

Regent Wrestling Club Policies

Policy-0001 – Diversity and Inclusion

Diversity and inclusion have many different definitions. Being affiliated with USA Wrestling, Regent Wrestling Club draws upon the United States Olympic and Paralympic Committee (USOPC) leadership on diversity and inclusion.

The purpose of a diversity and inclusion policy is to identify and clarify the club beliefs on and values derived from an inclusive culture and how we benefit from differences among our community. Individual differences may include but is not limited to race or national origin, gender or gender identify, sexual orientation, socioeconomic status, language, culture, religious commitments, age, physical ability, or political perspective.

Section 1. **Diversity.** We believe diversity is invaluable for club culture and individual development. We believe valuing people from different backgrounds improves individual awareness and tolerance. We value diverse backgrounds and perspectives as they make our youth stronger and more resilient.

Section 2. **Inclusion.** We believe inclusion creates an environment in which individual contributions and strengths are recognized and valued. We strive to create an environment in which people are not excluded or marginalized because of their differences. We promote an environment in which individual strengths and contributions are valued in a way that generates opportunities for growth and success.

Policy-0002 - Conduct

Section I. **Rule.** All youth family members and guests associated with Club activities are expected to conduct themselves in a manner that is conducive to good sportsmanship and promoting a wholesome atmosphere. Misconduct will not be tolerated and will be considered cause disciplinary action. Examples of misconduct include, but are not limited to:

- i. Using foul, profane, or abusive language.
- ii. Arguing with officials, coaches, or youth.¹
- iii. Destruction of property, equipment, or facilities.
- iv. Assault of any form: verbal, physical, sexual, etc.
- v. Action deemed disruptive to the orderly conduct of a practice, meet, or an event.
- vi. Violation of facility, local, city, state, or federal rule, ordinance, or law.
- vii. Discriminatory behavior targeting race or national origin, gender or gender identify, sexual orientation, socioeconomic status, language, culture, religious commitments, age, physical ability, or political perspective.

¹ A coach contesting an official's call is not considered misconduct. Only coaches are permitted to contest an official's call.

Section II. **Reporting.** Any individual may report misconduct. All reports of misconduct must be by an individual who witnessed the incident firsthand or was a victim thereof. All reports are to be made to a Club Director or Officer in-person or in-writing (electronic or otherwise). Misconduct shall be subject to disciplinary review. Misconduct that violates local, city, state, or federal ordinance or law shall be reported to legal authorities.

Regent Wrestling Club Policies

Policy-0003 - Discipline

Section I. **Review.** A report of misconduct shall be reviewed and adjudicated by the Board of Directors through a special meeting. The Board shall consider the information presented from the person(s) making the report, the victim(s), the individual having alleged misconduct and any other first-hand witnesses. If a Board member is the alleged transgressor, then they are excluded from being a reviewer and adjudicator.

Section II. **Action.** Disciplinary actions include, but are not limited to:

- i. Letter of rebuke.
- ii. Removal and/or prevention from attending or participating in practices, meets and events.
- iii. Termination of Club membership (expulsion).
- iv. Referral to legal authorities.

Policy-0004 – Coaches

Coaches are individuals who provide leadership and training to youth on a continuous basis throughout the wrestling season. Coaches must be:

- i. Registered and in good standing with USA Wrestling,
- ii. Subscribe to USA Wrestling Leader's Code of Conduct,
- iii. Successfully completed USA Wrestling, SafeSport training.
- iv. Obtain USA Wrestling Copper- or Bronze-level Coaching certification is required.