

Greater Richland Youth Association
2008
BY – LAWS

ARTICLE I – NAME

Section 1: The name of this organization is “Greater Richland Youth Association.”

ARTICLE II – OBJECTIVE

Section 1: The purpose of this Association shall be to implant in the youth the ideals of good sportsmanship, honesty, loyalty, courage, and reverence through various organized, supervised programs, bearing in mind that attainment of exceptional skills and/or of good, clean, healthy future citizens is the prime importance.

Section 2: The objective shall be reached by providing planned, organized, and supervised sports programs for children in the Greater Richland Hills area, regardless of their ability, and within the current ability of this Association to provide the necessary supervision, equipment, and facilities.

ARTICLE III – POLICIES

Section 1: This Association will operate as a non-profit, non-commercial Non- sectarian and non-partisan organization as authorized by The State of Texas under Charter number 274663 dated April 20, 1970.

Section 2: The name of the Association or its officers in their official capacities shall not be used in connection with a commercial concern, or with any partisan interest, or for other the regular programs the Association, with the exception that the Board of Directors shall reserve the right to elect to deal with specific issues that would benefit the Association.

Section 3: The rules and policies of each sport program that pertain to general playing rules and Draft Guidelines will be decided periodically in a meeting conducted by the proper commissioner or his/her representative, and by those members serving as certified coaches. Final interpretation and application of the rules will be at the discretion of the RYA Board.

Section 4: All leagues will have rules and regulations submitted to and approved By the Board of Directors regulating their respective leagues.

Section 5: Significant purchases must be approved by the Board of Directors. Significant purchases include the following.

Section 5.01 Any purchases over 1,000.00 to be competitively bid.

Section 5.02 Any purchases over 1,000.00 to be approved by the Board of Directors.

Section 5.03 Any purchases over \$250.00 to be approved by the President and/or Vice President.

ARTICLE IV – ADDRESS

Section 1: The office of the Association shall be at P.O. Box 820571, Fort Worth Texas, 76182, City of North Richland Hills, County of Tarrant, and State of Texas.

Section 2: The Association may also have offices at such other places as the Board of Directors may from time to time determine or the business of the organization may require.

ARTICLE V – MEMBERSHIP/VOTING

Section 1: Membership in this organization shall be open to parents of players, coaches, or officers, who participated within the current calendar year, regardless of race, color, or creed, who sincerely desires to further its purpose and are willing to uphold and actively support its policies and these by-laws.

Section 2: All adults 18 or over, qualifying for membership in accordance with Section 1 and who are in good standing are considered to have voting rights at annual and/or special meetings called by the Board of Directors. All eligible members must be verified on the voting register prior to voting.

Section 3: Any membership may be revoked or suspended for just cause by action of two-thirds of all board of Directors at any Board meeting. Such revocation can be set-aside only by petition and further action taken by the Board of Directors.

Section 4: Any member who is currently under temporary suspension during an annual meeting and or special meeting will not be considered in ‘good standing’ and will not have voting privileges at said meeting or be allowed to be nominated for a Board of Directors position.

Section 5: RYA will have a zero tolerance attitude towards any rule infraction in any sport especially if it is done to prove a point that is in any way detrimental to the safety of the children involved. And coach, parent pr child involved in such acts are subjected to a suspension until the Board of Directors can meet to discuss the matter and the involved parties are given a chance to speak in front of the Board, The punishment will stand as given and will have a certified letter sent explaining the action taken against them.

Section 6: Voting by proxy is prohibited in all circumstances that require voting by the Board of Directors and/or general membership concerning general or special meetings that require a general membership vote.

ARTICLE VI – MEETINGS

Section 1: Meetings of members may be held as often as necessary at such time and place designated by the Board of Directors.

Section 2: The regular monthly board meeting held by the board of directors shall commence on the first Wednesday of every month.

Section 3: Additional special and/or emergency meetings may be held at the sole discretion of the board of directors.

Section 4: An annual meeting of the members of the Board of Directors commencing with the year 1981, shall be held prior November 15 each year, at a time and selected by the Board of Directors, at which annual meeting the members shall elect the following offices of the Association: President, Vice President, Treasurer, Secretary, Football Commissioner, Premier Baseball Commissioner, Recreational Baseball Commissioner, Cheerleading Commissioner, Super Kids Commissioner, Fundraising Chairman, Publicity and Website Chairman, Special Events Coordinator, Purchasing/Equipment Manager, NYSCA/ Orientation Coordinator, Corporate/Association Sponsorship Coordinator, Volunteer Services Coordinator, Director of Facilities and Team Mom Coordinator.

Section 5: The office of Basketball Commissioner will be held in April after the Basketball season has ended.

Section 6: A public notice stating the place, day, hour, and purpose of the annual/special meeting shall be given not more than (45) days nor less than five (5) days before the date of the meeting.

Section 7: Twenty-five (25) members, excluding the elected offices, present in person shall be a prerequisite and shall constitute a quorum at annual special meetings called by the Board of Directors for transaction of business.

Section 8: When a quorum is present at an annual or special meeting, the vote of the majority present shall decide any proper question brought before such meeting. The voting members present at a duly organized meeting may continue to transact business until adjourned notwithstanding the withdrawal of enough voting members to leave less than a quorum.

Section 9: A Board of Directors meeting will be called to order by the President when necessary or at the proper request of any elected officer of the organization.

Section 9.01 Meetings are ‘open’ to all members, except in special instances where the President shall declare a “closed” meeting.

Section 9.02 A meeting shall be designated “closed” only when an “open” meeting would be detrimental to individuals, or the welfare of the membership at large.

Section 9.03 A quorum shall be considered present for voting purposes whenever a majority of the current Board of Directors is in attendance.

Section 8: The order of business at all meetings of the members shall be as follows:

Section 8.01 Call to order

Section 8.02 Proof of notice of meeting

Section 8.03 Reading of minutes of preceding meeting

Section 8.04 Reports of Officers

Section 8.05 Reports of Committees

Section 8.06 Unfinished Business

Section 8.07 New Business

Section 8.08 Adjournment

Section 9: Any member desiring to bring any items of interest in regard to this organization before the Board of Directors at a meeting of the Board of Directors, for consideration by the Board of Directors, must contact the Secretary, in writing three (3) days prior to the meeting (only one item per request will be accepted for insertion on the agenda).

Section 10: The “Robert’s Rules of Order, Revised” shall be the Parliamentary Authority for all matters of procedures not specifically covered by these By-Laws.

Section 11: The presence of at least two-thirds of the present board members at any Board of Directors meeting shall be necessary to conduct business.

ARTICLE VII – BOARD OF DIRECTORS

Section 1: The business and affairs of the Association shall be managed by its Board of Directors who may exercise all such power of the Association And do all such lawful acts and things as not by statue or by the Article of required to be exercised by the members.

Section 2: The Board of Directors and/or Commissioners shall have the authority to suspend, or otherwise discipline and person(s) related to the Association members, coaches, players, league officials, umpires or other person(s) whose conduct is considered detrimental to the best interests of the League.

ARTICLE VIII – NOMINATIONS/ELECTIONS OF OFFICERS

Section 1: Any eligible league member in good standing as described in article V Section 2 may be considered for nomination and hold voting rights for said election.

Section 1.01 All nominees must either have a current background check on file or have one preformed and passed prior to the deadline of nominations set forth by the current Board of Directors.

Section 1.02 All nominees must be verified by the current NYSCA Clinician to ensure a background check is on file or one needs to be preformed.

Section 1.03 Any eligible member must make their nomination known to the Secretary by the time appointed by the Board of Directors.

Section 1.04 All ballots at the general election will be counted by an outside accounting firm to be determined by the currant Board of Directors. All ballots must be counted in the presence of the Secretary and President or one other Board Member.

Section 1.05 No Person may run for more than one office on the same Ballot.

Section 1.06 No person may hold two offices at the same time.

Section 1.07 All final results from the election of officers must be posted/or made available to any interested parties within three days of general elections with the total count for each candidate.

Section 2: If a Board Member resigns from his/her position. They will not be allowed to run again on the Board for one calendar year.

Section 3: Nominations may be made from the floor with the approval of the nominee.

Section 4: The election shall take place as specified in Section 2, Article VI.

Section 5: Voting for the purpose of electing officers shall be by secret ballot or nominee.

Section 6: Officers may be elected by a majority of votes providing a quorum, as defined in Section 4, Article VI, is present.

Section 7: There will be no nepotism on the Board of Directors.

Section 8: In the event of an unavoidable delay in electing successors, officers shall remain in office until suitable successor can be elected and qualified, unless the said officer has been removed by the board in accordance with Article VIII Section 7.

Section 9: In the event of a board position vacancy mid-term, a current commissioner of a sport will not be eligible to be nominated any other board position vacancy mid-term unless it is a nomination for the position of President or Vice President.

Section 10: An elected officer can be removed from office by a two-thirds vote of the Board of Directors. Cause for removal must be given in writing to the person being considered for removal from office least one (1) week before the meeting.

Section 11: In the event an office is vacated mid term, the President shall solicit nominations for the vacant position for no more than 20 days and no less than 7 days prior to the election and then obtain votes of the nominations from the organization's current members in good standing. Elections will be done by ballot for a time of one hour. Nominations will close 3 days prior to the votes. This person will act in the office until the term of office expires. In case of vacancy occurs in the office of President, the Vice President shall assume the office of President, and a new Vice President shall be elected by the Board of Directors to serve until the next general meeting.

Section 12: The elected officers of this Association shall be:

Section 12.01 President and Chairman of the Board of Directors

Section 12.02 Vice President

Section 12.03 Treasurer

Section 12.04 Secretary

Section 12.05 Commissioner of Premier Baseball

Section 12.06 Commissioner of Recreational Basketball

Section 12.07 Commissioner of Basketball¹

Section 12.08 Commissioner of Football

Section 12.09 Commissioner of Cheerleading

Section 12.10 Commissioner of Super Kids

Section 12.11 Chairman of Fundraising

Section 12.12 Chairman of Publicity

Section 12.13 Chairman of Equipment/Purchasing

¹ The office of Basketball Commissioner will be held in April after the Basketball season has ended

- Section 12.14* Special Events Coordinator
Section 12.15 NYSCA/ Orientation Coordinator
Section 12.16 Corporate/Association Sponsorship Coordinator
Section 12.17 Volunteer Services Coordinator
Section 12.18 Director of Facilities
Section 12.19 Team Mom Coordinator

Section 13: The duties and power of the elected offices shall be as follows.

A) *President:*

- 1) The President shall call and preside all meetings of the Board of Directors and the Association required to efficiently conduct the business functions and supervising the established sports program.
- 2) The President shall oversee the concession, publicity, and operations.
- 3) The President shall be member ex-officio of all committees, except the nomination committee, and shall appoint representatives to other organizations and conferences as necessary.
- 4) The President shall have authority to approve and co-sign checks for payment of bills and other expenditures, as approved by the Board of Directors.
- 5) The President shall make special assignments and appoint special committees as required and shall perform all other duties usually pertaining to the office.
- 6) The President shall be responsible for signing the Park Contract with the City of North Richland Hills.

B) *Vice President:*

- 1) Assist to the President in carrying out functions of the President.
- 2) Vice President shall be responsible for coordination of sponsorships, and functions of advertisement.
- 3) The Vice President shall have authority to approve and co-sign checks for payment of bills and other expenditures, as approved by the Board of Directors.
- 4) The Vice President must attend all City Parks and Recreation meetings and/or appoint an alternate.

C) *Secretary:*

- 1) The Secretary shall take and preserve the minutes of all meetings of the Association and the Board of Directors.
- 2) The Secretary shall prepare all official correspondence and maintain a file of such correspondence and other records and documents of the Association.
- 3) The Secretary shall serve all notices of the Association.
- 4) The Secretary shall be responsible for canvassing the voting register to validate the election of all general meetings.
- 5) The Secretary shall be responsible for maintaining current membership rolls and provide such records to the organization no less than 1 week prior to the annual meeting.

D) *Treasurer:*

- 1) The Treasurer shall receive all moneys of the Association and shall keep an accurate record and accounting of all receipts, expenditures, deposits, and shall pay out funds only as authorized by the Board of Directors.
- 2) The Treasurer shall present a statement of current financial status of the Association as directed by the President, and shall make a full and complete report at the end of the calendar year.
- 3) The Treasurer shall provide such data as required for timely preparation of all insurance, tax and/or other business statements necessary for the operation of the calendar year.
- 4) The Treasurer shall have the authority to co-sign checks with the President and/or Vice President.
- 5) The Treasurer shall be Chairman of the Budget Committee of all sports programs.

E) Commissioners:

- 1) The Commissioners shall perform such duties as directed by the Board of Directors and shall be responsible to the body for their respective area of concern.
- 2) The Commissioners shall appoint, upon approval of the Board of Directors, those officers, aides, committees, and representatives, necessary for the operation of the sport program for which they are responsible.
- 3) The Commissioners shall serve as members of the Budget Committee.
- 4) The Commissioners MUST appoint Vice Commissioners to each league of that sport prior to the final assignment of teams.
- 5) Basketball Commissioner's term shall start immediately after they are selected in November so they can get ready for the Basketball season that starts in January and end when a new Commissioner is elected the following year.

F) Chairman of Fundraising:

- 1) The Chairman of Fundraising shall head up fundraising for all sports. The chairman shall work in conjunction with Commissioners of respective sports as directed by the Board of Directors and be responsible for all monies collected in fundraising.

G) Publicity and Website:

- 1) The Chairman of Publicity shall be responsible for all publicity in schools, newspapers, etc., pertaining to registration and work in conjunction with Commissioners in publicizing scores, standings, and special events in newspapers.

H) Equipment and Purchasing:

- 1) The Equipment/Purchasing Manager shall be responsible for keeping inventory of equipment owned by RYA. The Maintenance of equipment, keeping track of equipment, and working with Commissioners on the needs for new equipment/supplies.
- 2) The Equipment/Purchasing Manager shall be responsible for all major purchases, except foodstuffs for the concession stand and trophies. Major purchases may require three (3) written bids to be presented to

the Board of Directors approval. No variation to the actual bid or bidding process is permitted without prior Board approval.

I) Special Events Coordinator:

- 1) The Special Events Coordinator shall be responsible for coordinating Picture Day with the photography studio and all the coaches. The Special Events Coordinator shall also be responsible for the coordination of Carnivals and any other special event being held by the Association.

J) NYSCA Clinician:

- 1) The NYSCA Coordinator shall be responsible for all Association NYSCA sporting activities and background checks for all coaches that register at RYA.
- 2) The NYSCA Coordinator shall be responsible for keeping up to date records of all coaches who have been NYSCA certified for each sport along with how many years they have been certified for each sport with RYA.

K) Corporate Association Sponsorship:

- 1) The Corporate/Association Sponsorship Coordinator shall be responsible for getting any and all sponsors for the Association.

L) Volunteer Services Coordinator:

- 1) The Volunteer Services Coordinator shall be responsible for getting volunteers as needed for any RYA event, as well as concession duty, gate collection, gym monitoring etc.

M) Director of Facilities:

- 1) The main focus of this position is to work very closely with the Basketball Commissioner to find out gym space need for the upcoming season.
- 2) Work with local school districts, private businesses etc. to negotiate the best possible solution for our gym space for basketball.
- 3) Coordinate with the basketball commissioner and coaches on practice space needed for all teams.
- 4) Make sure there is adequate space for all games and practices
- 5) Follow through with requests.
- 6) Follow through with the contacts to verify gym space availability for each and every game and practice day.
- 7) Work closely with the Football, Cheerleading, Baseball and SuperKids Commissioners to determine if a need for space is imminent for there respective seasons.
- 8) Negotiate facility fees for each event.

N) Team Mom Coordinator:

- 1) Hold and conduct the Team Mom Meetings
- 2) Work with the Special Events Coordinator, Fundraising Coordinator and Commissioners for times and dates of all events.

- 3) Help new team moms with any problems and/or questions they may have through out the season.
- 4) Keep the team moms informed of any dates needed for Fundraising or Special Events (i.e. Fundraiser turn ins and pick up times, pictures, carnival, pep-rallys..etc)
- 5) Help team moms with end of the year parties, where to get uniforms, expense reports as needed.

Section 14: The duties and responsibilities of the appointed officers, aids committee members, representatives, and supervisory personnel shall be directed by their respective Commissioner and the Board of Directors.

Section 15: Any Officer may resign by giving written notice to the President and/or the Secretary. Such resignation shall take effect at the time specified therein, or immediately if a time is not specified therein, the acceptance of such resignation shall not be necessary to make it effective.

Section 16: Any Board Member missing two (2) consecutive regularly scheduled meetings or a total of four (4) during the current year, will be automatically terminated from the Board. This procedure may be halted if the board member in question would like to address the current board of directors regarding any extenuating circumstances on the missed meetings and a vote of 2/3 of the current board of directors is obtained.

ARTICLE IX – MISCELLANEOUS

Section 1: The By-Laws may be altered, amended, or repealed only once during the calendar year, at a special meeting of the Association for the express purpose, provide requirements of Section 3, 4, and 5 of Article VI are met.

Section 2: The number of elected officers may be increased or decreased by amendment to these By-Laws, but no decrease shall have the affect of shortening the term of any incumbent officer. Any office to be filled by reason of increase in the number of officers shall be filled by election in the annual meeting of the Association for that purpose.

Section 3: Any contract or other transaction between the Association and any of its officers (or any corporation or firm in which any of its officers is directly or in directly interested) shall be valid for the purposes notwithstanding the presence of such officer at the meeting authorizing such contracts or transaction, or his/her participation in such meeting. The forgoing shall, however apply only if the interest of each officer is known or disclosed to the Board of Directors, and it shall nevertheless authorize or ratify such contract or transaction by a majority of Directors present, each such interested officer to be counted in determining weather a quorum is present, but not in calculating the majority necessary to carry such vote. This section shall not be construed to invalidate any contract or transaction, which would be valid in the absence of this section.

Section 4: All property acquired by the Association will be owned and controlled by this Association and made available by the Association.

Section 5: The Board of Directors will provide a yearly audit of the financial and accounting activities to be conducted by an independent auditor.

Section 6: No Commissioner may serve as Manager, or Head Coach of any team within the division and/or league of the sports program he/she is responsible.

Section 7: Officers, Commissioners, Coaches, Team Moms, or any individual holding an authoritative position in any sports program shall be held liable for any moneys, equipment, or property belonging to this association. Sold equipment, or property, or moneys not returned or submitted within a reasonable length of time will result in said Officers, Commissioners, Coaches, Team Moms, or any individual from participating in any subsequent sports program until said situation is resolved to the satisfaction of the Board of Directors.

Section 8: Coaches will be mandated to be certified by NYSCA as required by the City Council, City of North Richland Hills, Texas. Purpose of this Organization shall be to implant in the youth the ideas of good sportsmanship, honesty, loyalty, courage, and reverence through various organized, supervised programs, bearing in mind that attainment of exceptional skills and/or good, clean, healthy future citizens is of prime importance.

Section 9: Definition of a Volunteer:

Section 9.01 A person who performs a service of one's own free will without pay or reimbursement

Section 9.02 A Richland Youth Association volunteer will be considered a Volunteer of RYA only when they are volunteering at a RYA function

Section 10: Definition of a RYA function:

Section 9.01 An event that is hosted and organized by RYA and an RYA approved location. An RYA function shall include but not limited to the following:

- A. Team Parties
- B. Games per schedule obtained by that sport's commissioner
- C. Post Season games as organized by RYA
- D. Carnival
- E. Pep Rallies
- F. Coaches Meetings
- G. Drafts

Section 11: Team sponsorship by Employer:

Section 11.01 The following guidelines must be followed for an individual to receive a donation of money for their team from their employer in return for hours they volunteered at RYA:

- A. All hours must be documented and approved by the RYA Volunteer Services Coordinator

- B.** No monies will be given over to any team until all hours have been worked and accounted for.
- C.** Examples of approved hours include but are not limited to: Hours spent being a Coach, Team Mom, Vice Commissioners or Officer of RYA. Please refer to Article VIII Section 9 for a current list of RYA Officers.
- D.** Any member of RYA who wishes to volunteer hours for their team to receive money from their employer must contact the RYA Volunteer Services Coordinator.
- E.** The RYA Volunteer Services Coordinator and the Commissioner of that sport must approve ALL requests for sponsorship money from and RYA Member's employer in exchange for volunteer hours worked.

Section 12: Team Fundraising and Team Expenses

- Section 12.01* The Head coach/AND team mom shall be solely responsible for any and all team income and expenses where team money is used.
- Section 12.02* All teams will be required to submit an Estimated Budget Report with any and all anticipated income and expenses prior to the first game of the season, with a date and time appointed by the Board of Directors and/or Commissioner of the current sport.
- A.** The Estimated Budget Report MUST be signed and approved by ALL parents on your team prior to the submission of the report.
 - B.** The Estimated Budget Report will not be accepted without ALL parents' signatures from your team. The current sports Commissioner and/or his or her representatives will perform verification of all parents.
 - C.** The Estimated Budget Report must include the actual cost of your teams' game uniforms, and the location in which you purchased them. Exception to this rule will be Cheerleading, since their complete game uniforms are purchased through R.Y.A.
 - D.** The Estimated Budget Report must also include the amount each parent has paid to go towards any uniform cost and/or additional team expenses. (i.e. team fee, equipment, etc.)
- Section 12.03* All teams will be required to provide a Team Expense Report with all actual income and expenses to date as well as anticipated income and expenses for the remainder of the season. It will be at the Board of Directors and/or at the current Commissioners discretion on date and time the report shall be turned in.
- A.** During the review of all expense reports, the team must be prepared to provide original receipts for all transactions conducted with team money
- Section 12.04* The Estimated Budget Report and Team Expense Report may be requested at any given time and an unlimited amount of times during a current active sport at the sole discretion of the Commissioner and/or Board of Directors of the current active sport.
- Section 12.05* Any and ALL companies and/or persons requesting to donate monies to a particular team may do so by providing a check made payable to the Richland Youth Association.
- A.** Once the sponsorship/donation check has been given to the RYA Treasurer, he/she will conduct a search to verify if said team has paid the team fee.
 - B.** If the team fee has been paid then a check will be written to the Head Coach of said team for the amount of the original check submitted.

C. If the team fee has not been paid then any remaining funds after the fee has been deducted will be given to the Head Coach in the form of a check made payable to the Head Coach of said team

Section 12.06 Any and all team monies raised for or donated to a particular team MUST be disbursed and/or spent equally among ALL players, regardless of the amount each child raised through sponsorships or fundraisers.

Section 12.07 The following disciplinary action can and will be taken as the result of any infraction of Article X. The following action may be taken, but will not be limited to the following.

A. In the event that any requested reports and/or original receipts are not provided by the date and time provided by the Board of Directors and/or the current active sports commissioner, the Head Coach will be suspended until further notice.

B. Once the reports and/or original receipts that were requested are turned in AND approved by the Board of Directors and/or the current sports commissioner, the suspension may be lifted, but will not be guaranteed.

C. Any theft of team monies can result in, but not be limited to, an indefinite suspension or a full expulsion from RYA and/or could result in the legal prosecution from the team parents and/or RYA.

Section 13: VIOLATIONS/DISCIPLINE

Section 13.01 Violations of the articles or covenants of the Bylaws for this organization shall be subject to punitive action by the Board of Directors and/or said Commissioners of a sport. All accusations that a violation has occurred shall be presented to the Board of Directors/and or Commissioner in writing who will then review the accusation and if a violation has occurred, shall then notify the member(s) being accused. The Board of Directors and /or Commissioner will set a date and time for a special hearing within ten (10) days of receipt of the written accusation and shall inform all parties concerned of the date and time of the hearing. The hearing by the Board of Directors and/or Commissioner shall hear the case within twenty (20) days of receipt of the written accusation.

Section 13.02 Any person(s) having been suspended, expelled, terminated and/ or having other action taken against him/ her may, at his/her request, have an appellate hearing before the Board of Directors for reinstatement and/or reversal of the decision of the Board of Directors and/ Commissioner. This appellate hearing shall be held no less than twenty (20) days and no more than thirty (30) days from the date the appeal is filed in writing with the Board of Directors. Until such time as the process of appeal is completed, the original ruling(s) of the Board of Director and/or Commissioner shall be in effect, and all provisions thereof shall be enforced until such time that said ruling(s) and/or provisions are held as correct, reversed and/or altered by the appeal process. Any such reversal or alteration of the original action taken against the member(s) must be accomplished by a two-thirds (2/3rds) vote of the Board members present at said appellate hearing. All votes must be cast by secret ballot.

Section 13.03 All suspensions will remain in effect until the end of the next year's season from which the sport the suspension occurred in. Unless the commissioner of the said sport in which the suspension took place states differently.

Section 13.04 Name and NYSCA card numbers of coaches found guilty of serious violations may be submitted to NYSCA authorities for permanent suspension. Serious violations include, but are not limited to:

- A.** Alcohol or drug abuse;
- B.** Inappropriate physical contact;
- C.** Abuse or endangerment of a minor
- D.** Continuous unsportsmanlike conduct, and/or
- E.** Continued use of profanity or abusive language