

KCPW Three Strikes Plan

Purpose: To maintain a respectful, safe, and collaborative environment within the KC Pink Warriors, ensuring all members adhere to our [Standing Rules & Code of Conduct \(linked\)](#).

Infractions: Any actions that go against our team's Standing Rules & Code of Conduct, including but not limited to disrespectful behavior, unsportsmanlike conduct, failure to follow safety protocols, and any form of harassment or discrimination.

Communication: Team Member to Leadership OR Leadership to Team Member

- **Time Frame:** Members have 48 hours to address a problem or incident directly with the parties involved and/or bring the issue to the Team Captain.
- **Direct Communication:** Direct communication with the parties involved is always encouraged to resolve conflicts quickly and effectively.
- **Facilitation by Team Captain:** If a member feels unable to approach the parties directly, the Team Captain can act as a neutral facilitator to help with the communication process.
- **Presenting Solutions:** Members are encouraged to present potential solutions when addressing the issue.
- **Transparency:** This process is not anonymous, ensuring accountability and openness in resolving conflicts.
- **Leadership Decisions:** Decisions will be made jointly between appropriate team leadership. Following Strike 1, infractions will be discussed with leadership to determine a resolution.

By maintaining clear and timely communication, we aim to address issues promptly and foster a cooperative team environment.

Strike 1: Verbal Warning

- **Action:** The coach or board member will have a private conversation with the member to discuss the infraction.
- **Documentation:** A written record of the verbal warning will be documented and filed.
- **Outcome:** The member will be reminded of the team's rules and regulations and encouraged to improve their behavior.

Strike 2: Written Warning

- **Action:** If the member commits a second infraction (does not have to be the same as the first), a formal written warning will be issued.
- **Documentation:** A detailed account of the infraction and the written warning will be documented and filed.
- **Outcome:** The member will be required to meet with the team leadership to discuss the infraction and will be given a clear plan for behavior improvement. They will be informed that any further infractions will lead to suspension or expulsion.

Strike 3: Suspension or Expulsion

- **Action:** Upon a third infraction, the member will face suspension or expulsion from the team, depending on the severity of the infraction.
 - **Suspension:** Temporary removal from all team activities for a specified period.
 - **Expulsion:** Permanent removal from the team.
- **Documentation:** A final report will be documented and filed, detailing the infractions and the action taken.
- **Outcome:** The member will be notified of the decision and will have the opportunity to appeal the decision to a review committee within a specified period.

Implementation

- **Communication:** The Three Strikes Plan will be communicated to all team members at the start of each season and will be included in the team's handbook.
- **Training:** All coaches, captains and board members will receive training on how to implement and document the Three Strikes Plan effectively.

Exceptions: Please note that team leadership reserves the right to bypass the three strikes process and proceed directly with suspension or expulsion if the infraction is severe enough to warrant such a response. Examples of such infractions include, but are not limited to:

- Substance abuse while paddling
- Disregard for safety protocols
- Any form of violence
- Derogatory comments towards teammates

In these cases, swift and decisive action is necessary to maintain the safety and integrity of the team.

By implementing this Three Strikes Plan, we aim to foster a positive and respectful environment for all members of the KC Pink Warriors, ensuring that everyone adheres to our shared standards and values.