

EXHIBIT E
ZERO TOLERANCE POLICY
TO THE
MEDFORD SOCCER BY-LAWS AS PURSUANT TO
THE CONSTITUTION AND BY-LAWS
OF THE
MEDFORD YOUTH SOCCER, INC. d/b/a MEDFORD
SOCCER

(as Restated April 13, 2009)

ZERO TOLERANCE POLICY

Coaches, players, parents and all members of Medford Soccer are expected to uphold the following Medford Soccer Zero Tolerance Policy and to be respectful of the Referees regardless of age, experience, what type of call is made.

Violation to this policy will be taken very seriously by Medford Soccer and will result in suspensions, warnings, or dismissal from Medford Soccer.

Any issue or concern that an individual has with a referee may be directed **in a polite and constructive matter with applicable facts related to the issue** to a Medford Soccer Board Member or directly to the Medford Soccer Town Coordinator and/or the MYSL Referee Director with a copy to the Medford Soccer President. Additionally, any member of the Medford Soccer community is welcome to address the Medford Soccer Board during a regularly monthly meeting, provided a minimum of five (5) days notice is given in writing to the President of Medford Soccer. Depending on the nature of the concern, Medford Soccer has the right to delay the hearing as deemed necessary; for example, if an investigation is required.

Any contact with any referee, on or off the field of play, by phone, email, in person, etc., considered verbally or physically abusive, insulting, or threatening will be considered for disciplinary action through a Medford Soccer hearing led by the President of Medford Soccer. The necessary disciplinary action shall be considered by the Medford Soccer Board.

The following policy, exceptions and penalty procedures apply to all recreational and competitive soccer matches officiated at any location under the authority of Medford Soccer or the League. This policy applies to home and away games.

The Zero Tolerance Policy

It is the responsibility of **ALL** coaches, players, parents, relatives, siblings and spectators to maintain the highest standards of conduct for themselves in/at all matches. Abusive and obscene language, violent play, violent conduct, fighting and other behavior detrimental to the game will not be tolerated. Additionally, it is the responsibility of **ALL** coaches, players, parents, relatives, siblings and spectators to **support the referee team**. To that extent, **no one is to address referee before, during or after a match, unless one of the exceptions set forth below is applicable**. Failure to do so undermines the referee's authority and potentially creates a hostile environment for the players, the referees and all other participants and spectators.

1. Exceptions to talk to the Referee (for Players):

- Responding to a referee who **initiates** communication with the player
- At the end of the game, the players should shake hands and thank the referee team
- **Absolutely no: (i) disputing calls (during or after the match); (ii) yelling at the referee (there is no excuse; ever, for this); (iii) sarcasm; (iv) criticism; (v)**

remarks to the referee to watch certain players or attend to rough play; or (vi) feedback of any kind during or after the game

2. Exceptions to talk to the Referee (for Coaches):

- **During the Match:**
 - Responding to a referee who **initiates** communication
 - Asking for a substitution
 - Pointing out emergencies or safety issues **in a polite manner** (yelling at a referee to identify an emergency or safety issue is not considered a polite manner). Notwithstanding the above, if a coach feels that his/her players' safety is at risk, the coach may immediately remove the players from the field and stop play.
- **At Half-time or end of the Match:**
 - A coach may ask a referee to explain a rule or ruling **in a polite and constructive manner**. **This is not an invitation to debate the rule but merely to ask for a clarification.**
 - **Absolutely no: (i) disputing calls (during or after the match); (ii) yelling at the referee (there is no excuse; ever, for this); (iii) sarcasm; (iv) harassment; (v) intimidation; or (vi) criticism.**
 - At the end of the game, the coach should shake hands and thank the referee team

3. Exceptions to talk to the Referee (for Spectators):

- Responding to a referee who **initiates** communication
- Pointing out emergencies or safety issues **in a polite manner** (yelling at a referee to identify an emergency or safety issue is not considered a polite manner)
- **Absolutely no: (i) disputing calls (during or after the match); (ii) yelling at the referee (there is no excuse; ever, for this); (iii) sarcasm; (iv) harassment; (v) intimidation; (vi) criticism; (vii) remarks to the referee to watch certain players or attend to rough play; or (viii) feedback of any kind during or after the game**

Penalties:

1. **Penalties for Players.** Any Medford player who is in violation of this policy shall have his/her punishment determined as follows:
 - The League may apply any punishment it deems reasonable. The player may appeal the decision in accordance with League policy. Medford Soccer shall adhere to the final determination.

- Medford Soccer shall discuss the action at the next Board Meeting and determine, in its sole discretion, if additional penalties are called for.
2. **Penalties for Coaches.** Any coach who is in violation of this policy shall have his/her punishment determined as follows:
- The League may apply any punishment it deems reasonable. The coach may appeal the decision in accordance with League policy. Medford Soccer shall adhere to the final determination.
 - Medford Soccer shall discuss the action at the next Board Meeting and determine, in its sole discretion, if additional penalties are called for. The coach may attend the Board Meeting to present his/her case.
 - For a coach's first offense of this policy (such determination made by the Medford Soccer Board), Medford Soccer shall determine what punishment is applicable given the circumstances of the incident.
 - For a coach's second offense of this policy (such determination made by the Medford Soccer Board), Medford Soccer shall automatically suspend the coach for the remainder of the current season, including participation in any playoffs.
 - For a coach's third offense of this policy (such determination made by the Medford Soccer Board), Medford Soccer shall permanently dismiss the coach from Medford Soccer and he/she will not be eligible to coach for Medford Soccer again.
3. **Penalties for Spectators.** Any spectator (including but not limited to a player's parent, relative or sibling) who is in violation of this policy shall have his/her punishment determined as follows:
- Medford Soccer shall discuss the action at the next Board Meeting and determine, in its sole discretion, if penalties are called for.
 - For a spectator's first offense of this policy (such determination made by the Medford Soccer Board), Medford Soccer shall determine what punishment is applicable given the circumstances of the incident.
 - For a spectator's second offense of this policy (such determination made by the Medford Soccer Board), Medford Soccer shall automatically suspend the spectator from attending any games for the remainder of the current season, including participation in any playoffs.
 - For a spectator's third offense of this policy (such determination made by the Medford Soccer Board), Medford Soccer shall permanently suspend the spectator from attending any games in the future.

4. **Preventing Discrimination and Harassment.**

A. Preventing Discrimination

Medford Soccer must maintain an environment free from discrimination, whether based on race, color, religious creed, national origin, gender, sexual orientation, age or disability, with regard to its players, coaches, Board Members or any other persons affiliated with the organization. More specifically, Medford Soccer shall make all decisions regarding placement of players, coaches, Board Members or any other decision associated with this organization solely on the basis of an individual's merit, qualifications and abilities. This Section 4 **Preventing Discrimination and Harassment** intention is for preventing discrimination and harassment as it applies to all aspects of Medford Soccer.

B. Preventing Harassment

Medford Soccer can not tolerate any form of harassment of its players, players' parents, Board Members, Coaches and anyone else involved with the organization. Harassment is offensive, illegal and affects morale of the person harassed and of others involved. Medford Soccer encourages any member associated with the organization to come forward with any complaints of discrimination, or of sexual or other harassment and/or to cooperate in any investigation of such conduct. This policy and the law prohibits retaliation against a person for filing a complaint of discrimination or harassment, or for cooperating in the investigation of such a complaint, and any retaliation will not be tolerated. Medford Soccer has the duty to protect the privacy of the person involved as much as practicable and disclose information related to the alleged conduct only to those on a need-to-know basis.

It is also against Medford Soccer policy to engage in verbal or physical conduct that denigrates or shows hostility or aversion towards an individual or others (whether or not because of race, color, national origin, gender, sexual orientation, marital status, age, physical or mental disability or other legally protected category) that (1) has the purpose or effect of creating an intimidating, hostile, humiliating, or offensive environment; (2) has the purpose or effect of unreasonably interfering with an individual; or (3) otherwise adversely affects an individual.

Depending on the circumstances, the following conduct may constitute discriminatory harassment: Epithets, slurs, negative stereotyping, jokes, or threatening, intimidating, or hostile acts, denigrating or degrading emails or verbal outbursts, and/or written or graphic material that denigrates or shows hostility towards an individual or group that is circulated whether through conversation, email or written documentation.

C. Responsibilities of Medford Soccer Members

- Behave in a manner that does not constitute discrimination, denigrating conduct, degradation of character or harassment of other Medford Soccer affiliated persons

(whether that be players, players' parents, coaches, Board Members, game observers, etc.) and any members of opposing teams' organizations.

- If the offended person wishes, the President of Medford Soccer will discuss the offensive behavior with the individual causing the problem to make him or her aware of the offensive nature of the behavior. The discussion shall also put the individual causing the problem on formal notice that such behavior is unwelcome, that the offensive behavior must stop and that continued offensive behavior will result in the individual being brought before the Medford Soccer Executive Board, which will then address the behavior and determine if any disciplinary action shall be taken.
- Report the behavior to the President, Parliamentarian or other Board Member of Medford Soccer. Medford Soccer obviously can only respond to those situations of which it knows about.

D. Process For Investigating Allegations of Discrimination or Harassment

If you believe that you have been subjected to discrimination, denigrating conduct, degradation of character conduct, sexual or other harassment, you are strongly encouraged to inform the President or any member of Medford Soccer's Board of Directors. As appropriate, and as determined by the Medford Soccer Board of Directors, Medford Soccer's Executive Board shall participate in the investigation of the alleged conduct and take corrective and/or disciplinary action as agreed by majority vote of the Executive Board present at the meeting (provided there must be a majority of Executive Members present at such meeting). Appeals to the Executive Board's decision, if applicable, shall be brought before Massachusetts Youth Soccer.

Medford Soccer's Executive Board will promptly and thoroughly investigate any incidents that are reported. While each investigation will proceed as the particular circumstances warrant, an investigation will at a minimum involve an interview with the person making the complaint and interviews with persons identified as witnesses or otherwise having knowledge of the incident or conduct. All persons will be instructed to treat the investigation as confidential and not to discuss the allegations with other persons, particularly those not involved in the incident or conduct. Also, all persons will be informed that it is unlawful and Medford Soccer will not tolerate any form of retaliation directed towards an individual who makes a complaint or who participates or cooperates in an investigation.

If, as a result of the investigation, Medford Soccer determines that individual(s) engaged in conduct that either constitutes discrimination, denigrating or degradation of character conduct or harassment, or otherwise violates Medford Soccer policies or rules of conduct, appropriate remedial or disciplinary action will be taken. Such actions could include (among others) eliminating contact between the persons involved in the incident, mandated training and/or counseling if the violator wishes to continue being involved with Medford Soccer, suspension or removal from Medford Soccer. Also, the Medford Soccer Executive Board will meet with those involved to make certain that any improper

conduct has stopped, and that there has been no discrimination or retaliatory action against the person who brought up the complaint.

The importance of this policy cannot be emphasized enough. An environment free from discrimination and of sexual and other harassment is not only the law, it is fundamental to the culture of Medford Soccer. We hope that all Medford Soccer organization members will feel comfortable coming forward and allowing us to pursue a resolution of the matter internally that allows everyone to work together without unnecessary escalation of any inappropriate situation involving discrimination, or sexual or other harassment. While we hope that any member who believes that he/she has been discriminated against or harassed will immediately bring the matter to the attention of the President, Parliamentarian or other Board Member of Medford Soccer, members also have the right to contact their local counsel or outside agencies that deals with discrimination and harassment.