



T AFC Academy Policy for Procedure If Someone Witnesses Inappropriate Behavior

Any minor misdemeanors and general misbehavior will be dealt with immediately and reported verbally to the designated person. Serious or persistent breach of protocol will result in disciplinary action and could lead to dismissal from T AFC. All matters will be treated with full consideration with immediate attention and on a case by case basis.

Dismissal Policy

T AFC is interested in the welfare of all children. T AFC participants are expected to follow the rules of the program and obey the direction of the staff. A child's failure or inability to follow rules or obey direction causes a discipline issue. A serious disciplinary issue may also occur when a child hampers the smooth flow of the T AFC Academy programs by requiring; **constant one-on-one attention; inflicting physical or emotional harm on other children; abusing staff or demonstrating an inability to conform to the rules and guidelines of the T AFC program.** If a child becomes a serious discipline problem, the staff directly coaching the team must report to the Director for Soccer. The Director for Soccer will notify the parents/guardians of the situation and discuss a solution. If improvement does not occur, or a solution cannot be determined, the Director for Soccer may recommend that a child be dismissed from the program. The Director for Soccer will discuss the situation with appropriate staff, decide who will discuss the dismissal procedure with the parents, and proceed with the dismissal. Acceptance into the program is conditioned on the above policy, as is the right to dismiss a child from the program.

Dismissal Procedures

A participant may be dismissed from the program due to disruptive behavior, illness, or injury. Children are entitled to a pleasant and harmonious environment at T AFC. The program cannot serve children who display chronically or severe disruptive behavior. Chronically disruptive behavior is defined as verbal or physical activity, which may include but is not limited to such behavior that:

- Requires constant attention from the staff.
- Inflicts physical or emotional harm on children or staff.
- Displays destructive behavior.
- Continually ignores or disobeys T AFC safety rules.
- Includes use or possession of illegal drugs, weapons, or explosives.

Efforts will be made to assist children in adjusting to the program setting. If a child cannot adjust to the program setting and behave inappropriately, then the child may be dismissed. Dismissal due to illness or injury will be at the discretion of the TAFC Director for Soccer. This may include, but is not limited to contagious diseases and extended illnesses. Prior to finalizing the decision to dismiss a child from the TAFC, the following steps will be taken by the program professional staff:

- Document the situation(s), actions taken and write an incident report to be submitted to TAFC professional staff.
- Notify specified parent/guardian person.
- Explain the situation and the current status of the child in the group or separation from the group (in severe situations) to the parent/guardian, so they know what the child will be doing while they are waiting to go home.
- Make and agree upon arrangements for removal from the program including time, who will pick up child, mode of transportation.
- Obtain the signature of specified parent or contact person at time of release from camp.
- Share the TAFC expectations with the parents if the child desires to return to camp the next year