



Misconduct Policy

The removal of a Head Coach or expulsion of an Adult or Junior Member of DFHA is a serious issue in which many parties are involved. Confidentiality for the Head Coach or Member is a necessity so that their honor is covered (Genesis 9:20-23). However, in the event of a removal or expulsion, Flight families and the wider community need some explanation of the reason that such an extraordinary and difficult step was taken by the DFHA Board.

Misconduct: Head Coaches

- Misconduct by a DFHA Head Coach that is severe enough to warrant removal as Coach may be generally categorized in the following scheme. Each category is a violation of the DFHA Coaches' Code of Conduct with the specific subheading referenced:

Categories of Misconduct: Head Coaches	DFHA Coaches' Code of Conduct
I. Persistently falling below DFHA standards of excellence in coaching, including (a) knowledge of the game; (b) skill at coaching the game; and/or (c) ability to manage interpersonal conflict between players, with players, and/or with family members	2, 8, 10, 12, 13, 14
II. A persistent pattern of using and/or promoting the use of alcohol, drugs, tobacco, abusive or offensive language, or illegal behavior on a team or in DFHA as a whole	4, 5
III. A persistent pattern of unsportsmanlike conduct	2, 3, 7
IV. A persistent pattern of harsh verbal or physical treatment of players which jeopardizes their physical or emotional well-being	6, 7, 9
V. A persistent pattern of words or actions that significantly undermine the well-being of the Flight program and mission as a whole	1, 5, 11, 12, 15

- Release of information about the removal of a Coach to DFHA members and the wider community must convey some information without dishonoring the Coach being removed. The categories of misconduct can be simplified for public use in the following scheme:

Categories of Misconduct: Head Coaches	Public Categories
I. Persistently falling below DFHA standards of excellence in coaching, including (a) knowledge of the game; (b) skill at coaching the game; and/or (c) ability to manage interpersonal conflict between players, with players, and/or with family members	Issue with Coaching Skills



II. A persistent pattern of using and/or promoting the use of alcohol, drugs, tobacco, abusive or offensive language, or illegal behavior on a team or in DFHA as a whole	Issue with Personal Conduct
III. A persistent pattern of unsportsmanlike conduct	Issue with Sportsmanship
IV. A persistent pattern of harsh verbal or physical treatment of players which jeopardizes their physical or emotional well-being	Issue with Player Management
V. A persistent pattern of words or actions that significantly undermine the well-being of the Flight program and mission as a whole	Issue with Organizational “Fit”

Misconduct: Junior Members

- Misconduct by a DFHA Junior Member that is severe enough to warrant expulsion from membership may be generally categorized in the following scheme. Each category is a violation of the DFHA Junior Members’ Code of Conduct with the specific subheading referenced:

Categories of Misconduct: Junior Members	DFHA Junior Members’ Code of Conduct
I. A persistent pattern of using and/or promoting the use of alcohol, drugs, tobacco, abusive or offensive language, or illegal behavior on a team or in DFHA as a whole	8
II. A persistent pattern of unsportsmanlike conduct	2, 3, 4, 5
III. A persistent pattern of words or actions that significantly undermine or fail to cooperate with the authority of the coaching staff to lead and coach the team	6, 7, 10, 11, 12
IV. A persistent pattern of words or actions that significantly undermine the well-being of the Flight program and mission as a whole	1, 9,12,13

- Release of information about the expulsion of a Junior Member to DFHA members and the wider community must convey some information without dishonoring the Junior Member being expelled. The categories of misconduct can be simplified for public use in the following scheme:

Categories of Misconduct: Junior Members	Public Categories
I. A persistent pattern of using and/or promoting the use of alcohol, drugs, tobacco, abusive or offensive language, or illegal behavior on a team or in DFHA as a whole	Issue with Personal Conduct
II. A persistent pattern of unsportsmanlike conduct	Issue with Sportsmanship



III. A persistent pattern of words or actions that significantly undermine or fail to cooperate with the authority of the coaching staff to lead and coach the team	Issue with Team “Fit”
IV. A persistent pattern of words or actions that significantly undermine the well-being of the Flight program and mission as a whole	Issue with Organizational “Fit”

Misconduct: Adult Members

- Misconduct by a DFHA Adult Member that is severe enough to warrant expulsion from membership may be generally categorized in the following scheme. Each category is a violation of the DFHA Adult Members’ Code of Conduct with the specific subheading referenced:

Categories of Misconduct: Adult Members	DFHA Adult Members’ Code of Conduct
I. A persistent pattern of using and/or promoting the use of alcohol, drugs, tobacco, abusive or offensive language, or illegal behavior on a team or in DFHA as a whole	6
II. A persistent pattern of unsportsmanlike conduct	4, 5
III. A persistent pattern of words or actions that significantly undermine the authority of the coaching staff to lead and coach a team	2, 3, 7, 9, 11, 12
IV. A persistent pattern of words or actions that significantly undermine the well-being of the Flight program and mission as a whole	1, 8, 10, 11, 12, 13, 14

- Release of information about the expulsion of an adult member to DFHA members and the wider community must convey some information without dishonoring the Adult Member being expelled. The categories of misconduct can be simplified for public use in the following scheme:

Categories of Misconduct: Adult Members	Public Categories
I. A persistent pattern of promoting the use of alcohol, drugs, tobacco, or abusive or offensive language on a team or in DFHA as a whole	Issue with Personal Conduct
II. A persistent pattern of unsportsmanlike conduct	Issue with Sportsmanship
III. A persistent pattern of words or actions that significantly undermine the authority of the coaching staff to lead and coach a team and/or the well-being of a team	Issue with Team “Fit”
IV. A persistent pattern of words or actions that significantly undermine the well-being of the Flight program and mission as a whole	Issue with Organizational “Fit”



Expulsion of Members

If an adult or junior member is formally expelled from Durham Flight Homeschool Athletics, the individual or family may be required to remove themselves from all DFHA-connected events at the discretion of the Board. This includes games, practices, meetings, banquets, fundraisers, or other activities sponsored by or conducted by Durham Flight Homeschool Athletics. This includes the parking areas surrounding these events. This restriction would be in effect until the Board determines that a re-instatement of membership is permissible or until some other exemption is decided upon. Expelled individuals and families may be required not to post comments, advertisements, pictures or videos on any DFHA social media outlet or Web site, and access to DFHA members-only accounts such as the Web site may also be eliminated, at the discretion of the Board.