsor, participant, players, game official, parent, spectator, administrator, or official of the Warren County Parks and Recreation Department.
- B. Pushing, hitting, striking, **physical assaulting**, or threatening (verbally, written, or electronically via email, text, social media, or other communication or by physical gesture) of or by a manager, coach, supervisor, sponsor, participant, player, official, parent, spectator, administrator, or official of the Warren County Parks and Recreation Department.
- C. Drinking or being under the influence of alcohol or illegal drugs, or any controlled substance while on WCPRD or W.C. Public School premises before, during, or after an event.
- D. Acting in an irrational or **disorderly manner, harassing, menacing**, or making a public spectacle or nuisance of oneself before, during, or after a scheduled event.
- E. **Vandalism, damage, or defacement of WCPRD property or Warren County properties**
- F. **Reckless driving in a motorized vehicle and irresponsible driving which may pose an imminent danger to patrons including burnouts, racing, and non-compliance with posted speed limit signage on WCPRD grounds.**
- G. **Being ejected by a league program conducted on WCPRD property.**
- H. **Inappropriate contact with a minor, sexual abuse, theft, wanton endangerment.**

Anyone found in violation of these Code of Ethics may be prosecuted in accordance with Kentucky Revised Statutes for criminal offenses that meet the descriptions above.

## ARTICLE II. PENALTIES

All WCPRD Code of Ethics violations are subject to review by WCPRD Administration/Director, WCPRD Assigned Deputy, W.C. Sheriffs' Office, and W.C. Attorney; and these entities have full authority to adjust, change, alter, modify, and extend all penalties, length of dismissals, and/or suspensions.

### Penalties for Violation of Article I: A

1. **First Offense:** Dismissal from all WCPRD properties, events, and functions for 24-hour period from time of violation.
2. **Second Offense:** Dismissal from all WCPRD properties, events, and functions for 7-day period from time of violation
3. **Third Offense:** Dismissal from all WCPRD properties, events, and functions for 1-year period from date of violation.

### Penalties for Violations of Articles I: B, C, D

1. **First Offense:** Dismissal from all WCPRD properties, events, and functions for 6-month period from time of violation.
2. **Second Offense:** Dismissal from all WCPRD properties, events, and functions for 1-year period from date of violation.

### Penalties for Violations of Articles I: EF

1. **First Offense:** Dismissal from all WCPRD properties, events, and functions for 6-month period from time of violation.
2. **Second Offense:** Dismissal from all WCPRD properties, events, and functions for 1-year period from date of violation.

### Penalties for Violations of Articles I: G

1. **First Offense:** Dismissal from all WCPRD properties, events, and functions for 1-week period from time of violation.
2. **Second Offense:** Dismissal from all WCPRD properties, events, and functions for 6-month period from date of violation.

### Penalties for Violation of Articles I: H

1. Dismissal from all WCPRD properties, events, and functions until the criminal investigation by County Law Enforcement, W.C. Attorney, and WCPRD has been concluded and verdict confirmed. If found guilty, penalty will be permanent dismissal form all WCPRD properties, events, and functions.

## ARTICLE III. APPEALS

Anyone who has violated WCPRD Code of Ethics and has been disciplined accordingly has the right to appeal before the WCPRD Advisory Board Ethics Committee. Likewise, anyone disciplined by a League for infractions of said league's rules and/or bylaws has the right to appeal before the WCPRD Advisory Board Ethics Committee. Any and all decisions made by the Ethics Committee will be final and will be enforced by WPRCD on its properties. Anyone requesting an appeal acknowledges that appeals are not granted on weekends and that they must allow a seventy-two (72) hour notification/meeting setup timeframe from the date of the request.