



Email : [info@theredeemersports.org](mailto:info@theredeemersports.org)  
Web : <https://theredeemersports.org>  
Phone : (832) 384-5240



# THE REDEEMER SPORTS/TKP EAGLES HANDBOOK



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## 1.1 MISSION STATEMENT

At The Redeemer Sports Academy, our mission is to help young people grow – not only as athletes, but also as leaders, students, and followers of Christ. Through sports, mentorship, and character-building experiences, we teach discipline, nurture personal growth, and create a safe and supportive environment where every child, teen, and adult can thrive. Guided by faith, we serve with love, work with diligence, and walk with integrity on and off the field.

## 1.2 VISION STATEMENT

The Redeemer Sports Academy envisions a generation of young people who pursue excellence in sports, lead with integrity, and live out their faith boldly in every area of life. We aim to develop well-rounded athletes who demonstrate Christ-like character, serve their communities, and use their gifts to glorify God. Through structured training, mentorship, and a culture of encouragement, we strive to become a model Christian sports academy where spiritual growth, athletic development, and personal success come together.

## 1.3 CORE VALUES (G.R.A.C.E)

The Redeemer Sports Academy is built on five foundational values summarized by the acronym G.R.A.C.E. These principles guide our behavior, decisions, and expectations across every sport, program, and age group.

### **G – Growth Through Excellence**

We pursue continuous improvement in skills, character, academics, and faith. We encourage athletes to strive for excellence, learn from challenges, and embrace a mindset of steady, purposeful growth.

### **R – Respect for One Another**

We honor every individual as created in the image of God. Respect is shown through kindness, sportsmanship, active listening, gratitude, and encouraging words. We build a community where everyone feels valued.

### **A – Accountability and Commitment**

We take responsibility for our actions, attitudes, and effort. Athletes, coaches, and parents commit to attending practices, honoring team expectations, and upholding the Academy's standards consistently.

### **C – Christ-like Leadership**

We lead by serving others, modeling humility, integrity, and compassion. Whether on the field or off it, we aim to reflect Christ in the way we compete, communicate, and care for others.

### **E – Effort: Give Maximum Effort**

We believe that effort is a choice and a reflection of character. Every athlete is expected to give their best – not perfection, but wholehearted dedication – regardless of skill level or circumstance.



## 1.4 PURPOSE OF THE RULE BOOK

The purpose of this Rule Book is to establish the official policies, standards, and operational procedures governing all programs offered by The Redeemer Sports Academy. It serves as a comprehensive reference for athletes, parents, coaches, volunteers, and staff, ensuring that all participants understand their responsibilities and the expectations of the Academy.

This Rule Book is intended to:

1. **Define the Academy's guiding principles** and provide a unified direction for all sports and activities.
2. **Promote safety, fairness, and accountability** across all programs, facilities, and events.
3. **Set forth mandatory codes of conduct** for athletes, parents, coaches, and spectators, ensuring behavior aligns with the Academy's Christian values.
4. **Provide clear operational policies**, including attendance, evaluations, financial responsibilities, communication procedures, and disciplinary processes.
5. **Ensure consistency in decision-making**, program administration, and conflict resolution.
6. **Support a structured, respectful, and legally compliant environment** in which all participants can grow, compete, and develop in accordance with the Academy's mission.

This Rule Book is considered binding for all participants and may be revised or expanded as necessary to meet the evolving needs of the Academy.

## 1.5 SCOPE OF THE RULE BOOK

This Rule Book applies to all programs, activities, personnel, and participants associated with The Redeemer Sports Academy. Its scope includes, but is not limited to, the following areas:

### Participants Covered

- Youth athletes (ages 3–17)
- Adult athletes (18 and above)
- Coaches, assistant coaches, and volunteer staff
- Parents, guardians, and family members
- Spectators and community members attending Academy events



## Programs & Activities Included

This Rule Book governs all sports and developmental programs offered by the Academy, including:

- Soccer (Fall, Spring, and Summer Seasons)
- Basketball (Year-Round)
- Track & Field (Year-Round)
- Volleyball (Year-Round)
- Skills development clinics
- Open gyms or open-field sessions
- Camps, tournaments, and competitions
- Academy-hosted events and outreach programs

## Facilities Covered

All facility usage, maintenance, and behavior expectations apply to:

- Outdoor soccer fields
- Outdoor volleyball courts
- Outdoor basketball courts
- Outdoor tennis courts
- Indoor basketball courts
- Any rented or partner facilities used by the Academy

## Binding Nature

All individuals involved in Academy activities are required to comply with the rules, policies, and procedures outlined in this Rule Book. Non-compliance may result in disciplinary action as detailed in later sections.

## 2.1 ORGANIZATIONAL STRUCTURE

### Leadership & Governance

The Redeemer Sports Academy operates under a structured leadership model designed to ensure accountability, operational excellence, and alignment with the Academy's Christian mission.

### Executive Leadership

The Academy is overseen by a designated leadership team responsible for strategic direction, policy development, and overall governance. Executive leadership is tasked with:

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- Upholding the mission, vision, and values of the Academy
- Ensuring compliance with all internal policies and external regulations
- Approving major programmatic, financial, and operational decisions
- Supporting long-term planning and organizational growth

### **Program Directors**

Each sport (Soccer, Basketball, Track, Volleyball) operates under the supervision of a Program Director or Coordinator. Responsibilities include:

- Managing day-to-day operations of their specific sport
- Overseeing coaches and assistant coaches
- Ensuring training, safety, and equipment standards are met
- Coordinating schedules for practices, games, and events
- Communicating with families and leadership as needed

### **Coaching Staff**

Coaches and assistant coaches are responsible for implementing training programs, modeling Christian character, and ensuring that safety and conduct standards are upheld. Their duties include:

- Conducting practices and leading competitions
- Providing skill development and mentorship
- Ensuring compliance with all Academy rules
- Maintaining proper supervision of athletes at all times

### **Volunteers & Support Staff**

Volunteers serve important roles in operations, event setup, administrative support, and athlete supervision. All volunteers:

- Must comply with the Academy's Code of Conduct
- Are required to undergo any mandatory screenings (if applicable)
- Serve under the direction of program staff or leadership

### **Decision-Making Authority**

In matters of safety, conduct, and program operations, the Academy reserves the right to take immediate action to protect participants and maintain order. Final authority rests with the Academy leadership.



## 2.2 COACHING QUALIFICATIONS AND REQUIREMENTS

To ensure the highest standards of safety, professionalism, and Christian leadership, all coaches and assistant coaches at The Redeemer Sports Academy must meet the following requirements.

### Background Checks

All coaches, assistant coaches, and staff working directly with minors are required to complete and pass a formal background check prior to participating in any Academy activities.

- Background checks must be renewed as required by Academy policy or applicable regulations.
- Any individual who fails a background check or refuses participation will not be permitted to coach.

### Coaching Licenses or Experience

Coaches must hold a recognized coaching license or demonstrate verified experience coaching children in their specific sport. Acceptable qualifications include (where applicable):

- US Youth Soccer or internationally recognized coaching licenses
- USA Basketball or internationally recognized coaching certifications
- USATF or internationally recognized coaching certifications
- USA Volleyball or internationally recognized coaching certifications
- Equivalent professional or youth coaching experience

Coaches may be required to pursue additional credentials at the discretion of Academy leadership.

### Alignment With Academy Values

All coaches must demonstrate and maintain alignment with the Academy's Christian mission, values, and behavioral expectations. Coaches are expected to:

- Model Christ-like behavior on and off the field
- Promote positive sportsmanship and fair play
- Reinforce Academy values (Growth, Respect, Accountability, Christ-like Leadership, Effort)
- Maintain a supportive and encouraging environment

### Training & Orientation

All coaches must complete initial orientation sessions covering:

- Safety protocols
- Emergency procedures
- Facility rules
- Conduct expectations
- Communication standards



Additional ongoing training sessions may be required throughout the year.

### **Mandatory Compliance**

Coaches who fail to meet or maintain any of the above requirements may be suspended or removed from coaching duties at the discretion of Academy leadership.

## **2.3 VOLUNTEER REQUIREMENTS AND EXPECTATIONS**

Volunteers play an essential role in supporting the mission and operations of The Redeemer Sports Academy. To ensure safety, consistency, and alignment with the Academy's values, all volunteers must adhere to the following requirements and expectations.

### **Eligibility**

Volunteers may include parents, guardians, community members, or young adults wishing to serve. All volunteers must:

- Be at least 16 years old (unless serving in an approved junior volunteer role)
- Complete required onboarding steps as outlined by the Academy
- Agree to comply with all policies in this Rule Book

### **Screening Requirements**

Volunteers who work directly with children or assist regularly in Academy activities may be required to:

- Complete a background check
- Provide references if requested
- Attend an orientation session

Volunteers who do not pass required screenings will not be permitted to serve in roles involving minors.

### **Alignment With Academy Values**

All volunteers must uphold the Academy's Christian-centered values and demonstrate:

- Respectful behavior
- Christ-like attitude and communication
- Support for coaches, athletes, and staff
- A willingness to serve with humility and excellence



## Role Responsibilities

Volunteers may assist with:

- Field or court setup
- Administrative tasks
- Supervision during practices or games (under coach direction)
- Scorekeeping, timing, or equipment management
- Event coordination or hospitality

Volunteers must follow all instructions from Academy leadership and coaching staff.

## Conduct Expectations

Volunteers are required to:

- Maintain professionalism at all times
- Avoid confrontations with coaches, officials, players, or other parents
- Use positive, encouraging language
- Never use profanity or derogatory remarks
- Refrain from coaching from the sidelines unless assigned as a coach



## Safety & Boundaries

Volunteers must:

- Never be alone with a child who is not their own
- Report any injuries or concerns immediately to a coach or staff member
- Follow all facility and equipment rules
- Avoid physical discipline or inappropriate contact of any kind

## Removal or Dismissal

The Academy reserves the right to remove any volunteer who:

- Violates conduct expectations
- Fails to follow instructions
- Demonstrates behavior inconsistent with the Academy's Christian values
- Poses a safety or compliance risk



## 2.4 COMMUNICATION AND DECISION-MAKING PROTOCOLS

Effective communication and clear decision-making processes ensure smooth operations, safety, and consistency across all Redeemer Sports Academy programs. The following protocols govern how information is shared and how decisions are made.

### Communication Channels

The Academy uses the following official channels for communication:

- **Email:** Primary method for official announcements, schedules, and policy updates
- **Text/Group Messaging Systems:** For urgent updates such as weather alerts or schedule changes
- **Academy Website:** For program information, forms, calendars, and policy documents
- **In-Person Meetings:** As needed for parent orientations, coach briefings, and conflict resolution

Communications outside these channels (e.g., social media comments, unofficial chats) are **not considered official**.

### Communication Expectations

All staff, coaches, parents, and volunteers are expected to communicate in a manner that reflects the Academy's Christian values. This includes:

- Respectful tone in all conversations
- Avoiding heated or confrontational interactions
- Using appropriate language at all times
- Seeking clarity before assuming intent
- Avoiding gossip, rumors, or divisive speech

Any communication that violates these expectations may result in corrective action.

### Decision-Making Authority

Decision-making responsibilities are organized as follows:

#### Academy Leadership

- Final authority on policy, finances, safety, and disciplinary matters
- Approves major changes, suspensions, and dismissals

#### Program Directors

- Manage sport-specific decisions: schedules, rosters, game plans, and coach assignments
- Address sport-specific concerns or disputes
- Implement policies as directed by leadership



## Coaches

- Make on-field and on-court decisions during practices and competitions
- Ensure athlete safety and adherence to rules
- Address immediate behavioral issues according to Academy guidelines

## Conflict Resolution Process

To maintain unity and order, all disputes or concerns must follow this structured process:

- 1. Approach the Coach First**
  - Discuss concerns respectfully and privately
  - Avoid approaching coaches during games or practices
- 2. Escalate to the Program Director**
  - If not resolved, submit concerns in writing
- 3. Appeal to Academy Leadership**
  - Leadership will review and make a final decision

All decisions made by Academy leadership are considered final.

## Emergency Communication

In emergencies (injury, severe weather, safety concerns):

- Coaches notify families immediately via text or call
- Academy leadership issues any facility closures or activity suspensions
- Emergency services will be contacted as needed

## 3.1 ATTENDANCE POLICY

Consistent attendance is essential for athlete development, team cohesion, and program integrity. The following attendance standards apply to all Redeemer Sports Academy participants.

### Expectations for Athletes

All athletes are expected to:

- Attend all scheduled practices, games, meets, and events
- Arrive on time and prepared with appropriate equipment and uniform



- Notify their coach in advance of any absence, except in emergencies

Repeated or unexcused absences may affect:

- Playing time
- Team placement
- Eligibility for tournaments or competitions
- Continued participation in the program

### Excused Absences

Acceptable reasons for excused absences include:

- Illness or injury
- School-related academic commitments
- Family emergencies
- Religious obligations
- Pre-approved scheduling conflicts



Coaches may require documentation for extended absences.

### Unexcused Absences

Absences not communicated in advance, or not fitting excused categories, are considered unexcused. Consequences may include:

- Reduced playing time
- Missed game starts
- Temporary suspension from practice
- Parent and coach meeting

Three or more unexcused absences may result in further review by the Program Director.

### Tardiness

Athletes are expected to arrive on time. Excessive lateness disrupts team flow and will be addressed by the coach. Tardiness may result in:

- Modified participation
- Loss of playing time
- Additional conditioning assignments



## Coach Responsibilities

Coaches must:

- Take attendance at every practice and game
- Maintain accurate attendance records
- Communicate any attendance-related concerns to parents
- Notify Program Directors of recurring issues

## Parent/Guardian Responsibilities

Parents and guardians must:

- Ensure athletes arrive and leave on time
- Communicate absences respectfully and promptly
- Support attendance expectations as part of team commitment



## 3.2 REFUND POLICY

The Redeemer Sports Academy is committed to fairness and transparency in all financial matters. This Refund Policy outlines when refunds may be issued and the conditions that apply to all Academy programs.

### General Policy

All program fees are used to support coaching, facilities, equipment, uniforms, and administrative operations. Because many of these costs are incurred before the season begins, refunds are limited and time-sensitive.

### Eligibility for Refunds

Refunds may be granted under the following conditions:

#### Before the Season Starts

- A full or partial refund may be issued if a parent withdraws an athlete at least **14 days before** the start of the program.
- A processing fee may apply.

#### After the Season Begins

- Refunds are **not typically issued**, as expenses have already been allocated.
- Exceptions may be considered for:
  - Severe medical conditions (doctor's note required)
  - Family relocation out of the area



- Academy-triggered program cancellation

### Non-Refundable Fees

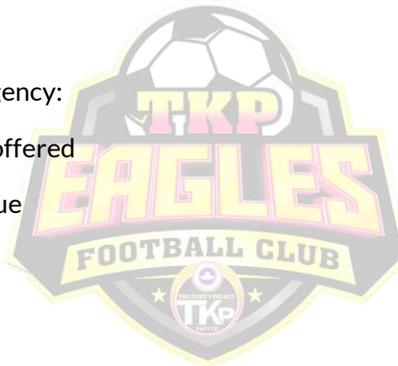
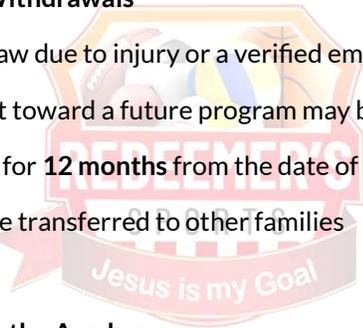
The following fees are **non-refundable** under all circumstances:

- Registration processing fees
- Uniform or merchandise purchases
- Tryout or evaluation fees
- Late fees

### Medical or Emergency Withdrawals

If an athlete must withdraw due to injury or a verified emergency:

- A prorated credit toward a future program may be offered
- Credits are valid for **12 months** from the date of issue
- Credits cannot be transferred to other families



### Program Cancellation by the Academy

If the Academy cancels a program due to low enrollment, facility issues, or other operational factors:

- Families will receive the choice of a full refund **or** a credit toward another program.

### Refund Request Procedure

To request a refund:

1. Submit a written request via email to the Academy office
2. Include the athlete's name, program, reason for request, and supporting documents (if needed)
3. Allow **7-14 business days** for review and processing

Refund approval is at the discretion of Academy leadership.

## 3.3 TRYOUT & SELECTION CRITERIA

Tryouts and evaluations ensure athletes are placed in programs that match their skill level, developmental stage, and physical readiness. The Redeemer Sports Academy uses a fair, transparent, and values-based approach to team selection.



## Purpose of Tryouts

Tryouts are designed to:

- Assess individual skill levels
- Ensure safe and appropriate team placement
- Maintain competitive balance within divisions
- Provide athletes an opportunity to demonstrate growth and effort

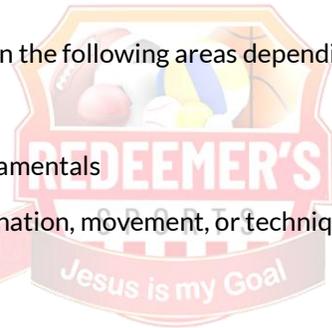
Selections are based on ability, effort, character, and readiness—not favoritism.

## Evaluation Areas

Athletes may be evaluated in the following areas depending on the sport:

### Skill Competency

- Sport-specific fundamentals
- Ball control, coordination, movement, or technique
- Execution of drills



### Physical Readiness

- Speed, agility, stamina, strength (age-appropriate assessments)

### Game Awareness

- Decision-making
- Understanding of rules
- Positioning
- Spatial awareness

### Character & Attitude

- Effort and work ethic
- Coachability
- Teamwork
- Respectful behavior
- Ability to receive correction

Character carries significant weight due to the Academy's Christian foundation.



## Selection Process

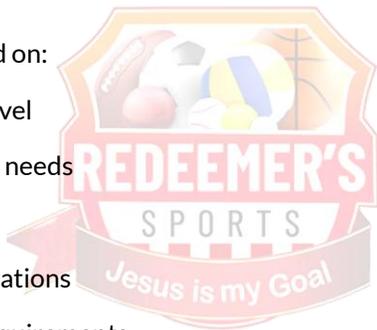
The selection process may include:

1. **Initial Skill Evaluation** – drills, movement assessments
2. **Small Group Activities** – teamwork, communication, effort
3. **Scrimmage or Game Simulation**
4. **Coach Review & Scoring**
5. **Final Placement Decisions** by coaching staff and Program Director

## Team Placement

Teams are formed based on:

- Player ability level
- Developmental needs
- Roster balance
- Safety considerations
- Age-division requirements



Placement decisions are **final** and made solely to support athlete development and team success.

## Notification

Families will be notified of tryout results through official Academy communication channels. Placement details will include:

- Assigned team
- Practice schedule
- Required next steps

## Appeals

To maintain fairness and avoid unnecessary conflict:

- Appeals regarding team placement **are not accepted**
- Parents may request general feedback on their child's development
- Coaches will provide constructive guidance without debating decisions



### 3.4 PLAYER EVALUATION PROCESS

The Redeemer Sports Academy conducts routine player evaluations to monitor growth, guide coaching strategies, and ensure each athlete is progressing in a safe and developmentally appropriate manner. Evaluations help maintain fairness, transparency, and continuous improvement across all programs.

#### Purpose of Evaluations

Player evaluations are designed to:

- Measure athletic development over time
- Identify strengths and areas requiring improvement
- Provide individualized feedback to athletes and parents
- Inform coaching adjustments and training plans
- Support proper team placement when necessary

Evaluations are not used to punish athletes; they are a tool for growth.

#### Evaluation Frequency

Evaluations may occur:

- At the beginning of each season
- Mid-season
- End of season
- As needed for player development or safety concerns

Each sport may determine its own evaluation intervals based on program structure.

#### Evaluation Components

Evaluations typically include:

##### A. Technical Skills (Sport-Specific)

Examples:

- Soccer: dribbling, passing, shooting, ball control
- Basketball: dribbling, shooting form, defensive movement
- Track: running mechanics, starts, form, event technique
- Volleyball: serving, passing, hitting, footwork



## B. Physical Development

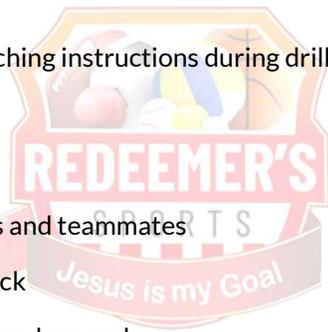
- Speed and agility
- Coordination
- Core strength and stamina
- Age-appropriate fitness benchmarks

## C. Tactical Understanding

- Game awareness
- Decision-making
- Team positioning
- Ability to apply coaching instructions during drills or games

## D. Attitude & Character

- Work ethic
- Respect for coaches and teammates
- Response to feedback
- Demonstration of Academy values
- Leadership and sportsmanship



## Feedback Process

After evaluations:

- Coaches may share written or verbal feedback with athletes and parents
- Feedback will focus on growth, encouragement, and actionable improvement steps
- Coaches are encouraged to highlight both strengths and development areas

Parents should receive feedback as **guidance**, not as a comparison to other athletes.

## Follow-Up & Development Plans

When appropriate, coaches may create individualized development plans that include:

- Skill priorities
- Strength-building exercises
- Attendance recommendations
- Behavior or effort goals

Development plans are meant to support the athlete's holistic growth.



## Use of Evaluation Results

Evaluation results may influence:

- Practice groupings
- Playing time (based on readiness and safety)
- Future team placement
- Eligibility for competitive tournaments or meets

Evaluations will **never** determine an athlete's value, worth, or identity – only their current developmental stage.

## 4.1 FACILITY RULES

To ensure safety, order, and stewardship of all Redeemer Sports Academy facilities, the following rules apply to every athlete, parent, coach, volunteer, and visitor who uses Academy-owned or partner facilities.



### General Conduct

All individuals using Academy facilities must:

- Demonstrate respect toward staff, equipment, and other users
- Follow all posted signs and instructions from Academy personnel
- Keep language and behavior Christ-honoring at all times
- Avoid disruptive, aggressive, or unsafe actions
- Maintain cleanliness and proper care of all areas

Failure to comply may result in removal from the premises.

### Supervision Requirements

- Children under 12 must be supervised by a parent or authorized adult when not participating in an official program
- Coaches must supervise athletes at all times during practices and games
- No athlete may be left unattended before or after a session

### Facility Access

Access to facilities is limited to:

- Registered athletes
- Coaches and approved staff



- Parents and family members during designated viewing times
- Visitors attending sanctioned events
- Authorized maintenance or operational personnel

Unauthorized access is strictly prohibited.

### Outdoor Facility Rules

This includes outdoor soccer fields, volleyball courts, basketball courts, and the tennis court.

Users must:

- Stay within designated areas
- Avoid damaging grass, courts, nets, or equipment
- Wear sport-appropriate footwear
- Refrain from climbing fences, goals, backboards, or structures
- Keep food and drinks away from playing surfaces (water only permitted)
- Protect the grounds by disposing of trash properly

Weather policies (lightning, heat, storms) must be followed immediately.

***There will be no training on days where there is a community incident that prevents students from attending school.***

### Indoor Facility Rules

Includes the indoor basketball court and any indoor multi-use areas.

Indoor rules require:

- Clean, non-marking athletic shoes
- No food or sugary drinks in the gym
- No hanging from rims or equipment
- No unauthorized ball use outside of scheduled times
- Respect for shared use when other groups are present

Indoor spaces must remain tidy and free from clutter after each session.

### Equipment Use

Athletes and staff must:

- Use equipment only for its intended purpose
- Report any damage or malfunction immediately



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- Return all equipment to its proper storage area
- Never remove Academy equipment from facilities without authorization

Willful damage may result in financial responsibility or suspension.

### Parking & Drop-Off Rules

- Parents must use designated parking areas
- Do not block entrances, emergency lanes, or pedestrian paths
- Athletes must be dropped off and picked up promptly
- No child is permitted to walk through the parking lot unattended

Safety in parking areas is a shared responsibility.

### Restricted Items

To maintain safety and appropriateness:

- No smoking, vaping, or tobacco products
- No alcohol or illegal substances
- No weapons of any kind
- No pets on fields or courts (service animals permitted)

Any violation may result in immediate removal or disciplinary action.

## 4.2 FACILITY SCHEDULING AND ACCESS PROCEDURES

To ensure fairness, safety, and efficient use of all Redeemer Sports Academy facilities, the following scheduling and access procedures apply to every program, team, and participant.

### Scheduling Authority

All facility scheduling is managed exclusively by:

- Academy Leadership
- Program Directors
- Authorized administrative staff

Coaches and parents **may not** independently schedule or reserve fields, courts, or practice spaces.



## Practice Scheduling

Practice schedules are created based on:

- Age divisions
- Sport-specific needs
- Field/court availability
- Seasonal demand
- Safety and lighting conditions

Once published, schedules must be followed unless officially changed by the Academy.

## Game & Event Scheduling

Game schedules, tournaments, and special events are coordinated by:

- Program Directors
- League or governing body partners (if applicable)

Changes to game times or locations will be communicated through **official channels only**.

## Access to Facilities

Access is limited to assigned time slots. Teams must:

- Arrive no earlier than 10–15 minutes before their scheduled session
- Vacate the field or court promptly at the end of their allotted time
- Share transition space respectfully to allow other teams to begin on time

Unauthorized or extended use is not permitted.

## Special Requests for Facility Use

Requests for additional facility time (e.g., extra practices, team meetings) must be submitted to the Program Director and include:

- Date and time requested
- Purpose of the session
- Expected number of participants
- Coach or staff member supervising

Approval is subject to availability and operational considerations.



## Closed Facilities

Facilities may be closed due to:

- Weather conditions
- Maintenance or repairs
- Safety concerns
- Scheduling conflicts

Once closed, no team or individual may use the area until official clearance is provided.

## Unauthorized Use & Violations

Unauthorized use of any facility may result in:

- Temporary suspension of facility access
- Loss of practice privileges
- Disciplinary action for individuals or teams
- Possible removal from the program for repeat violations

The Academy reserves the right to intervene immediately if unauthorized activity occurs.

## 4.3 EQUIPMENT AND UNIFORM POLICIES

Proper equipment and uniform standards ensure safety, professionalism, and unity across all Redeemer Sports Academy programs. The following rules apply to all athletes, coaches, and teams.

### Uniform Requirements

All athletes must wear the official Academy uniform for games, competitions, and events. Requirements include:

#### Game Uniforms

- Academy-issued jersey or top
- Approved shorts or pants
- Sport-appropriate footwear
- Any required protective gear (based on sport)

#### Practice Uniforms

- Athletic apparel suitable for movement
- Academy practice shirt when required



- Proper footwear for the sport being practiced

Coaches may enforce additional uniform expectations for consistency and safety.

### Footwear Standards

Athletes must wear sport-specific shoes:

- **Soccer:** Cleats (no metal studs)
- **Basketball:** Indoor court shoes (non-marking for indoor courts)
- **Track:** Running shoes or approved spikes (when permitted)
- **Volleyball:** Indoor volleyball shoes

Improper footwear may result in limited participation for safety reasons.

### Protective Gear

As required by each sport, athletes must use proper protective equipment such as:

- Shin guards (soccer)
- Knee pads (volleyball)
- Mouthguards (where recommended)
- Sport-appropriate headgear (optional unless mandated)

Protective gear must be in good condition and properly fitted.

### Equipment Use & Care

Athletes and families must:

- Use only equipment approved by the Academy
- Handle all gear responsibly
- Report damaged or unsafe equipment immediately
- Return all borrowed equipment promptly
- Not remove Academy equipment from facilities without permission

Intentional damage may lead to financial responsibility and disciplinary action.



## Jewelry & Accessories

For safety reasons:

- No jewelry, including necklaces, bracelets, or hoop earrings
- Stud earrings are discouraged and may require athletic tape
- No watches, smartwatches, or metal accessories
- No sharp hair pins or clips

Exceptions for medical or religious items may be considered with approval.

## Personal Items

Athletes may bring:

- Water bottles (labeled)
- Small bags or backpacks
- Personal towels

Prohibited items include:

- Electronic devices on the field/court
- Toys, distracting items, or valuables

The Academy is not responsible for lost or stolen property.

## Uniform Violations

Failure to follow uniform rules may result in:

- Limited playing time
- Temporary removal from activity
- Communication with parents to correct issues

Consistency across athletes is required for safety and professionalism.

## 4.4 HEALTH, SAFETY, AND EMERGENCY POLICIES

The Redeemer Sports Academy prioritizes the physical, emotional, and spiritual well-being of every athlete. The following safety policies ensure a secure environment and consistent response to injuries, emergencies, and health concerns.



## Concussion & Head Injury Protocol

The Academy follows a strict **“When in doubt, sit them out”** policy.

### Immediate Actions

If an athlete shows signs of a possible concussion:

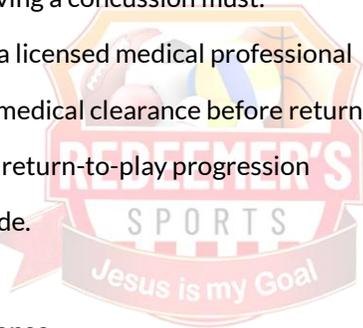
- They must be removed from play **immediately**
- They may not return the same day
- A coach or staff member will notify the parent/guardian promptly

### Return-to-Play Requirements

Athletes suspected of having a concussion must:

- Be evaluated by a licensed medical professional
- Provide written medical clearance before returning
- Follow a gradual return-to-play progression

No exceptions will be made.



## Injury Reporting & Response

### During Practice or Games

Coaches must:

- Stop activity if a serious injury occurs
- Provide basic first aid within their training
- Call emergency services if necessary
- File an incident report within 24 hours

Parents will be contacted immediately in the event of a significant injury.

### Return After Injury

Athletes recovering from injury may return only when:

- Fully healed
- Able to participate safely
- Cleared by a doctor (if required)
- Approved by the coach



## Weather Safety Policy

### Heat Protocol

In high heat conditions:

- Extra water breaks will be given
- Shade/rest periods enforced
- Intensity of drills may be reduced
- Practices may be shortened or canceled

### Lightning Protocol

At the first sign of lightning or thunder:

- All outdoor activity stops immediately
- Athletes will be moved indoors or to vehicles
- Activity will not resume until **30 minutes** after the last strike/thunder

This rule is non-negotiable.

### Rain/Wind/Cold

Training may be adjusted or canceled based on:

- Field conditions
- Visibility
- Wind speed
- Temperature safety guidelines

## Emergency Action Plan (EAP)

Every facility will have a clearly defined emergency response plan, including:

- Emergency exits
- First aid kit locations
- AED locations (if applicable)
- Coach responsibilities
- Parent pick-up procedures
- Emergency contact lists

Coaches must review the EAP before each season.



## Child Protection & Supervision

### Supervision Standards

- Athletes must always be supervised during programs
- No adult may be alone with a child who is not their own
- Two-adult rule is strongly encouraged whenever possible

### Safe Zones

Designated safe waiting areas must be used before pick-up and after dismissal.

### Behavioral Boundaries

Coaches and volunteers may **not**:

- Use physical discipline
- Engage in inappropriate touch
- Communicate privately with athletes through personal messaging

Any concerns must be reported immediately to Academy leadership.

### Illness Policy

Athletes must stay home if they exhibit:

- Fever
- Vomiting or diarrhea
- Contagious infections
- Strong cough or respiratory symptoms

Athletes must be symptom-free for **24 hours** before returning.

### Medical Information & Medications

- Parents must disclose relevant medical conditions on athlete registration forms
- Coaches may not administer medication unless formally authorized
- Emergency medication (e.g., inhalers, EpiPens) must be labeled and accessible



## 5.1 PLAYER CODE OF CONDUCT

## 5.2 PARENT & GUARDIAN CODE OF CONDUCT

Parents and guardians play a vital role in supporting the mission and culture of The Redeemer Sports Academy. The Academy expects all parents to model Christ-like character, uphold Academy values, and partner with coaches to create a positive environment for all athletes.

### Christian Conduct & Communication

Parents and guardians must:

- Speak respectfully to coaches, officials, players, and other families
- Use language that reflects Christian character – no profanity, insults, or negative remarks
- Avoid gossip, criticism, or divisive behavior
- Promote unity, encouragement, and grace in all interactions
- Support the Academy's mission publicly and privately

Parents help set the tone for the entire program.

### Sideline Behavior

Parents may cheer positively, but must not:

- Shout instructions at athletes ("sideline coaching")
- Criticize referees or argue with officials
- Engage in confrontations with other spectators
- Exhibit anger, frustration, or hostility – either verbally or through body language
- Leave the stands to approach the field/court during games

If a parent's behavior becomes disruptive, they may be asked to leave the event.

### Respect for Coaches

Parents must respect the authority and decisions of coaching staff by:

- Allowing coaches to coach
- Refraining from questioning game strategy or player placement
- Scheduling private conversations respectfully and at appropriate times
- Following the conflict resolution process outlined in Section 2.4

Coaches are responsible for team decisions; parental interference is not permitted.



## Support for Athlete Development

Parents are expected to:

- Encourage effort, learning, and growth over winning
- Reinforce team rules, attendance expectations, and punctuality
- Promote a healthy balance between sports, academics, and family life
- Celebrate progress and resilience, not just performance

Parents help shape the athlete's mindset and confidence.

## Safety & Responsibility

Parents must:

- Ensure athletes arrive on time and are picked up promptly
- Inform coaches of injuries, illnesses, or limitations
- Follow medical or concussion guidelines without exception
- Provide updated emergency contact and medical information

Parents share responsibility in maintaining athlete safety.

## Respect for Facilities

Parents and family members must:

- Keep all facilities clean and litter-free
- Supervise younger siblings
- Follow all parking and traffic rules
- Respect boundaries around restricted areas

## Prohibited Behaviors

The following behaviors are strictly prohibited:

- Confronting referees, coaches, or other parents
- Disrupting games or practices
- Speaking negatively about players (including their own child)
- Bullying, threats, or intimidation of any kind
- Using alcohol, tobacco, drugs, or vaping on Academy grounds
- Disrespectful or hostile online communication or social media posts



Violations may result in temporary or permanent removal from events or programs.

### Disciplinary Actions for Parents

Depending on severity, consequences may include:

1. Verbal warning
2. Written warning
3. Removal from practice or games
4. Required meeting with Academy leadership
5. Suspension of the athlete from activities
6. Permanent removal from the Academy program

The Academy reserves the right to act immediately in cases of severe misconduct.

### 5.3 COACH CODE OF CONDUCT

Coaches at The Redeemer Sports Academy are held to the highest standards of professionalism, Christian leadership, and athlete safety. As mentors and role models, coaches have a profound impact on the spiritual, emotional, and physical development of every athlete.

### Christian Leadership & Example

Coaches must:

- Demonstrate Christ-like behavior at all times
- Speak with kindness, patience, and respect
- Show humility, integrity, and servant leadership
- Pray with teams when appropriate and encourage spiritual growth
- Model emotional control, especially during intense moments

Coaches are spiritual representatives of the Academy.

### Professional Conduct & Communication

Coaches are expected to:

- Communicate clearly and respectfully with athletes and parents
- Respond to concerns within reasonable timeframes
- Avoid sarcasm, belittling, or negative speech
- Correct athletes constructively and with grace



- Maintain appropriate boundaries in all interactions

All communication must reflect Christian character and professionalism.

### Safety & Athlete Well-Being

Coaches must:

- Prioritize safety above competition
- Follow all concussion, injury, and weather protocols
- Provide appropriate warm-ups and cooldowns
- Ensure equipment is safe and age-appropriate
- Maintain proper supervision of all athletes

Coaches are responsible for stopping any unsafe behavior immediately.

### Coaching Responsibilities

Coaches must:

- Arrive prepared and on time for practices and games
- Run structured, intentional training sessions
- Provide equal opportunities for growth
- Teach fundamentals, teamwork, discipline, and sportsmanship
- Make fair and unbiased decisions regarding play time and roles

Excellence in coaching is an expectation, not an option.

### Respect for Officials & Opponents

Coaches must:

- Treat referees and opponents with dignity and respect
- Never argue with or confront officials
- Advocate for their team calmly and appropriately
- Lead by example in sportsmanship

Winning must never come before testimony and integrity.

### Parent Relations

Coaches should:

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- Build positive relationships with parents
- Communicate schedules, expectations, and feedback clearly
- Avoid discussions that compare athletes or diminish others
- Direct parents to proper channels for concerns
- Maintain patience and professionalism at all times

Conflict must be handled biblically and respectfully.

### **Boundaries & Ethics**

Coaches must not:

- Use profanity, yelling, or aggressive behavior
- Participate in inappropriate joking or personal conversations
- Meet privately alone with a minor
- Communicate with athletes via personal social media or private messages
- Favor certain players unfairly

Boundaries protect both athletes and coaches.

### **Substance Use**

Coaches must never:

- Use alcohol, drugs, or tobacco during Academy activities
- Arrive under the influence of any substance
- Allow such substances on Academy premises

Immediate removal may occur for violations.

### **Prohibited Behaviors**

Strictly prohibited conduct includes:

- Bullying, intimidation, or verbal abuse
- Physical punishment or harsh conditioning as discipline
- Humiliation or singling out athletes negatively
- Confrontations with parents, referees, or staff
- Dishonesty, cheating, or encouraging unsafe play

Zero tolerance applies.



## Disciplinary Process for Coaches

Consequences may include:

1. Verbal or written warning
2. Temporary suspension from coaching duties
3. Mandatory meeting with Academy leadership
4. Removal from the season
5. Permanent dismissal from the Academy

Severe violations may result in immediate termination.

## 5.4 SPECTATOR CODE OF CONDUCT

Spectators at all Redeemer Sports Academy events are required to comply with the following standards of behavior. These expectations ensure a safe, orderly, and Christ-centered environment for all athletes, families, and officials. By attending any Academy practice, game, meet, or event, spectators agree to abide by the policies outlined below.

### Standards of Christian Conduct

All spectators shall:

- Conduct themselves in a manner consistent with Christian values, demonstrating respect, humility, grace, and self-control.
- Use language that is uplifting, non-threatening, and free from profanity or derogatory remarks.
- Promote an environment of encouragement and positivity for all participants — including opposing teams.
- Refrain from any behavior that disrupts the spiritual or athletic atmosphere of the event.

Failure to uphold these standards may result in immediate removal from the premises.

### Restrictions on Sideline Behavior

To preserve order and protect the integrity of the game, spectators must **not**:

- Interfere with coaching staff by shouting instructions to athletes (“sideline coaching”).
- Confront or verbally challenge referees, officials, opposing players, or other spectators.
- Approach the sidelines, benches, or playing area without permission from Academy personnel.
- Display anger, hostility, or aggressive gestures that may incite conflict or undermine sportsmanship.

Spectators may cheer positively but may not influence gameplay or participants.



## Respect Toward Coaches, Officials & Opposing Teams

Spectators must:

- Acknowledge the authority of referees and officials; their decisions are final and binding.
- Address any concerns through the formal communication process, not during or immediately after competitions.
- Demonstrate courtesy toward visiting teams, extending the same respect expected for Redeemer athletes.
- Avoid any actions that may embarrass, distract, or negatively impact athletes or coaches.

Any form of verbal abuse, harassment, or intimidation is strictly prohibited.

## Safety, Facility & Event Compliance

All spectators are responsible for adhering to the following operational guidelines:

- Remain within designated viewing areas at all times.
- Supervise young children to prevent accidents or interference with play.
- Follow all facility rules related to seating, movement, and restricted areas.
- Comply immediately with instructions from Academy staff during emergencies or weather-related evacuations.
- Refrain from bringing prohibited items (weapons, alcohol, tobacco, drugs, or vaping devices) onto any Academy property.

The Academy reserves full authority to enforce safety protocols without prior notice.

## Prohibited Conduct (Strict Enforcement)

The following behaviors are expressly forbidden and subject to disciplinary action:

- Use of profanity, offensive gestures, or degrading language.
- Verbal or physical confrontation with any individual.
- Persistent negative comments directed at players, teams, coaches, or officials.
- Harassment, threats, intimidation, or bullying—whether verbal, physical, or digital.
- Disruptive conduct that interferes with gameplay, training sessions, or officiating.
- Posting defamatory, inflammatory, or divisive comments about the Academy or its participants on social media.

Violations may result in immediate and permanent removal from Academy events.

## Disciplinary Actions for Spectators

Depending on the severity or recurrence of the violation, the Academy may impose any of the following consequences:

1. **Written Warning:** Formal notice of policy violation.



2. **Event Removal:** Immediate removal from the practice, game, or facility.
3. **Temporary Ban:** Suspension from attending future Academy activities for a defined period.
4. **Season Ban:** Revocation of attendance privileges for the remainder of the season.
5. **Permanent Ban:** Indefinite exclusion from all Academy events and properties.
6. **Athlete Impact:** In serious cases, the spectator's associated athlete may be suspended or removed from the program to protect team integrity and safety.

All disciplinary decisions made by Academy leadership are final.

## 6.1 CONCUSSION PROTOCOL

The Redeemer Sports Academy maintains a strict concussion and head-injury policy to protect all athletes. This protocol complies with recognized safety standards and must be followed without exception.

### Immediate Removal From Activity

Any athlete who **exhibits signs, symptoms, or behaviors consistent with a concussion** must be removed from practice or competition immediately.

This includes, but is not limited to:

- Loss of consciousness (even briefly)
- Headache or pressure in the head
- Dizziness or balance problems
- Confusion or appearing dazed
- Slow response to questions
- Blurred vision or sensitivity to light
- Nausea or vomiting
- Behavioral changes, irritability, or unusual emotions

**Coaches may not allow the athlete to return the same day under any circumstances.**

### Coach Responsibilities

Coaches must:

- Stop all activity as soon as a head injury is suspected
- Notify parents/guardians immediately
- Document the incident in a written report within 24 hours
- Follow the Academy's Emergency Action Plan if symptoms are severe



- Ensure the athlete remains supervised until released to a parent or guardian

Failure to follow this protocol may result in disciplinary action.

### Medical Evaluation Requirement

Athletes suspected of concussion must obtain:

- Evaluation by a **licensed healthcare professional** trained in concussion management
- Written medical clearance before resuming any activity

Verbal clearance is not acceptable.

### Return-to-Play Progression

After medical clearance, the athlete must complete the Academy's gradual **5-Step Return-to-Play Protocol**, overseen by a coach or designated staff member.

#### Step 1 – Light aerobic exercise

Walking, light jogging; no resistance training.

#### Step 2 – Moderate activity

Running, light drills; no head-impact activity.

#### Step 3 – Non-contact training

Sport-specific drills at increased intensity.

#### Step 4 – Full-contact practice

Only after full medical clearance and symptom-free progression.

#### Step 5 – Full return to gameplay

Athlete resumes all activities.

If symptoms reappear at any step, the athlete must return to the previous stage after 24 hours without symptoms.

### Parent/Guardian Responsibilities

Parents must:

- Report any concussion symptoms that occur outside Academy events
- Provide medical clearance documentation
- Support the required rest and recovery period
- Not pressure coaches for early return

Parents are essential partners in concussion safety.

### Prohibited Behaviors



The following are strictly forbidden:

- Allowing an athlete to return to play without clearance
- Encouraging athletes to “shake it off” or continue playing
- Minimizing or dismissing concussion symptoms
- Pressuring medical professionals for early clearance

These actions compromise athlete safety and may result in removal from the program.

### Academy Authority

The Academy reserves the right to:

- Withhold an athlete from activity if symptoms persist
- Require additional medical evaluation
- Override medical clearance if safety concerns remain
- Enforce mandatory waiting periods for recurring injuries

Safety decisions made by Academy leadership are final.

## 6.2 Weather & Environmental Safety Policy

The Redeemer Sports Academy is committed to maintaining the highest level of safety during outdoor and indoor athletic activities. Weather conditions and environmental factors can pose significant risks; therefore, strict compliance with the following policies is mandatory for all coaches, athletes, parents, and staff.

### Authority to Suspend or Cancel Activities

The Academy reserves full authority to suspend, delay, or cancel practices, games, or events due to weather or environmental hazards.

Decisions may be made by:

- Academy Leadership
- Program Directors
- Coaches (in immediate situations)

All decisions will be communicated through official channels.

### Lightning & Thunder Policy (Mandatory 30/30 Rule)

At the **first sound of thunder** or **first visible lightning**, all activities must stop immediately.

Policy requirements:

- All athletes and spectators must evacuate to vehicles or indoor shelter



- No one may remain on fields, courts, or open areas
- Activities may not resume until **30 minutes** have passed since the last lightning strike or thunder sound

This policy is non-negotiable and enforced without exception.

## Heat Safety Policy

### Monitoring Conditions

The Academy monitors:

- Temperature
- Humidity
- Heat index
- Air quality

### Heat Response Actions

Depending on heat index levels:

#### 90°–99°F:

- Frequent water breaks
- Reduced intensity drills

#### 100°–104°F:

- Mandatory shade/rest periods
- Shortened practice duration
- Modified conditioning

#### 105°F and above:

- Outdoor activities suspended
- Indoor training allowed only if safe and ventilated

### Cold Weather Guidelines

Athletes must wear weather-appropriate clothing including:

- Long sleeves
- Compression leggings
- Gloves and hats (especially for younger athletes)

Outdoor activity may be modified or suspended if:

- Wind chill creates unsafe conditions



- Athletes risk hypothermia or cold-related injuries

### 6.2.5 Rain, Wind & Poor Field Conditions

Activity adjustments may occur due to:

- Heavy rain
- Excessive mud
- Standing water
- High wind speeds
- Damaged or unsafe playing surfaces

Coaches must not allow activity on fields that could cause injury or facility damage.

### Air Quality & Environmental Hazards

Outdoor activities may be canceled or relocated if:

- Air quality index (AQI) exceeds safe levels
- Wildfire smoke or pollution impacts breathing
- Pollen counts severely affect sensitive athletes

### Communication Procedures

Weather updates will be communicated via:

- Text alerts
- Email
- Website announcements

Families are responsible for checking updates before traveling to facilities.

### Parent & Athlete Responsibilities

Parents and athletes must:

- Dress appropriately for weather
- Bring adequate hydration
- Follow all evacuation instructions immediately
- Respect cancellations or delays
- Avoid pressuring coaches to continue activity despite safety risks



Safety takes precedence over convenience.

### 6.3 Emergency Action Plan (EAP)

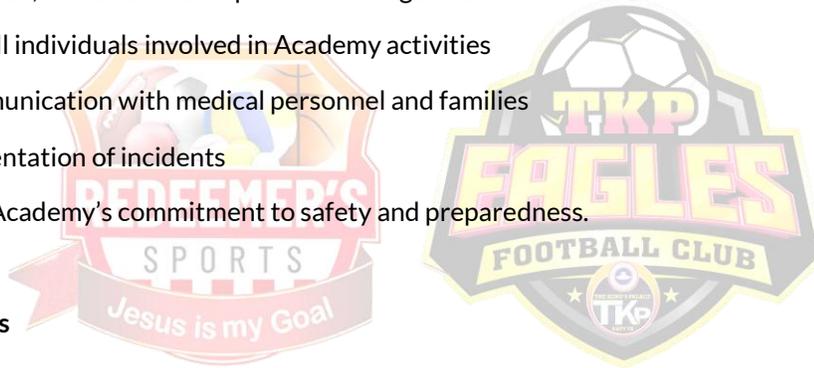
The Emergency Action Plan outlines the procedures to be followed during medical emergencies, environmental hazards, or any situation that threatens the safety of athletes, staff, or spectators. Compliance with these procedures is mandatory for all Redeemer Sports Academy personnel.

#### Purpose of the EAP

The EAP ensures:

- A rapid, organized, and effective response to emergencies
- Protection of all individuals involved in Academy activities
- Accurate communication with medical personnel and families
- Proper documentation of incidents

This plan supports the Academy's commitment to safety and preparedness.



#### Roles & Responsibilities

##### Coaches

Coaches are the frontline responders and must:

- Stop activity immediately when an emergency occurs
- Assess the situation and determine the level of response needed
- Activate EMS (911) when necessary
- Assign roles to assistant coaches or volunteers
- Notify parents/guardians as soon as possible
- File an incident report within 24 hours

##### Assistant Coaches / Team Volunteers

Must assist by:

- Guiding athletes away from the emergency area
- Meeting EMS personnel at facility entrances
- Retrieving first aid kits or AEDs (if applicable)
- Texting or calling families for updates as directed

##### Academy Leadership

Responsible for:



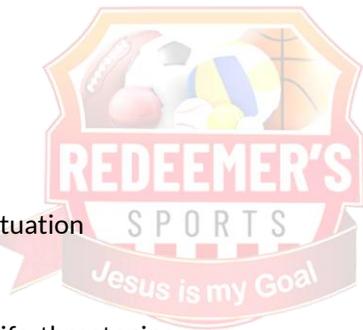
- Overseeing follow-up actions
- Reviewing reports
- Implementing any required policy changes
- Communicating with facility owners or governing bodies

## Emergency Steps & Flow

### Step 1: Initial Assessment

The coach assesses:

- Consciousness
- Breathing
- Bleeding
- Visible injuries
- Severity of the situation



### Step 2: Call for Help

If the injury is serious or life-threatening:

- Call 911 immediately
- Alert nearby staff and volunteers
- Ensure someone escorts EMS personnel

### Step 3: Secure the Area

Team personnel must:

- Clear athletes and spectators
- Create space for medical responders
- Maintain a calm environment

### Step 4: Care Until Help Arrives

Coaches may:

- Administer basic first aid
- Stabilize the athlete without moving them (unless necessary for safety)
- Monitor breathing and alertness

Coaches **may not** provide medical treatment beyond their certification.

### Step 5: Parent Notification

Parents/guardians must be contacted as soon as possible, with clear, factual information.

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## Step 6: Documentation

A written incident report must be completed within **24 hours** including:

- Athlete information
- Date, time, location
- Description of incident
- Witness names
- Actions taken
- Follow-up recommendations

## Equipment & Resources

Each facility must have:

- A stocked first aid kit
- Access to water and hydration
- A charged cell phone for emergency calls
- AED availability (if applicable)
- Emergency contact lists for each athlete



Coaches are required to verify the presence and condition of emergency resources before each season.

## Evacuation Protocols

Evacuations may be required for:

- Fire alarms
- Lightning
- Severe weather
- Hazardous spills
- Facility threats

All participants must:

- Follow staff instructions immediately
- Proceed to designated safe areas
- Remain with their group until cleared



## Return-to-Activity Clearance

Athletes involved in an emergency incident may not return until:

- Cleared by a medical professional (as required)
- Reviewed by Academy leadership
- Approved by the head coach

No exceptions are permitted.

## 6.4 CHILD PROTECTION & SUPERVISION POLICY

The Redeemer Sports Academy is committed to maintaining a safe, respectful, and morally sound environment for all children and young people. The following policies apply to all coaches, volunteers, staff, parents, and any individual involved in Academy programs.

### Purpose

This policy exists to:

- Protect children from abuse, neglect, and inappropriate behavior
- Establish clear boundaries for adults interacting with minors
- Ensure safe supervision and oversight
- Promote a Christ-centered culture of respect and responsibility

These standards are non-negotiable and strictly enforced.

### Supervision Requirements

#### General Supervision

- Children must be supervised at all times during Academy activities.
- No child may be left alone before or after practice.
- Parents must pick up athletes on time; repeated late pickups may result in warnings or program restrictions.

#### Two-Adult Best Practice

Whenever possible:

- At least **two adults** should be present during activities involving minors.
- One-on-one situations must be avoided unless in an open, visible space.

#### Bathroom & Changing Areas

- Adults may **not** accompany a child into a bathroom stall, locker room stall, or private changing area.



- For young children, adults may assist **only** in open areas and with another adult present.

### Physical Contact Guidelines

Appropriate physical contact includes:

- High-fives
- Fist bumps
- Side hugs (brief, with kid-initiated preference)
- Corrective athletic positioning (in public view)

Inappropriate physical contact includes:

- Full embraces
- Lap sitting
- Back or shoulder massages
- Touching any area covered by a swimsuit
- Lifting or carrying older children
- Any contact that could be misinterpreted or makes the athlete uncomfortable



Coaches must always ask permission before corrective physical guidance.

### Interaction & Communication Standards

#### Verbal Interaction

Adults must:

- Use positive, encouraging, respectful language
- Avoid teasing, belittling, or sarcastic comments
- Never discuss sexual topics or use innuendo
- Avoid personal conversations not related to sports or development

#### Electronic Communication

- Coaches may not privately message minors on personal phones or social media.
- All communication must be sent to parents/guardians or via official Academy channels.
- No secret or "off-the-record" communication is permitted.

#### Social Media Boundaries

- Coaches and volunteers may not follow, friend, or message athletes on personal social media accounts.
- Posting photos of athletes requires proper consent and must follow the Academy's Media Policy.



## Anti-Bullying & Anti-Harassment Standards

The Academy maintains **zero tolerance** for:

- Bullying
- Harassment
- Intimidation
- Threats
- Verbal or physical aggression
- Exclusion or humiliation
- Online harassment or group chat bullying

Bullying incidents will be investigated immediately and addressed according to Academy disciplinary procedures.

## Reporting Concerns

Anyone (athletes, parents, coaches, volunteers) may report concerns involving:

- Safety
- Abuse
- Boundary violations
- Inappropriate communication
- Suspicious behavior

## Reporting Procedure

Reports should be made to:

1. The Head Coach
2. Program Director
3. Academy Leadership

In emergencies, call **911** immediately.

All reports will be:

- Taken seriously
- Investigated promptly
- Handled confidentially to the extent possible

Retaliation against someone who reports a concern is strictly prohibited.



## Disciplinary Actions

Policy violations may result in:

- Immediate removal from the activity
- Written warnings
- Suspension from coaching or volunteer duties
- Permanent dismissal from the Academy
- Reporting to authorities when required by law

The safety of children is the Academy's highest priority.

## 6.5 ILLNESS & MEDICAL POLICY

The Redeemer Sports Academy is committed to maintaining a safe and healthy environment for all athletes, coaches, volunteers, and families. The following Illness & Medical Policy outlines expectations regarding sickness, medication, medical disclosures, and return-to-play procedures.

### General Illness Guidelines

Athletes must **not** attend practices, games, or Academy events if they exhibit any of the following symptoms:

- Fever of **100.4°F (38°C)** or higher
- Vomiting or diarrhea within the last 24 hours
- Persistent coughing or difficulty breathing
- Contagious infections (e.g., strep throat, pink eye, flu, COVID-19)
- Unexplained rash
- Severe sore throat
- Any condition that prevents active participation

**Athletes must be symptom-free for at least 24 hours without medication** before returning.

### Injury Reporting

Parents and athletes must report:

- Any injuries sustained during Academy activities
- Injuries occurring outside the Academy that may affect participation
- Any condition requiring modified activity

Failure to report injuries may result in restricted participation for safety reasons.



## Medical Disclosures

Parents/guardians must disclose any relevant medical information during registration, including:

- Asthma or respiratory issues
- Allergies (especially life-threatening allergies)
- Seizure disorders
- Heart conditions
- Previous concussions
- Medications taken regularly
- Any condition requiring special precautions

This information ensures proper supervision and emergency response.

## Medication Policy

### Over-the-Counter & Prescription Medications

- Coaches and volunteers **may not** administer medication to athletes.
- Parents may administer medication before or after practice, but not during unless present.

### Emergency Medications (e.g., EpiPen, inhaler)

- Allowed with documented parental permission.
- Must be clearly labeled with the athlete's name.
- Must be stored or carried in a manner agreed upon with the coach.
- Coaches should be informed of proper usage but cannot administer unless the situation is life-threatening and no trained personnel are available.

## Prohibited Actions

- No medication may be shared among athletes.
- Coaches may not store medications in personal bags or vehicles.

## 6.5.5 Return-to-Play After Illness

Athletes may return when:

- Fully symptom-free for 24 hours
- Cleared by a healthcare provider (if the illness was severe)
- Approved by the coach if symptoms could impact performance or safety



## Return-to-Play After Injury

An athlete returning from a significant injury must:

- Provide written medical clearance
- Complete any required return-to-play progression outlined by the Academy
- Participate fully in warm-ups before being cleared for full participation

Coaches reserve the right to withhold participation if the athlete appears physically unready.

## Contagious Disease Exposure

If an athlete has been exposed to a contagious disease:

- Parents must notify the Academy
- Coaches may require temporary suspension of participation depending on health guidelines
- Families will be notified (confidentially) if exposure affects a team

## Emergency Situations

If an athlete experiences a medical emergency:

- Emergency services (911) will be activated immediately
- Parents will be contacted as soon as possible
- An incident report will be filed within 24 hours

The Academy follows all protocols outlined in the Emergency Action Plan (Section 6.3).

## 7.1 FINANCIAL RESPONSIBILITIES

The Redeemer Sports Academy seeks to maintain transparency, fairness, and accountability in all financial matters. Families, athletes, and participants are expected to comply with the following financial policies as a condition of enrollment in any Academy program.

### Fee Structure

Program fees may include:

- Registration fees
- Seasonal participation fees
- Uniform and equipment costs



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- Tournament or meet fees (when applicable)
- Facility or administrative fees

All fees will be clearly communicated before the start of each season or program.

### Payment Deadlines

Parents/guardians must:

- Pay all fees by the published due date
- Use the accepted payment methods (online portal, card, check, etc.)
- Ensure accounts remain in good standing throughout the season

Late or unpaid balances may result in restricted participation.

### Late Payments & Penalties

A late fee may be applied when:

- Payment is not received by the posted deadline
- Payment arrangements are not communicated in advance

Continued non-payment may result in:

- Suspension from practices or games
- Ineligibility for tournaments
- Removal from the program

Financial obligations must be fulfilled for the athlete's continued participation.

### Installment Plans

The Academy may offer flexible payment options:

- Installment plans (structured, predefined payments)
- Auto-billing (if available)

Families enrolling in installment plans must:

- Agree to the terms in writing
- Make payments on schedule
- Maintain valid payment information



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Installment plans are a privilege and may be revoked for late or missed payments.

### Scholarships & Financial Assistance

Limited financial assistance may be available for families demonstrating need.

Requirements may include:

- Completion of a financial assistance application
- Submission of supporting documents
- Agreement to volunteer or participate in Academy service activities (if required)
- Commitment to attendance and program expectations

Scholarship decisions are confidential and made at the discretion of Academy leadership.

### Non-Refundable Charges

The following charges are **non-refundable**:

- Registration processing fees
- Uniform purchases
- Tryout/evaluation fees
- Late fees
- Small equipment purchased through the Academy

These fees cover services or materials that cannot be recovered or reused.

### Outstanding Balances

If an account remains unpaid:

- Athletes may not re-enroll in future seasons
- Participation in academy-wide events may be restricted
- Uniforms, equipment, or awards may be withheld
- The Academy may terminate program participation

Balances must be cleared to maintain active enrollment status.

### Returned Payments

For returned checks or failed transactions:

- A service fee may be charged

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- The Academy may require all future payments to be made via certified funds or card

Repeated failed payments may result in program removal.

### Financial Communication

Parents/guardians are responsible for:

- Ensuring contact information for billing is accurate
- Responding promptly to payment notices or account issues
- Contacting the Academy in advance if financial difficulties arise

The Academy will work with families who communicate proactively.

### 7.2 SCHOLARSHIPS & FEE ASSISTANCE POLICY

The Redeemer Sports Academy is committed to ensuring that financial limitations do not prevent children and families from participating in our programs. Scholarships and fee assistance may be available to eligible families based on demonstrated need, available funds, and Academy discretion.

### Purpose of Fee Assistance

The purpose of this policy is to:

- Provide equitable access to Academy programs
- Support families experiencing financial hardship
- Promote community participation regardless of income
- Steward Academy resources responsibly and fairly

Fee assistance is not guaranteed but will be awarded as available.

### Eligibility Criteria

Families seeking scholarship or fee assistance must meet one or more of the following:

- Demonstrated financial need
- Temporary or unexpected hardship (job loss, medical emergency, etc.)
- Multiple children enrolled in Academy programs
- Participation in government assistance programs
- Pastor or community leader referral (optional but helpful)



Eligibility does not guarantee award approval.

### Application Requirements

To apply, families must submit:

- A completed Scholarship Application Form
- Recent proof of income or financial need (if applicable)
- Explanation of circumstances or hardship
- Commitment to Academy attendance and conduct standards

Applications must be fully completed to be considered.

### 7.2.4 Award Conditions

Approved assistance may cover:

- A percentage of program fees
- Full fees in exceptional cases
- Uniform or equipment support (limited availability)
- One season or session only (must reapply each season)

Assistance may **not** cover:

- Late fees
- Uniform upgrades or optional merchandise
- Tournament travel or special event costs

### Service or Volunteer Requirements

Families receiving scholarship assistance may be required to:

- Volunteer at practices, games, or Academy events
- Assist with setup or cleanup
- Support Academy fundraisers
- Fulfill community service hours as defined by the Academy

Failure to meet volunteer requirements may affect future eligibility.



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## Confidentiality

All scholarship and fee assistance applications are strictly confidential. Information will only be reviewed by Academy leadership.

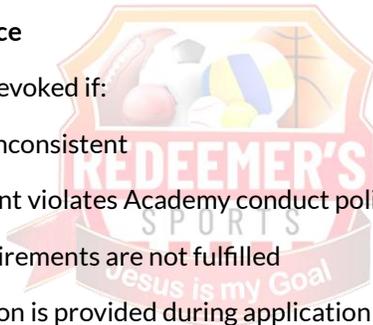
## Renewal & Duration

- Scholarships are awarded **per season** and do not automatically renew
- Families must reapply if assistance is still needed
- Continued eligibility depends on attendance, conduct, and compliance with Academy expectations

## Revocation of Assistance

Fee assistance may be revoked if:

- Attendance is inconsistent
- Athlete or parent violates Academy conduct policies
- Volunteer requirements are not fulfilled
- False information is provided during application
- Financial obligations remain unmet after adjustment



The Academy reserves the right to make final decisions in all scholarship matters.

## 7.3 SPONSORSHIP & FUNDRAISING POLICY

The Redeemer Sports Academy may engage in sponsorships and fundraising activities to support program growth, reduce financial burdens for families, and expand opportunities for athletes. The following policies govern all sponsorship and fundraising efforts.

### Purpose of Sponsorships & Fundraising

This policy ensures that:

- All sponsorships align with the Academy's mission and values
- Fundraising is conducted ethically, transparently, and safely
- Funds are used responsibly to support Academy operations
- Families understand expectations and guidelines for participation

Sponsorships and fundraising help make programs accessible and sustainable.



## Acceptable Sponsorships

The Academy may accept sponsorships from:

- Local businesses
- Faith-based organizations
- Community partners
- Individuals supportive of Academy values

All sponsorships must be reviewed and approved by Academy leadership to ensure alignment with the club's principles.

## Prohibited Sponsorships

Sponsorships will **not** be accepted from companies or entities associated with:

- Alcohol, tobacco, vaping, or gambling
- Violent, explicit, or inappropriate media
- Products or services that conflict with Christian values
- Political campaigns or controversial organizations

The Academy reserves the right to decline any sponsorship at its discretion.

## Sponsorship Recognition

Sponsors may be recognized through:

- Banners or signage (approved areas only)
- Mentions in Academy communications
- Event programs
- Social media mentions
- Jerseys or apparel (if consistent with uniform guidelines)

All recognition must be modest, appropriate, and consistent with Academy branding standards.

## Fundraising Activities

The Academy may conduct various fundraising activities such as:

- Product sales
- Community events
- Restaurant or business partnership nights
- Donation drives



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- Athlete-led initiatives
- Academy-hosted tournaments or showcases

Fundraising activities must be approved by Academy leadership.

### **Athlete & Family Participation**

Participation expectations may include:

- Selling designated fundraising items
- Volunteering at events
- Promoting campaigns within guidelines
- Assisting with setup or cleanup

Families unable to participate may request accommodations.

### **Use of Funds**

Funds raised through sponsorships or fundraising may support:

- Equipment purchases
- Facility improvements
- Financial assistance programs
- Coaching development
- Tournament fees
- Program expansion

Use of funds will be transparent and documented.

### **Safety & Compliance**

All fundraising must follow:

- Safety standards for minors
- Local regulations
- Ethical practices
- No door-to-door fundraising without direct adult supervision
- No online fundraising without Academy approval



## Financial Accountability

The Academy will:

- Track all fundraising income and expenses
- Provide receipts when necessary
- Maintain records for internal review
- Ensure funds are used for approved purposes

## 7.4 MEDIA & COMMUNICATIONS POLICY

The Redeemer Sports Academy is committed to protecting the privacy, safety, and dignity of all athletes while maintaining professional and Christ-centered communication across all platforms. This policy outlines the appropriate use of media, images, and communication tools.

### Purpose of the Policy

This policy exists to:

- Ensure responsible use of photographs, videos, and digital content
- Protect the identity and privacy of minors
- Maintain proper communication boundaries
- Promote positive and respectful representation of the Academy
- Ensure all media aligns with Christian values and Academy standards

All participants must follow this policy strictly.

### Photo & Video Permissions

Parents/guardians must provide consent during registration for:

- Photography during practices and games
- Video recordings for training, marketing, or social media
- Use of athlete images in Academy promotional materials

Families may choose:

- Full permission
- Limited permission
- No permission

The Academy will honor all restrictions.



## Social Media Conduct (for Athletes, Parents, and Coaches)

All individuals associated with the Academy must:

- Post respectfully and represent the Academy in a positive manner
- Avoid sharing confidential team information
- Refrain from negative or divisive posts about players, parents, coaches, or officials
- Avoid inappropriate, vulgar, or un-Christian content

### Prohibited social media behavior includes:

- Public criticism of coaches or referees
- Posting game footage that embarrasses another athlete
- Posting arguments, conflicts, or complaints online
- Using the Academy's name in controversial or harmful content

Violations may result in disciplinary action.

### Use of Academy Branding & Logos

The Redeemer Sports Academy name, logo, and branded materials may not be used without prior approval.

This includes:

- Uniform design changes
- Custom apparel
- Social media graphics
- Promotional items
- Team pages or unofficial websites

Unauthorized use may result in removal of content or other disciplinary measures.

### Coach & Staff Communication Boundaries

Coaches and staff must:

- Communicate with parents through official Academy channels
- Never privately message minors through personal accounts
- Avoid personal or inappropriate conversations
- Maintain a professional tone at all times

All critical communication must be documented and accessible to leadership.



## Team Messaging Systems

If team communication apps are used (e.g., TeamSnap, Remind):

- All messages must include parents/guardians
- Coaches must not initiate private individual messages with minors
- Group chats must remain respectful and mission-aligned

Screenshots of inappropriate messages may be submitted to leadership for review.

## Media Conduct at Events

Spectators and parents may take personal photos or videos **unless**:

- A family has opted out of permissions
- The footage is posted inappropriately
- An athlete is being recorded in a compromising or unsafe way

The Academy may prohibit photography when necessary to protect privacy.



## Consequences for Violations

Consequences may include:

1. Removal of posts or media
2. Restriction from taking photos or videos at events
3. Written warnings
4. Temporary or permanent removal from Academy programs
5. Legal action if the violation endangers a minor

The Academy reserves the right to act swiftly in matters involving child protection.

## 7.5 COMMUNICATION PROTOCOLS & CONFLICT RESOLUTION

Clear and respectful communication is essential to maintaining unity, professionalism, and Christ-centered conduct within The Redeemer Sports Academy. This policy outlines approved methods for communication, expectations for all parties, and the formal process for resolving conflicts.

### Official Communication Channels

The following are the **only approved channels** for Academy communication:

- **Email** (primary method for official notices and documentation)
- **Academy messaging systems** (if applicable: Playbook (when ready), WhatsApp)

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- Phone calls when appropriate
- In-person meetings scheduled through proper channels
- Academy website for updates, documents, and announcements

Informal communication platforms (e.g., WhatsApp parent groups, text conversations between families) are **not considered official**.

### Communication Expectations for All Parties

Athletes, parents, coaches, and staff are expected to:

- Communicate respectfully and clearly
- Allow reasonable response time (1-2 business days)
- Avoid sarcasm, hostility, or accusatory language
- Seek understanding before assuming intent
- Uphold Christian values in all interactions
- Address concerns privately, not publicly or on social media

Failure to communicate respectfully may result in corrective action.



### Parent-Coach Communication Boundaries

Parents should:

- Avoid approaching coaches during games or immediately after competitions
- Request conversations at appropriate times through email or official channels
- Allow coaches to focus fully on athletes during practices
- Keep concerns confidential and off public platforms

Coaches must:

- Respond within reasonable timeframes
- Address concerns professionally
- Avoid confrontational or emotional exchanges

Both parties must prioritize the athlete's well-being.

### Conflict Resolution Process

The Academy follows a structured, biblical approach to resolving disputes.

#### Step 1 – Direct Conversation

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Parents or athletes first speak privately with the coach to address concerns respectfully.

### Step 2 – Escalation to Program Director

If unresolved:

- The issue is elevated to the Program Director
- A written explanation may be required
- The Director will review and facilitate discussion

### Step 3 – Academy Leadership Review

If still unresolved:

- Academy leadership will review all information
- A final decision will be made
- This decision is binding and not subject to further appeal

Leadership's role is to ensure fairness, safety, and policy adherence.

### Inappropriate Conflict Behaviors

The following actions are not permitted:

- Public confrontations
- Aggressive or angry outbursts
- Social media complaints or attacks
- Going directly to officials or board members without following process
- Attempting to influence decisions through pressure or intimidation

Violations may result in disciplinary actions for parents or athletes.

### Documentation Requirements

For serious matters:

- Emails, written statements, or reports may be required
- Coaches must document significant behavior incidents
- Leadership may request witness statements

This ensures transparency and fairness.

### Protection Against Retaliation

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The Academy strictly prohibits retaliation against anyone who raises concerns in good faith.  
This includes:

- Athletes
- Parents
- Coaches
- Volunteers

Concerns will be handled confidentially whenever possible.

## 8.1 SOCCER RULES & MODIFICATIONS

The Redeemer Sports Academy follows **FIFA Laws of the Game** and **US Youth Soccer** guidelines, modified appropriately for youth and developmental levels. All coaches, players, referees, and parents must uphold these rules and conduct expectations.

### Field of Play

Fields must follow age-appropriate sizes:

#### U4-U6 (Ages 3-6)

- Small fields with simplified boundaries
- No penalty area
- Portable goals

#### U7-U10

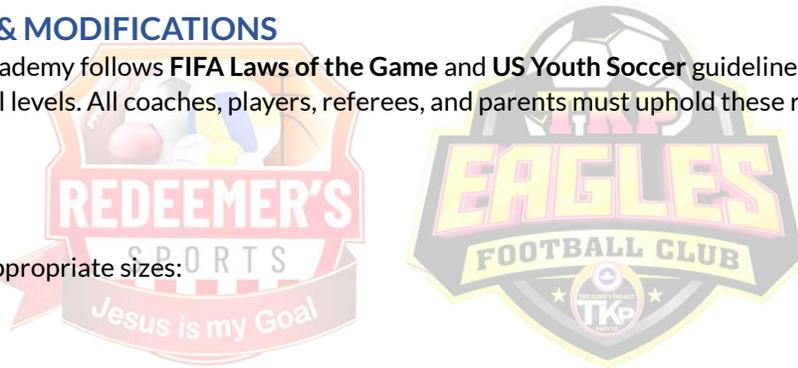
- Reduced-size fields
- Smaller goals
- No offside rule for U7-U9 (academy style)

#### U11-U12

- Modified field dimensions
- Build-out lines used
- Offside rule enforced

#### U13+ and Adults

- Full-size regulation fields
- Standard goals
- FIFA Laws apply





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### Number of Players

U4-U6: 3v3 or 4v4 (no goalkeepers)

U7-U8: 5v5 or 6v6 (GK optional)

U9-U10: 7v7 (GK included)

U11-U12: 9v9

U13-Adults: 11v11

Substitutions are unlimited and may occur at stoppages as approved by the referee.

### Match Duration

U4-U6: 8-10 min halves

U7-U8: 20 min halves

U9-U10: 25 min halves

U11-U12: 30 min halves

U13-U16: 35 min halves

High School/Adult: 40-45 min halves

Half-time length: 5-10 minutes.



### Player Equipment

Required:

- Shin guards (under socks)
- Rubber cleats (no metal)
- Academy uniform
- Water bottle

Prohibited:

- Jewelry of any kind
- Casts or braces without approval
- Metal hair accessories

### Referees & Officials

- U4-U6 may use coaches as referees
- U7+ uses certified or trained referees

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- All decisions by referees are final
- Arguing with referees is prohibited and subject to discipline

Coaches and parents must model respect toward officials at all times.

### Offside Rule

- No offside for U7-U9
- Modified offside for U10 as needed
- Full FIFA offside for U11+

### Fouls & Misconduct

Fouls include:

- Tripping
- Pushing
- Charging
- Handball (deliberate)
- Slide tackles (prohibited U10 and below)



Serious misconduct may result in:

- Yellow card
- Red card
- Removal from the match
- Suspension pending review

Any violent conduct, threatening language, or retaliation is grounds for immediate dismissal.

### Heading Restrictions

- **No heading allowed U11 and under** (USYS safety rule)
- Limited heading in practice for ages 13-14
- Full heading allowed at U15+

### Goalkeeper Rules

- GK protection applies at all levels
- No charging or dangerous play near the goalkeeper



- Goalkeepers cannot punt in small-sided divisions if using build-out lines

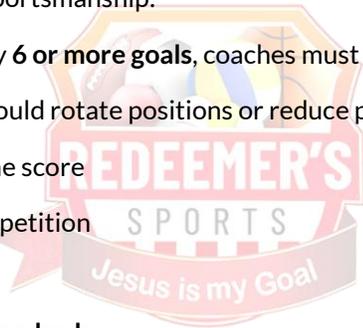
### Build-Out Line Rules (U9–U10)

- Opposing team must retreat behind build-out line on GK possession
- Used to encourage playing from the back
- No pressure until first touch after GK release

### Mercy Rule & Sportsmanship

To maintain Christ-like sportsmanship:

- If a team leads by **6 or more goals**, coaches must adjust play
- Leading team should rotate positions or reduce pressure
- No running up the score
- Character > competition



### Academies & Training Standards

Soccer training includes:

- Skill development
- Ball mastery
- Passing & receiving
- Movement & spacing
- Communication
- Character and leadership emphasis

Training will always match the athlete's stage of development.

## 8.2 BASKETBALL RULES & MODIFICATIONS

The Redeemer Sports Academy follows the foundational standards of **USA Basketball**, **NFHS**, and recognized youth basketball development models. All rules are adapted for age-appropriate progression, athlete safety, and alignment with the Academy's values of excellence, respect, accountability, Christ-like conduct, and maximum effort.

These rules apply to **all Academy basketball programs**, including youth and adult divisions.

### Court Specifications & Equipment Requirements



### Ball Size Requirements

- Ages 3–7: Size 3 (Youth Mini Ball)
- Ages 8–10: Size 5
- Ages 11–12: Size 6
- Girls 13+ and Women: Size 6 (28.5")
- Boys 13+ and Men: Size 7 (29.5")

### Hoop Height Specifications

- Ages 3–7: 6–8 feet
- Ages 8–10: 9 feet
- Ages 11+: 10 feet regulation height

### Facility Requirements

- Clear playing surface free of hazards
- Boundary lines visible and unobstructed
- Padding on walls and goalposts when applicable
- Indoor court shoes required for all indoor play



### Team Composition & Substitutions

#### Team Size

- Standard: 5-on-5
- Developmental groups (Ages 3–8) may use 3-on-3 or 4-on-4 to increase player engagement

#### Substitution Rules

- Unlimited substitutions
- Permitted during any dead ball
- All substitutions must be authorized by the official
- Coaches must ensure fair playing time, especially in youth divisions

### Game Duration

Game length is determined by age division:

#### Ages 3–7

- 8-minute running-clock quarters
- No foul shots; fouls result in possession only



### Ages 8–10

- 10-minute running-clock quarters
- Modified free throws (one free throw worth two points or one free throw + possession)

### Ages 11–12

- 12-minute running-clock quarters
- Standard foul administration, modified bonus rules permitted

### Ages 13–17 (Middle/High School)

- 14-minute halves (running clock) or NFHS-timed quarters
- Stoppage clock may be used for playoffs or advanced divisions

### Adults

- 20-minute halves (running or stopped clock) depending on league format

**Half-Time:** 3–5 minutes

**Overtime:** 2–3 minutes (if applicable)



### Defensive Regulations

To ensure safety and proper skill development, defensive allowances vary by age:

#### Ages 3–7

- No steals on dribble
- No full-court press
- No trapping
- Only man-to-man defense permitted
- Defensive pressure must be age-appropriate and non-aggressive

#### Ages 8–10

- No full-court press
- Limited trapping (only above free-throw line extended)
- Man-to-man defense strongly encouraged; zone usage discouraged

#### Ages 11–12

- Full-court press allowed only in the final two minutes of each half
- Double teams permitted in half-court sets
- Zone defenses introduced gradually

#### Ages 13+



- All NFHS and USA Basketball defensive rules permitted
- Full-court press allowed unless restricted by Mercy Rule
- Advanced defensive systems allowed

## Offensive Rules & Skill Development Standards

### Ball Movement Requirements

- **Ages 3–10:** Minimum of **three passes** before a shot (except in fast-break scenarios)
- Promotes teamwork, spacing, and decision-making

### Possession Rules

- Standard alternating possession
- Jump ball used for tip-off at older levels

### Prohibited Offensive Tactics at Lower Levels

- Isolation plays
- Clear-outs
- High-intensity pick-and-roll sets (Ages 3–8)



### Teaching Emphasis

Coaches must focus on:

- Dribbling fundamentals
- Passing accuracy
- Layup technique
- Footwork and pivoting
- Court awareness

Skill development outweighs game results in all youth divisions.

### Fouls, Penalties & Free Throws

#### Ages 3–7

- No free throws administered
- Fouls result in sideline or baseline inbound

#### Ages 8–10

- Shooting fouls = **1 free throw worth 2 points**
- Non-shooting fouls = inbound



- No bonus/free-throw rebounding until older divisions

### Ages 11-12

- Standard free throws
- Bonus may begin at 7 team fouls

### Ages 13+

- Full NFHS foul rules
- Technical fouls handled per regulation standards

**Flagrant, intentional, or unsportsmanlike fouls** may result in immediate player removal pending review.

### Timeouts

Timeout allowances:

- **Ages 3-7:** 1 timeout per half
- **Ages 8-10:** 2 timeouts per game
- **Ages 11-12:** 2 timeouts per half
- **Ages 13+:** Follows NFHS or league format



Timeouts must be used solely for instruction, adjustment, or safety matters.

### Mercy Rule (Mandatory Sportsmanship Standard)

To protect athlete dignity and promote Christ-like leadership:

- When a team leads by **20 or more points**, the following apply:
  - No full-court press
  - No trapping defenses
  - No fast breaks
  - Coaches must rotate players equitably
  - Running clock may be implemented

Running up the score violates Academy values and may result in disciplinary review.

### Referee Authority

Referees have full and final authority during games.

Coaches, players, and spectators must:

- Accept calls without confrontation



- Refrain from disputing or approaching referees aggressively
- Model excellence and restraint at all times

Any attempt to intimidate, argue with, or disrespect referees will result in immediate corrective action.

## Conduct & Behavioral Expectations

All participants must:

- Demonstrate humility in victory and grace in defeat
- Encourage teammates and opponents
- Avoid profanity, negative talk, or taunting
- Follow all Academy Codes of Conduct (Section 5)

Basketball at The Redeemer Sports Academy is a tool for discipleship, character formation, and leadership—not merely competition.

## 8.3 TRACK & FIELD RULES & MODIFICATIONS

The Redeemer Sports Academy follows **USATF (USA Track & Field)** youth development standards with adjustments that prioritize safety, age-appropriate progression, and Christian character. Track & Field programs include sprints, distance running, relays, jumps, and throws for youth and adults.

## Track Program Structure

### Age Divisions

Track & Field is structured around development stages:

- **Ages 5–7:** Introductory, technique-focused
- **Ages 8–10:** Foundational training, short meets
- **Ages 11–12:** Expanded events, skill progression
- **Ages 13–17:** Competitive youth track with full events
- **Adults 18+:** Fitness & competitive options

Each stage emphasizes technique, safety, and character at a pace suitable for the athlete's maturity.

## Event Availability by Age

### Ages 5–7

- 50m dash
- 100m dash



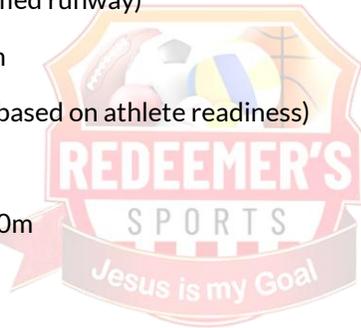
- Short relay (4×50 or 4×100)
- Introductory obstacle courses
- Jumping fundamentals (no competitive long jump)

#### Ages 8–10

- 100m
- 200m
- 400m
- Relays (4×100)
- Long jump (modified runway)
- Soft turbo javelin
- 800m (optional, based on athlete readiness)

#### Ages 11–12

- 100m, 200m, 400m
- 800m, 1500m
- Long jump
- Shot put (light youth weight)
- Turbo javelin
- Approved relays



#### Ages 13–17

- Full USATF youth events, including:
  - Sprints (100–400m)
  - Middle/long distance (800–3200m)
  - Hurdles (age-appropriate height)
  - Long jump, triple jump
  - Shot put, discus (weighted appropriately)
  - Javelin (restricted ages per safety rules)
  - Competitive relays

#### Adults

- Sprint and distance events
- Field events depending on program and facilities
- Adult training focuses on fitness, competition, and healthy lifestyle



## Practice Safety Standards

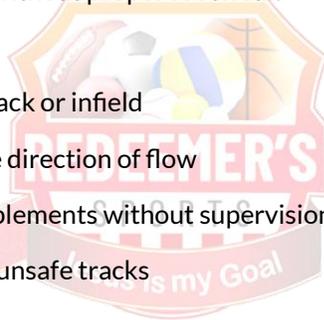
Coaches must ensure:

- Thorough warm-up and stretching before all practices
- Progressive drills to build technique
- Hydration breaks every 15 minutes in warm weather
- Strict supervision during jumps and throws
- Safe spacing for all running activities

No athlete may participate without proper footwear.

### Prohibited During Practice

- Horseplay on the track or infield
- Running in opposite direction of flow
- Use of throwing implements without supervision
- Competing on wet, unsafe tracks



## Technique & Development Requirements

Track athletes must be coached in:

- Proper running form
- Safe acceleration and deceleration
- Efficient breathing
- Age-appropriate speed and endurance training
- Event-specific fundamentals (jumps, throws, relays)

Coaches must prioritize technique over winning.

## Race & Meet Conduct

Athletes must:

- Line up promptly in assigned lanes
- Remain behind the start line until called forward
- Show respect for competitors
- Avoid blocking, pushing, or lane interference

Officials have full authority to disqualify athletes for unsafe or unsportsmanlike conduct.



Email : [info@theredeemersports.org](mailto:info@theredeemersports.org)  
Web : <https://theredeemersports.org>  
Phone : (832) 384-5240

## Relay Rules

Relay handoff rules:

- Exchanges must occur within the marked exchange zone
- Athletes must not obstruct other teams
- Baton drops may be recovered safely if not interfering with others

Younger athletes may use modified rolling starts under coach guidance.

## Scoring & Competition Format

Meets may use:

- Timed finals (most common for youth)
- Heats and finals for advanced groups
- Field event attempts based on age and event (usually 3)

Coaches must prepare athletes for meet-day expectations using classroom-style briefings when needed.

## Conduct Expectations in Track

Athletes, coaches, and spectators must:

- Congratulate competitors
- Refrain from boasting or belittling
- Show calmness under pressure
- Thank officials and volunteers
- Use competition as a testimony of Christ-like character

Track & Field is both a competition and a ministry opportunity.

## 8.4 VOLLEYBALL RULES & MODIFICATIONS

The Redeemer Sports Academy follows **USA Volleyball (USAV)** standards while implementing age-appropriate modifications that prioritize athlete development, safety, and Christian character. These rules apply to both indoor and outdoor volleyball programs.



## Court Specifications & Equipment Requirements

### Net Height

- Ages 7–10: 6' 0"–7' 0" (developmental adjustment)
- Ages 11–12: 7' 0"
- Girls 13–14: 7' 4 1/8"
- Girls 15–18: 7' 4 1/8"
- Boys 13–14: 7' 4 1/8"
- Boys 15–18: 7' 11 5/8"

### Ball Type

- Ages 7–10: Lightweight training volleyball
- Ages 11–12: Volley-lite ball
- Ages 13+: Official USAV-approved ball

### Court Standards

- Outdoor courts must have safe, even surfaces
- Indoor courts must be clean, dry, and hazard-free
- Boundaries must be clearly marked



### Team Composition

- Standard play: **6 vs. 6**
- Developmental programs may use **4 vs. 4** or **5 vs. 5** for more touches
- Rotations must be followed as instructed by the coach
- Substitutions are unlimited in youth divisions

### Match Format & Duration

#### Standard Youth Format

- Best-of-three sets
- Sets played to **25 points**, win by 2
- Third set (if needed) played to **15 points**
- Running score, rally scoring
- Timeouts: 1 per set (younger ages) or 2 per set (older ages)



## Developmental Ages 7–10

- Sets may go to **15 or 21** depending on skill level
- Coaches may be allowed on the court to guide positioning
- Replay rallies allowed for learning purposes

## Serving Rules

### Ages 7–10

- Underhand serve strongly encouraged
- 2–3 consecutive serve limit before side-out to promote play balance
- Step-in allowed: players may step into the court to serve

### Ages 11–12

- Underhand or overhand
- Serve from behind the end line
- 5-serve limit per rotation

### Ages 13+

- Standard USAV serving rules
- Jump serving allowed for advanced groups
- No serve limits

## Rally Play & Contacts

- Maximum of **three touches** per side
- Block does **not** count as a touch
- Double-contacts allowed on first touch (youth modification)
- Lift/carry violations enforced lightly for younger players, strictly for older divisions

## Younger Division Flexibility

- Allow re-dos for clarification
- Encourage proper form over immediate penalties

## Net Violations

Violations include:

- Touching the net



- Crossing center line dangerously
- Reaching over the net to interfere with play
- Contacting the antenna

Younger divisions may receive warnings before awarding points.

## Blocking & Attacking Rules

### Ages 7-10

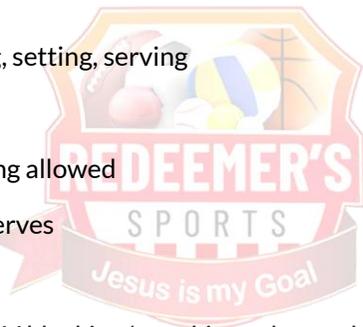
- No blocking
- No spiking
- Focus on passing, setting, serving

### Ages 11-12

- Controlled spiking allowed
- No blocking of serves

### Ages 13+

- All standard USAV blocking/attacking rules apply
- Libero permitted where roster numbers allow



## Rotations & Positions

- All players must rotate through all positions to encourage full-skill development
- Specialization (setter, libero, middle, outside) begins around ages 13-14
- Coaches may assign advanced rotations in competitive divisions

## Sportsmanship & Christian Conduct

Volleyball emphasizes teamwork and communication. All participants must:

- Encourage teammates verbally
- Avoid negative remarks, eye-rolling, or blaming
- Greet opponents before and after matches
- Respect referees' and line judges' decisions
- Demonstrate humility in winning and grace in losing

Any disrespectful or un-Christlike conduct will be disciplined.



## Safety Standards

- Jewelry prohibited
- Kneepads strongly recommended
- Hydration breaks required in warm weather
- No sliding on unsafe surfaces
- Proper footwear required

Coaches must stop play immediately for any unsafe conditions.

## 9.1 Purpose of Christian Leadership & Character Development

The Redeemer Sports Academy is built on the belief that sports are not only physical activities but powerful tools for spiritual, emotional, and leadership growth. Our goal is to develop athletes who reflect Christ-like character in all areas of life — on the field, in the classroom, at home, and in the community.

Christian leadership development at the Academy:

- Shapes athletes to lead with humility, integrity, and courage
- Teaches discipline, perseverance, and self-control
- Encourages respect, kindness, and compassion toward others
- Builds confidence rooted in identity, purpose, and service
- Reinforces teamwork, unity, and love through shared mission
- Promotes sportsmanship as an expression of faith

This policy ensures that every program, practice, and competition intentionally supports the spiritual and character development of every athlete.

## 9.2 CHRISTIAN LEADERSHIP EXPECTATIONS FOR ATHLETES

At The Redeemer Sports Academy, every athlete is viewed as a developing leader. Leadership is not defined by titles or talent, but by character, attitude, and the example an athlete sets for others. These expectations apply to all athletes, regardless of age or skill level.

### Personal Conduct

Athletes are expected to:

- Demonstrate humility in behavior and speech
- Treat teammates, opponents, and officials with respect
- Show self-control, even in moments of frustration
- Choose honesty and integrity in every situation



- Be dependable, punctual, and responsible

Christian leadership begins with consistent, honorable personal conduct.

### Team Leadership

Athletes lead their teams by:

- Encouraging and uplifting teammates
- Helping others improve
- Displaying perseverance during challenges
- Communicating with clarity, calmness, and positivity
- Celebrating others' success instead of seeking personal praise

Leadership is measured by how well an athlete builds others up.

### Effort & Work Ethic

Athletes demonstrate leadership through commitment by:

- Giving maximum effort at every practice and game
- Maintaining focus during drills and instruction
- Pushing through challenges with a positive mindset
- Showing discipline in preparation and training

A strong work ethic inspires others to follow.

### Respect & Responsibility

Athletes are expected to:

- Follow all Academy rules
- Respect facilities, equipment, and uniforms
- Listen to coaches and respond appropriately to correction
- Accept consequences and learn from mistakes
- Take responsibility for their actions without excuses

Respect and accountability form the foundation of Christ-like leadership.



## Leadership in Conflict

When conflict or disagreement arises, athletes must:

- Stay calm and avoid escalation
- Listen actively and respectfully
- Seek solutions rather than blame
- Apologize when necessary
- Ask for help from a coach if resolution is difficult

How an athlete handles conflict reveals the strength of their character.

## Leadership Off the Field

The Academy expects leadership beyond sports. Athletes should:

- Demonstrate integrity at home, school, and online
- Avoid gossip, negativity, and disrespectful communication
- Make decisions that reflect maturity and responsibility
- Represent the Academy honorably at all times

Leadership is not situational – it is a lifestyle.

## 9.3 CHRISTIAN LEADERSHIP EXPECTATIONS FOR COACHES

Coaches at The Redeemer Sports Academy serve not only as instructors but as spiritual and character mentors. Their leadership shapes the culture, behavior, and spiritual development of every athlete. As representatives of the Academy's mission, coaches are required to model Christ-like leadership in all aspects of their role.

### Spiritual Posture & Leadership

Coaches are expected to:

- Lead with humility, compassion, and integrity
- Demonstrate patience, grace, and emotional control
- Inspire athletes through positive words and consistent actions
- Encourage spiritual growth in age-appropriate ways
- Serve as examples of Christ-centered conduct on and off the field

Coaches are visible role models; their character sets the tone for the entire program.



## Instructional Leadership

Coaches must:

- Teach athletes with clarity, encouragement, and purpose
- Communicate instruction respectfully and constructively
- Correct mistakes without belittling
- Provide equal attention to all athletes regardless of skill level
- Create safe, structured, and positive learning environments

Teaching must reflect excellence, compassion, and respect.

## Leadership in Conflict & Challenge

Coaches demonstrate leadership during conflict by:

- Remaining calm and composed
- Addressing conflict biblically and respectfully
- Listening actively to concerns
- Avoiding aggression or harsh responses
- Protecting the dignity of every athlete involved

Conflict moments reveal leadership strength.

## Leadership Through Service

Coaches serve their athletes by:

- Prioritizing their well-being and safety
- Demonstrating a servant-leader mindset
- Supporting athletes' spiritual, emotional, and physical needs
- Modeling selflessness in decisions and interactions

Service is foundational to Christian coaching.

## Accountability & Integrity

Coaches must:

- Uphold Academy values without compromise
- Take responsibility for mistakes



- Follow all rules, policies, and procedures
- Maintain professional boundaries with athletes
- Model honesty in every decision

Integrity is the cornerstone of Christian leadership.

### Encouraging Character Development

Coaches should intentionally incorporate:

- Lessons on discipline, effort, and perseverance
- Conversations about respect and responsibility
- Team moments that build unity and trust
- A culture of encouragement and positive reinforcement

Every practice and game is a leadership opportunity.

## 9.4 CHRISTIAN LEADERSHIP EXPECTATIONS FOR PARENTS & SPECTATORS

Parents and spectators are essential partners in maintaining a safe, orderly, and Christ-centered environment at The Redeemer Sports Academy. Because their behavior directly influences athletes, team culture, and Academy reputation, all adults attending or participating in Academy activities are required to adhere to the following standards of Christian leadership and conduct.

Failure to comply may result in disciplinary action as outlined in the Academy's Codes of Conduct.

### Mandatory Standards of Conduct

Parents and spectators must demonstrate:

- Respect, courtesy, and Christ-like behavior at all times
- Patience and emotional self-control during competitive situations
- Encouraging and positive communication toward all participants
- Professional and respectful tone when communicating with coaches or staff
- Full compliance with Academy rules, facility policies, and staff instructions

Aggressive, disrespectful, or disruptive behavior will not be tolerated under any circumstances.

### Expectations Regarding Game & Practice Behavior

Parents and spectators shall:



- Refrain from coaching athletes from the sidelines
- Allow coaches full authority over instruction and strategy
- Avoid loud, confrontational, or argumentative behavior
- Remain within designated viewing areas at all times
- Supervise younger siblings and ensure they do not interfere with activities

Only Academy personnel may enter the playing area unless explicitly authorized.

### **Respect Toward Coaches, Officials & Opponents**

The following requirements apply to every event:

- All decisions of referees and officials must be accepted without complaint
- Parents may not confront officials before, during, or after games
- Approaching coaches during or immediately after games is strictly prohibited
- All opposing players, coaches, and families must be treated with dignity
- Hostile, demeaning, or derogatory actions or comments are prohibited

Disputes must follow the formal communication and conflict resolution protocol (Section 7.5).

### **Standards for Verbal & Non-Verbal Communication**

Parents and spectators are required to:

- Use only positive, age-appropriate, and respectful language
- Avoid sarcasm, yelling, profanity, or critical remarks
- Demonstrate calm body language and non-escalatory behavior
- Refrain from gossip, social media attacks, or divisive conversations

All communication must uphold the Academy's Christian values.

### **Responsibilities Related to Athlete Support**

Parents must support the emotional and developmental needs of their athlete by:

- Focusing on effort, improvement, and character rather than results
- Avoiding criticism of errors made during games or practices
- Providing encouragement regardless of performance
- Respecting team decisions regarding playing time and role assignments



- Allowing athletes to communicate directly with coaches when appropriate

Negative or high-pressure behavior directed at children is strictly prohibited.

### Stewardship of the Academy's Environment & Reputation

Parents and spectators must:

- Maintain cleanliness and orderliness at all facilities
- Follow parking, safety, and security guidelines
- Protect the Academy's public reputation by avoiding negative or inflammatory posts online
- Communicate concerns directly with staff rather than publicly
- Support the unity, mission, and values of the Academy in all interactions

Misrepresentation of the Academy or defamatory conduct is subject to disciplinary review.

### Compliance Requirements

All parents and spectators are bound by:

- Academy Codes of Conduct
- Facility rules
- Weather and safety protocols
- Emergency procedures
- Communication guidelines

Repeated or serious violations may result in removal from events or dismissal from the program.

## 9.5 INTEGRATION OF CHRISTIAN VALUES INTO DAILY ACTIVITIES

The Redeemer Sports Academy incorporates Christian values intentionally into all practices, games, team meetings, and program activities. This ensures that spiritual formation and moral development are embedded throughout the athlete experience—not treated as optional or secondary components.

### Purpose of Value Integration

Integrating Christian values into daily activities ensures that:

- Athletics serve as a platform for developing Christ-like character
- Behavior on and off the field reflects the Academy's mission
- Athletes learn to apply faith principles to real-life situations



- Sportsmanship, teamwork, and humility become habitual actions
- Coaches and staff reinforce consistency in moral and spiritual growth

### Expectations During Practices

During practices, coaches are expected to:

- Begin with welcoming, grounding, or purpose-setting statements
- Model respect, order, and positive communication
- Reinforce character qualities such as discipline, effort, and responsibility
- Address behavior correction through grace and truth
- Celebrate moments of growth, teamwork, and leadership

Athletes are expected to:

- Show respect for teammates and coaches
- Demonstrate discipline and focus
- Respond positively to correction
- Encourage one another



Practices are training grounds for character just as much as skill.

### Expectations During Games & Competitions

Game environments must reflect Christian behavior through:

- Respectful interactions with opponents and officials
- Composure in moments of intensity or disagreement
- Humility in victory; dignity in defeat
- Support for teammates regardless of performance
- Refusal to engage in taunting, mockery, or provocations

Winning never justifies compromising Christian values.

### Team Culture & Community Building

Teams should intentionally cultivate:

- Inclusiveness and unity
- Encouraging verbal habits



- Positive conflict-solving approaches
- Leadership roles based on service, not status
- Welcoming environments for new or inexperienced athletes

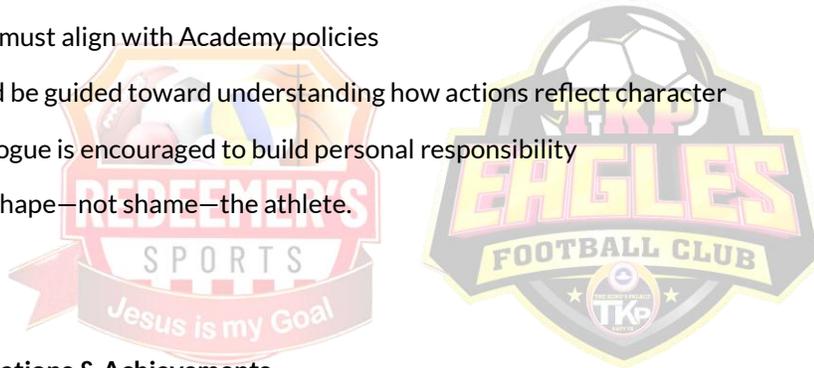
Coaches may incorporate team-building exercises that highlight cooperation and mutual respect.

### Integration Into Discipline & Correction

When correction is needed:

- Coaches should address behavior calmly and respectfully
- Consequences must align with Academy policies
- Athletes should be guided toward understanding how actions reflect character
- Respectful dialogue is encouraged to build personal responsibility

Discipline must aim to shape—not shame—the athlete.



### Integration Into Celebrations & Achievements

Teams should:

- Celebrate milestones with gratitude rather than pride
- Recognize effort, progress, and teamwork more than individual dominance
- Acknowledge contributions from all team members
- Use celebrations to reinforce unity and collective accomplishment

Success should always point back to shared values and purpose.

## 10.1 PURPOSE & COMMITMENT

The Redeemer Sports Academy is committed to providing a **safe, respectful, and Christ-centered environment** where every participant is protected from bullying, harassment, discrimination, and harmful conduct of any kind. These behaviors violate biblical principles, the Academy's values, and the standards of sportsmanship expected in all programs.

The purpose of this policy is to:

- Establish clear definitions of prohibited behavior
- Ensure swift and consistent handling of reports
- Protect the emotional, physical, and spiritual well-being of every participant
- Promote a culture of dignity, respect, and accountability



- Maintain the Academy as a safe space for learning, growing, and competing

This policy applies to **all athletes, parents, coaches, volunteers, staff, and spectators** involved in Academy activities.

## 10.2 DEFINITION OF BULLYING, HARASSMENT & DISCRIMINATION

To ensure clarity and consistency, The Redeemer Sports Academy provides the following formal definitions. These terms apply to all in-person, written, electronic, and digital interactions connected to Academy activities.

### Bullying

**Bullying** is defined as any *intentional, repeated, or aggressive* behavior—verbal, physical, social, or digital—that is intended to intimidate, harm, humiliate, or exert power over another person.

Bullying includes, but is not limited to:

#### Verbal Bullying

- Insults, name-calling, or mocking
- Threats or intimidation
- Teasing meant to embarrass or degrade

#### Physical Bullying

- Hitting, pushing, kicking, tripping
- Blocking movement
- Destruction or theft of property

#### Social/Relational Bullying

- Spreading rumors
- Deliberate exclusion
- Encouraging others to isolate someone
- Manipulating friendships to hurt another person

#### Cyberbullying

- Hurtful or threatening messages
- Posting embarrassing photos or videos
- Online gossip or defamation
- Excluding others in digital communication groups

Bullying will **not** be tolerated under any circumstance.





## Harassment

**Harassment** refers to unwanted, inappropriate, or harmful behavior—verbal, physical, or written—directed at someone in a way that creates an intimidating, hostile, or uncomfortable environment.

Harassment includes:

- Persistent unwanted comments or teasing
- Offensive jokes, gestures, or actions
- Attempts to shame, belittle, or control another person
- Behavior that interferes with someone's ability to participate

Even a **single** severe incident may be treated as harassment.

## Discrimination

**Discrimination** occurs when an individual or group is treated unfairly, excluded, or targeted based on personal characteristics.

These may include:

- Age
- Gender
- Ethnicity
- National origin
- Body type or athletic ability
- Socioeconomic status
- Disabilities
- Personal or family background



Discrimination is strictly prohibited and will result in immediate review.

## Retaliation

**Retaliation** is any negative action taken against a person because they reported bullying, harassment, or discrimination.

Examples include:

- Excluding them
- Teasing or criticizing them
- Threatening or intimidating them
- Reducing their playing time as punishment
- Encouraging others to mistreat them



Retaliation is a serious offense and will be handled with the highest level of disciplinary response.

### Scope of Behavior

These behaviors are prohibited:

- During practices, games, or team events
- In locker rooms, parking lots, or facilities
- In team communication apps
- On social media platforms
- At school or public events when tied to Academy relationships

Athletes and families represent the Academy at all times, and conduct standards extend beyond facilities.

### 10.3 REPORTING PROCEDURES & INVESTIGATION PROCESS

To protect the safety and well-being of every participant, The Redeemer Sports Academy maintains a clear, confidential, and structured process for reporting and investigating bullying, harassment, discrimination, or any form of harmful behavior. All reports are taken seriously and addressed promptly.

### Reporting Responsibilities

Any athlete, parent, coach, volunteer, or staff member who witnesses or experiences prohibited behavior is required to report it. Reports may be made:

- In person
- By email
- Through an incident form
- By phone
- Through a designated Academy representative

Failure to report known incidents may result in disciplinary action, particularly for staff or volunteers.

### How to Report a Concern

Reports should include:

- Name of the individual making the report
- Names of those involved
- Description of the behavior or incident
- Date, time, and location



- Any relevant screenshots, messages, or evidence (for digital issues)
- Names of witnesses

Anonymous reports may be accepted, but complete information enables a stronger investigation.

### Immediate Response Requirements

If a report involves:

#### Physical harm or threats

- Coaches must stop activity immediately
- Separate the individuals involved
- Contact Academy leadership
- Contact emergency services if necessary

#### Emotional harm or verbal misconduct

- Coaches must address behavior on the spot
- Record details for official reporting
- Notify parents if appropriate

Safety is the first priority.

### Investigation Process

Once a report is received:

#### Step 1 – Acknowledgment

The Academy acknowledges receipt of the report within **48 hours** (or sooner when urgent).

#### Step 2 – Initial Assessment

Leadership determines:

- Immediate safety risks
- Need for temporary separation
- Whether the issue falls under bullying, harassment, discrimination, or misconduct

#### Step 3 – Formal Investigation

This may include:

- Interviews with all parties
- Witness statements
- Review of communication records



- Consultation with coaches or staff
- Collection of digital evidence

#### Step 4 – Decision & Outcome

Leadership determines:

- Whether a policy violation occurred
- Appropriate consequences
- Additional monitoring needs
- Any recommended follow-up actions

#### Step 5 – Communication of Results

Parents or involved parties will be informed of:

- Whether the complaint was substantiated
- The general nature of the actions taken
- Any required next steps

Details involving minors may be limited for privacy.



#### Confidentiality

The Academy will:

- Protect the identity of all parties as much as possible
- Keep details private except to those who must be involved
- Store all reports securely

Confidentiality does not limit the Academy's obligation to ensure safety.

#### Interim Measures

During the investigation, the Academy may implement temporary measures, such as:

- Adjusted practice groupings
- Temporary suspension of one or more athletes
- Increased supervision
- Restricted communication
- Requirement of parent presence

These are not punishments but protective actions.



## Prohibition of Retaliation

Any form of retaliation toward individuals who report concerns, participate in the investigation, or support victims is strictly prohibited. Retaliation will result in **immediate disciplinary action**, up to and including removal from the program.

## 10.4 DISCIPLINARY ACTIONS & CONSEQUENCES

The Redeemer Sports Academy enforces clear and consistent disciplinary measures to protect athletes, ensure a healthy environment, and uphold the Academy's Christian values. Disciplinary actions are based on the severity, frequency, and impact of the behavior, with the primary goal of correction, restoration, and safety.

### Principles of Discipline

All disciplinary actions are guided by:

- Fairness
- Consistency
- Safety of all participants
- Respect for dignity of every person involved
- Alignment with Academy values and mission



Discipline is intended to correct harmful behavior, prevent future issues, and maintain a secure, Christ-centered environment.

### Types of Disciplinary Infractions

Disciplinary infractions fall into three categories:

#### A) Minor Infractions

- Disruptive talking
- Mild disrespect
- Failure to follow instructions
- Teasing not intended to harm
- Non-dangerous rule violations

#### B) Major Infractions

- Repeated minor infractions
- Harsh or offensive language
- Unsafe physical behavior
- Defiance of coach or staff direction
- Digital misconduct that affects team environment



### C) Severe Infractions

- Bullying, harassment, or discrimination
- Physical aggression or threats
- Sexualized or inappropriate conduct
- Possession of drugs, weapons, or harmful items
- Intentional property damage
- Retaliation after reporting
- Any behavior that places others at risk

Severe infractions may result in immediate removal from activities.

### Disciplinary Actions

Depending on the infraction category and history, the Academy may apply one or more of the following actions:

#### 1. Verbal Warning

- Issued by coach or staff
- Documented for internal reference

#### 2. Written Warning

- Formal notice to athlete and parent
- Placed in the athlete's record

#### 3. Loss of Privileges

- Reduced playing time
- Temporary removal from activity
- Restrictions on team events

#### 4. Parent/Guardian Meeting

- Required for youth athletes
- Explanation of concern and next steps
- Agreement on corrective plan

#### 5. Behavior Contract

- Athlete must follow documented expectations
- Signed by athlete, parent, and coach
- Violations escalate consequences





## 6. Temporary Suspension

- Short-term removal from practices or games
- Duration determined by leadership

## 7. Program Suspension

- Removal for a full season or longer
- Used for serious or repeated issues

## 8. Permanent Dismissal

- Athlete is removed from all Academy programs indefinitely
- Reserved for severe violations or continued misconduct

## Serious Behavior Requiring Immediate Action

Immediate removal from the facility or activity will occur if:

- A participant engages in violence or threats
- A participant brings harmful items to an event
- A participant uses abusive or hateful language
- A participant demonstrates behavior that endangers others
- A spectator or parent disrupts the environment or confronts officials/coaches aggressively

Academy leadership may involve law enforcement if appropriate.

## Restorative Measures (When Appropriate)

The Academy may incorporate restorative practices, such as:

- Apology letters
- Mediated conversations
- Conflict-resolution sessions
- Service activities
- Reintegration plans

These measures depend on the severity of the incident and the willingness of the parties involved.

## Appeal Process

For certain decisions (excluding severe or safety-related expulsions):

- Parents or athletes may request a review in writing



- The Academy will review the request but is not obligated to overturn decisions
- Leadership decisions regarding safety and severe misconduct are final

## 11.1 PLAYER & PARENT ACKNOWLEDGMENT FORM

### The Redeemer Sports Academy Rule Book Acknowledgment Form

This form confirms that both the player and parent/guardian understand and accept the expectations, guidelines, and policies outlined in the official Redeemer Sports Academy Rule Book.

By signing below, you acknowledge the following:

#### 1. Receipt & Understanding

- I have received, read, and reviewed the Redeemer Sports Academy Rule Book.
- I understand that the Rule Book outlines all expectations for conduct, safety, participation, communication, and Christian leadership.

#### 2. Agreement to Comply

- I agree to comply fully with all policies, procedures, codes of conduct, and safety protocols described in the Rule Book.
- I understand that failure to comply may result in disciplinary action as described.

#### 3. Player Conduct

- I understand the expectations for athletes regarding behavior, sportsmanship, safety, discipline, attendance, and team responsibilities.
- I agree to uphold these expectations consistently.

#### 4. Parent/Guardian Conduct (if applicable)

- I understand the expectations for parents and spectators, including communication, support for coaches, and behavior during practices and games.
- I agree to conduct myself in a way that supports Academy values and protects athlete well-being.

#### 5. Commitment to Christian Values

- I understand the Academy's emphasis on Christian leadership, character development, and values-based conduct.
- I agree to participate in a way that reflects and supports these values.

#### 6. Medical & Safety Compliance

- I agree to follow all injury, concussion, weather, emergency, and health-related protocols.
- I will provide accurate medical information as required.

#### 7. Media & Communication

- I understand and agree to the Academy's media, communication, and social media policies.

#### 8. Acknowledgment of the Academy's Authority

The Redeemer Sports Academy | 5371 East 5<sup>th</sup> Street, Katy, TX 77493 | [www.theredeemersports.org](http://www.theredeemersports.org)



Email : [info@theredeemersports.org](mailto:info@theredeemersports.org)  
Web : <https://theredeemersports.org>  
Phone : (832) 384-5240

- I understand that Academy leadership has the authority to make final decisions regarding discipline, safety, and participation.
- I agree to respect and abide by these decisions.

**PLAYER INFORMATION**

Player Name: \_\_\_\_\_

Age/Division: \_\_\_\_\_

Program/Sport: \_\_\_\_\_

**PARENT/GUARDIAN INFORMATION (IF PLAYER IS A MINOR)**

Parent/Guardian Name: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email Address: \_\_\_\_\_



**SIGNATURES**

Player Signature:

\_\_\_\_\_ Date: \_\_\_\_\_

Parent/Guardian Signature (if minor):

\_\_\_\_\_ Date: \_\_\_\_\_

Academy Representative (optional):

\_\_\_\_\_ Date: \_\_\_\_\_