

Section 11.12. **ZERO TOLERANCE DRUG POLICY:**

a) First Violation. The penalty for the first confirmed violation of the Club's substance abuse rules shall be suspension for the next two league games. This penalty will commence when the club president has communicated the violation to the Board and the player (s). The Board may impose a more severe penalty (including suspension for the season) in the event the first confirmed violation involves the sale and/or distribution of illicit drugs as defined by applicable, state criminal law.

b) Additional Violation(s). The penalty for an additional, confirmed violation of the Club's substance abuse rules shall be suspension for the season in which the additional, confirmed violation occurs. This penalty will commence when the Club President has communicated the violation to the Board and the players. The Board may impose a more severe penalty (including expulsion from the Club) if:

- (1) a player has three or more confirmed violations while a member of the Club; or
- (2) a player has two or more confirmed violations involving the sale and/or distribution of illicit drugs as defined by applicable, state criminal law while a member of the Club.

c.) Notification. Violation of the Club's substance abuse program must be reported by a team coach or manager to the President, Vice President-Development, Vice President of Administration, or Secretary within forty eight (48) hours after learning of the violation. Failure to report the violation could result in disciplinary action taken by the Board against the coach(s) and/or manager(s).

d.) Definitions. For purposes of these provisions the term "confirmed violation" includes:

- (1) admission by the player to the head coach while in the presence of an assistant coach, team manager, the player's parent, law enforcement personnel, or parent of a teammate;
- (2) admission by the player to the Board of Directors;
- (3) observation of the violation by law enforcement personnel that is corroborated by some witness or evidence; or
- (4) observation of the violation by a team coach or team parent that is corroborated by another witness (other than a team parent) or other evidence. The term "game" means a league game (during the regular season or playoffs), pre-season game or tournament game.