

*Code of Conduct*  
*National STEM Society, Inc.*

National STEM Society activities are made available to youth and adults to enjoy fun and wholesome recreational programming that teaches character and sportsmanship. National STEM Society brand SPARK STEM 365 supports the belief that all STEM educational programming and experiences should be positive and safe with sportsmanship, safety, and enjoyment as the primary goals. To achieve these goal, National STEM Society brand SPARK STEM 365 strives to provide a safe environment for participants of these programs and to protect them from harm to the best of its abilities. To that end, all participants, volunteers and spectators must be held accountable for their behavior and zero tolerance given for intentional violation of this Code of Conduct.

**EXPECTATIONS**

- Treat all parties involved with dignity and respect.
- Use appropriate language, tones and volume when communicating. When in doubt, remain silent.
- Become knowledgeable, understanding and supportive of all established guidelines, rules, policies and procedures applicable to related programming.
- Recognize/acknowledge the National STEM Society brand SPARK STEM 365 programming as a privilege that can be rescinded for the greater good.

Unfortunately, aggressive behavior is on the rise in educational and recreational programming. Negative attitudes, verbal abuse of officials, poor sportsmanship, profanity, child predators and violence are casting a negative light in our arena. It is for that reason penalties have been assessed and will be enforced for acts perceived by National STEM Society as intentional violations.

**PROCEDURES**

- When an incident occurs at any National STEM Society brand SPARK STEM 365 activity/event, National STEM Society officials, judges, and security have the authority to institute immediate suspensions. National STEM Society officials and security will offer to escort the offending individual(s) from the event/activity venue, building, or rental facility. If the offending individual(s) refuses to leave the premises, local authorities will be contacted immediately and asked to enforce the ruling.
- Individual(s) removed from the venue, building, or rental facility in this manner will be sent a registered letter stating the violation of policy and the penalty in effect. The individual(s) will then have forty-eight (48) hours from receipt of the letter to respond to National STEM Society with a written appeal.
- After the written appeal is received, an investigation will be conducted and National STEM Society will render a final decision within ten (10) working days from receipt of the appeal.
- A panel consisting of the event site managers, program supervisors, immediate supervisory of staff and a National STEM Society department chair will conduct the investigation. During the investigation, the individual(s) will be suspended from all National STEM Society activities/events/facilities. Individual(s) requesting the appeal may be asked to appear before an appeal review committee led by the National STEM Society Board of Directors or selective Committee. This decision will be final.
- Suspensions of less than ten (10) days cannot be appealed.

It is the National STEM Society's sincerest desire that situations never warrant the removal of an individual from any program, activity, event or venue. However, it is the National STEM Society's obligation to maintain a controlled, safe and healthy atmosphere for every participant, volunteer and staff. Our Educational or recreational activities are designed to foster qualities such as character building, life skills, social interaction, enjoyment, and relaxation while educating the general public and promoting STEM careers exploration and healthy lifestyles. These activities are not designed to be an overly competitive sport and National STEM Society does not promote this contention. All competition are educational in nature toward academic rewards and educational scholarships.

*Code of Conduct*  
*National STEM Society, Inc.*

**OFFENSE & PENALTY** (to include but not limited to:)

Level 1 - *Standard*

- **Offense** Failure to follow the organization established guidelines, rules, policies and procedures as applicable to related programming; failure to comply with an National STEM Society official's decision; taunting/mocking/harassment of players; disgruntled expressions such as rude gestures or comments, screaming and loudly disagreeing with others or obscene/profane/vulgar language; throwing/kicking/striking of bats, balls and other miscellaneous equipment; unnecessary roughness among participants.
- **Penalty** Not necessarily preceded by a warning...immediate ejection and removal from the premises and a minimum ten (10) day suspension.

Level 2 - *Verbal*

- **Offense** Malicious obscene/profane/vulgar verbal abuse directed towards another individual; verbal epithets related to race, color, religion, creed, gender or sexual orientation; verbal communication of threats, physical violence or acts of insulting another with intention to offend, defame or embarrass.
- **Penalty** Not necessarily preceded by a warning...immediate ejection and removal from the premises and a minimum thirty (30) day suspension.

Level 3 - *Physical*

- **Offense** Physical aggression towards another; pushing, shoving, striking or touching another individual with the perceived intent to incite, inflict or cause harm; invading another individual's personal space during a dispute.
- **Penalty** Not necessarily preceded by a warning...immediate ejection and removal from the premises and a minimum one hundred eighty day (180) day suspension.

Level 4 - *Unlawful*

- **Offense** Any violation of Georgia or Florida laws; possession of firearms, knives, explosive devices weapons or under the influence of alcohol, narcotics, controlled substances, chemical or drug paraphernalia; assault with or without a weapon.
- **Penalty** Not necessarily preceded by a warning...immediate ejection and removal from the premises and a minimum one (1) year suspension.

**\*\*\* PLEASE NOTE:** *Suspensions will be tracked and monitored. Individuals who have been suspended will be immediately placed on probationary status for a period of one (1) year from the date of the offense. A second offense by the same individual within one (1) year, regardless of nature, will result in double the term of the penalty and an extension of probationary period from the date of the second offense. A third violation by the same individual within one (1) year, regardless of nature, will void all National STEM Society privileges indefinitely. Failure to comply with these guidelines will result in legal action. \*\*\**

Please print, sign, and date the Code of Conduct form to note you have read and understood the code of conduct.

Print Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_