

Team Code of Conduct

Great athletes have talent – Great players have discipline

The success of any organization is directly related to its discipline. We want each individual to be self-disciplined. We expect you to treat your teammates, fellow students, faculty and the entire _____ community with respect and dignity. Remember, you not only represent yourself and your family, but you directly represent this college and our football program.

The football program will abide by the rules and regulations set forth in the _____ University student handbook and all college judiciary structures.

Negative actions cannot and will not be tolerated if we are to reach our maximum potential as a football program. The final determination of what is a negative action will rest with the head coach as guided by our standards and culture.

We have a ZERO TOLERANCE policy for any sexual misconduct, stalking, and/or abusive behavior.

The single most important ingredient for a football team to be successful is trust. Players must trust in the coaches; the coaches need to trust the players; and the players must trust each other. If everyone trusts each other great things can happen, and the individual, team, and program will flourish.

As every situation is different and unique, and every person is an individual, we will discipline on an individual basis. Discipline will be based on the standards and culture outlined in the following document. With that said, here are discipline guidelines for smaller offenses (e.g., being late, missing study hall, etc.):

1. **First Offense:** Individual Reminder
2. **Second Offense:** Position group or team Reminder
3. **Third Offense:** Loss in playing time
4. **Fourth Offense:** Potential dismissal from team

We will also utilize our Leadership Council for discipline issues. This will provide leadership opportunities and hold individuals accountable to their teammates. The exact details of the Leadership Council are outlined in the culture section of this document.

All members of our football program will be required to live by the standards and culture outlined in the following pages. Any questions or concerns should be brought directly to the head coach

POLICIES

1. Practice

- a. _____ University and neutral colors only – green, yellow, white, black, or grey (some exceptions can be made for cleats) – absolutely no other team logos will be permitted (regardless of sport or level of competition)
- b. Practice will start on time and end on time – we must and will respect everyone's time. If practice is schedule to start at 4pm, that's when drill/teach time starts. That is not the time to finish putting on pads or walking onto the practice field. Start and end times will operate off of the head coach's watch. Any issues must be communicated BEFORE the practice begins
- c. Being late to practice will result in the punishment guidelines listed above. If you are more than 5 minutes late without prior and acceptable communication, you will be sent home
- d. You MUST practice in order to play on game day. Being unable to participate in practice by Wednesday will affect playing time.
- e. Coaching should never be personal – if you feel a coach is being unjust or unfair, it must be addressed OFF the practice field in a calm manner. Any shouting at or talking back to a coach during practice will not be tolerated. You will be removed from the drill/rep and potentially the practice
- f. Cell phones are not allowed on the practice field
- g. PRACTICE MUST BE FUN!!! We want talking, cheering, shouting and celebrating. However, anything overly personal, derogatory, or excessive (that would result in a penalty on game day), will also result in disciplinary measures

2. Meetings

- a. Meetings are mandatory team activities – any scheduling issues must be communicated BEFORE the meeting takes place
- b. _____ University and neutral colors only – green, yellow, white, black, or grey – absolutely no other team logos will be permitted (regardless of sport or level of competition)
- c. Meetings will start and end on time – the start clock is based on the coach's watch. Being late will result in punishment guidelines listed above. After 5 minutes the door will be locked and it will count as a no show.
- d. Pen/pencil and paper must be brought to every meeting – failure to be prepared will be treated the same as being late or no showing
- e. Hoods off. Headphones off/out. Sunglasses off. Cell phones turned off and away.

3. Training Room, Athletic Trainers, and Injuries

- a. Treatment times will be treated as a practice. You are required to be there. Showing up late or not showing up at all will be the same as being late or missing a practice
- b. The athletic training staff will be treated with the utmost respect at all times – you are not their only athletes and they are not your personal athletic trainer. You must work within their schedule to get treatment
- c. You are expected to be at all team events regardless of injury status (meetings, lifts, practices, etc.)
- d. Injured players will be wearing their practice jersey and team gear to all practices – you will travel with your position group and be an active participant. This can be simply getting mental reps or assisting your position coach with drill work. Long term injured student-athletes may be asked to assist with film. Cell phones should not be on the practice field.

- e. The training room and training table at practice are NOT places to hang out
- f. Injured vs Hurt – Being injured means there is something structurally wrong with your body that is preventing you from being able to safely execute your job. Being hurt is part of playing a contact sport. You will not feel 100% everyday throughout your career. The athletic training staff are the medical professionals and we will adhere to their diagnoses. We should have pull you back in reps, not beg you to do more when you're listed "As Tolerated"

4. *Team Workouts and Lifts*

- a. All team workouts and lifts during fall and spring seasons are mandatory and are part of your regular daily schedules
- b. _____ University and neutral colors only – green, yellow, white, black, or grey – absolutely no other team logos will be permitted (regardless of sport or level of competition)
- c. We will adhere to all policies and programming put in place by Coach Jenkerson and his staff
- d. The program must be followed – if you feel that your lifts are too heavy/light discuss it with a coach – DO NOT change weights on your own
- e. We LOVE individuals doing more! However, please discuss any extra workouts you are doing with a coach – resting the body is just as important as the work you actively put in

5. *Hudl*

- a. It is expected that all players utilize Hudl to watch film and study their playbook. It is a tremendous tool for self-improvement
- b. Hudl is to be utilized for team use only – if you are found to have broken the following rules, your hudl access will be removed immediately
 - i. Do not give out your log in to anyone outside of our program – this includes family, friends, personal coaches, high school coaches, etc.
 - ii. Do not post practice film to social media, or send it through email

6. *Tobacco, Alcohol, Drugs, PED's*

- a. The use of tobacco and vaping products are strictly prohibited while participating in football activities or within football facilities – this includes meetings, locker rooms, practice, games, bus travel, workouts, and any other team event
- b. The legal age to drink is 21 years old – any individual under 21 consuming alcohol will be subject to discipline. Any individual over 21 found to be providing alcohol to individuals under 21 will be subject to discipline
- c. Alcohol consumption within 48 hours prior to kickoff is strictly prohibited
- d. Any and all supplements being used must be approved by a coach, athletic trainer, or strength and conditioning coach – most supplements are not regulated through the FDA and you could be unknowingly consuming banned substances – YOU ARE RESPONSIBLE for what you put in your bodies
- e. The use of PED's (performance enhancing drugs) is strictly prohibited and will result in disciplinary action
- f. The use of any federally restricted drugs is strictly prohibited – understand that regardless of state law, the NCAA follows federal law. If it is illegal at the federal level, it is illegal in the NCAA.
- g. The football program will follow all _____ policies regarding tobacco, drug, and alcohol use

7. *Study Hall*

- a. Study hall is mandatory for being a part of the football program
- b. Participation is determined by each individual player's year in school and GPA
- c. Study hall will be treated the same as practice, team lift, or athletic training appointment

8. *Hazing*

- a. Zero tolerance policy for hazing – immediate removal from the program for anyone who is found to have participated in hazing
- b. If you know of hazing conduct and do not report it to a member of the coaching staff, you will be treated as if you participated in the hazing event and will be removed from the program.
- c. Newcomers will earn their spot on this team by dedicating themselves to this program and university. There will be no types of initiations or extra work given to newcomers on the basis of earning a spot – example: “Freshmen have to carry the upperclassmen's pads”

9. *Social Media*

- a. You will be held responsible for you post, like favorite, retweet, etc.
- b. You are a representative of this football program, university, community and your family
- c. We have a specific set of standards and expectations – being a member of this program is predicated on you adhering to those standards and expectations.
- d. No one is permitted to take recordings (video or audio) or pictures of any member of this football program and post it to social media without their consent

10. *Transfer Portal*

- a. If you are considering entering the transfer portal at any time during the year, you need to meet with the head coach prior to submitting the paperwork with athletic administration
- b. Entering the transfer portal will result in immediate removal from the official roster; as long as your name is actively in the transfer portal, you will not be a member of the football program here
- c. Entering the transfer portal does not necessarily mean a permanent removal from the program; this will be considered case by case. However, once you enter the portal you are no longer guaranteed a spot with the program, and must meet with the head coach in order to be added back to the roster – you may also be required to meet with the leadership council
- d. Barring special circumstances, entering the transfer portal more than once will be grounds for permanent removal from the football program

11. *Participation and Attendance Rate*

- a. In order to be a successful member of the football program, you must be an active participant in and attend football activities (meetings, weight lifting, practice, games, etc.)
- b. If you are unable to actively participate in a minimum of 50% of team activities, excused or unexcused, you are not guaranteed a position in the program moving forward
- c. If you are unable to be in attendance for a minimum of 70% of team activities, excused or unexcused, you are not guaranteed a position in the program moving forward

12. *Dual Sport & Club Participation*

- a. Fitchburg State athletics and the football program support dual sport athletes
- b. If you were **RECRUITED** as a dual sport athlete to come to Fitchburg State, there are no issues with you competing in both sports; however, you must make sure to meet with the head coach to make sure it is understood that you are participating in another sport

- c. Whichever sport is in season is the priority and it is expected you participate in all of that sport's activities
- d. Football players may participate in Fitchburg State club – however, you will not be excused to miss any football activities for that club
- e. If you choose to tryout for another sport on campus, without being recruited to Fitchburg State for that sport, you will not be guaranteed a position with the football program moving forward – we are looking for people who are committed to helping this program rise to the top of the MASCAC – we can't do that if we're missing people for a majority of the year

All members of the football program must adhere to all rules set forth in the student handbook and student-athlete handbook

This is an overview of the team rules and code of conduct – this does not cover every single circumstance or issue that may arise. Ultimately, all disciplinary actions are at the discretion of the head coach