



## *Player Policies & Procedures - 2010 Season*

### **Introduction**

We are pleased that you are interested in playing football with the Boston Militia, LLC women's football team ("Boston Militia" or "Team"). As a player, you will want to know what you can expect from the Boston Militia and what we expect from players associated with the Team. This document provides information regarding the Team's current practices and policies as well as some of the Team's expectations regarding your performance.

You should keep this document handy as a guide and reference throughout your time with us. If you have questions as you read through this document, please do not hesitate to discuss them with the Team's General Manager.

### **Relationship, Not a Contract**

A BOSTON MILITIA PLAYER IS A USER OF THE TEAM'S SERVICES, ACTIVITIES AND FACILITIES. A BOSTON MILITIA PLAYER IS NOT AN EMPLOYEE OF THE TEAM AND DOES NOT HAVE ANY EMPLOYER-EMPLOYEE RELATIONSHIP WITH THE TEAM. A PLAYER'S ASSOCIATION WITH THE TEAM IS TERMINABLE AT-WILL. THIS MEANS THAT A PLAYER IS FREE TO DISCONTINUE HER ASSOCIATION WITH THE BOSTON MILITIA AT ANY TIME, FOR ANY REASON OR NO REASON, AND THAT THE TEAM MAY TERMINATE THE PLAYER'S ASSOCIATION WITH IT AT ANY TIME FOR ANY REASON OR NO REASON, WITH OR WITHOUT NOTICE.

NOTHING CONTAINED IN THIS DOCUMENT IS INTENDED, NOR SHOULD IT BE CONSTRUED, TO ALTER THE AT-WILL NATURE OF YOUR ASSOCIATION WITH THE TEAM OR GUARANTEE AN ASSOCIATION FOR ANY PERIOD OF TIME. SIMILARLY, THIS DOCUMENT DOES NOT CONSTITUTE A CONTRACT OF ANY KIND AND DOES NOT CREATE ANY CONTRACTUAL OBLIGATIONS OF ANY KIND BY THE TEAM. THE TEAM RESERVES THE RIGHT TO REVISE, CHANGE, DISREGARD, OR ELIMINATE

THE POLICIES AND PROCEDURES DESCRIBED IN THIS DOCUMENT AT ANY TIME, WITH OR WITHOUT NOTICE.

### **Attitude**

Each player of the Boston Militia is expected to attend each practice, game, and meeting prepared, focused, and determined to succeed. Each player is expected to conduct herself in an appropriate and sportsmanlike manner at all times and maintain a positive attitude. Each player is expected to respect her teammates, coaches, management, and staff members. Each player is expected to perform and play under the coaching staff's philosophy of hard work and unity. Any and all players are subject to discipline, up to and including immediate termination of the player's association with the Team, if she acts in an unsportsmanlike manner or otherwise inappropriately, disrespects others, or does not follow the Team's or IWFL's policies and procedures.

### **Vision**

To be a leading team in women's football, while providing each player with a safe and fun environment while playing the game of football. To allow each player to play a position of her desire suited to her skills and development, with guidance from the Coaching Staff. To provide all players the same level of respect, regardless of their tenure or their impact or contributions on and off the field. To provide all players with a fair opportunity to compete for the 45 open roster positions on game day.

### **Equipment**

Each player of the Boston Militia is responsible for providing for her own use the following required football equipment and gear: helmet, shoulder pads, knee pads, hip pads, thigh pads, girdle, belts, socks, and cleats. If a player does not provide such equipment for her own use, she will not be allowed to practice or play with the Team. Each player's equipment must be safe and approved by members of the coaching and management staff. All other gear a player chooses to purchase to play the game of football is at her own discretion, subject to review and approval by members of the coaching and management staff.

### **Fees**

Each player of the Boston Militia is responsible for paying \$500 in player's fees to the Team plus an additional \$20 IWFL player registration fee. These fees are non-refundable. The \$500 player's fee is due, in full, on or before March 1, 2010.

The due date of the \$20 IWFL player registration fee will be announced, but in any event it must be paid at least thirty (30) days before the player's first 2010 IWFL game. The IWFL player registration fee is paid on-line, through the IWFL website. Each player must provide the General Manager with a copy of the receipt reflecting her payment of the player registration fee at least thirty (30) days before the first IWFL game she plays in.

If any player has not paid her player's fee by March 1, 2010, that player will not be placed on the roster for the 2010 season; this means that the player's fee must actually be received by the General Manager on or before March 1, 2010. If any player does not pay her IWFL registration fee by the due date and provide proof of payment as discussed above, that player will not be placed on, or will be removed from, the roster for the 2010 season.

### **Team Property**

Boston Militia will provide the necessary equipment and uniforms to play the game of football, excluding the Equipment listed above that players are responsible for providing for their own use. The Team-provided equipment and uniforms should not be used for anything outside of football purposes. Players will be required to return all equipment and uniforms provided by the Boston Militia in good condition, and will be charged to replace any lost or damaged equipment and uniforms, reasonable wear and tear excepted.

### **Insurance**

All players are required to have valid health insurance throughout their entire association with the Boston Militia, including all practices, mini-camp, and the entire season. Each player must provide proof of valid health insurance on or before the first date the player participates in any Boston Militia physical activities, including any practice, mini-camp, or game. If requested by the General Manager or Delegate, a player must provide updated proof that her health insurance remains in place.

### **Fitness & Gender**

All players are required to be fit to play contact football. Each player may be required to submit a certificate signed by her physician stating that she is fit to play contact football before she may participate in a practice, mini-camp, game, or other physical activity sponsored by the Team or at any other time that the General Manager, Delegate, or Head Coach may request. Any player who has a condition or who has sustained an injury which may interfere with the ability to play contact women's football or which may pose a risk of further injury must

obtain a certificate signed by the appropriate medical specialist stating that she is fit to play contact football before she may participate in a practice, mini-camp, game, or other physical activity sponsored by the Team.

All players also are required to have been born a female. The IWFL requires a copy of each player's birth certificate. Each player is required to submit a copy of her birth certificate to the General Manager.

### **Attendance**

Players are expected to arrive at all Boston Militia practices, meetings, and games before they are scheduled to start and be prepared to participate at the designated location by the scheduled start time. 100% attendance is mandatory for all players. Any excused absence must be requested in advance from the Head Coach and you also must inform the General Manager in advance of that request.

Boston Militia views attendance as an important facet of a player's performance. All absences will be noted in the player's file. Excessive absences, whether approved or unapproved, will result in disciplinary action, up to and including termination of the player's association with the Team. Unapproved absences will not be tolerated and may result in immediate termination of player's association with the Team, depending on the circumstances.

### **Travel**

All players of the Boston Militia are required to travel with their teammates, in a group, for all away games, provided that they are selected for the game day roster. Only 45 players will be allowed to travel to away games. The Boston Militia will arrange and pay for core transportation and room for those players selected for the game day roster for an away game. Any player not selected for the roster for an away game is encouraged to attend the game, but must provide her own means of transportation and travel accommodations.

### **Confidentiality**

All players are required to keep confidential all information provided to them by the Boston Militia which is confidential and/or is intended for use only by persons associated with the Team for the Team's purposes. This includes, without limitation, play books, game strategy, and other competitively-sensitive information. All players are required to maintain such information in strict confidence. Players are required to not disclose such information to anyone, and to discuss it only with other Boston Militia players, management, and coaching

staff to the extent necessary to participate in Boston Militia activities. This policy benefits you, as a player, by protecting the interests of Boston Militia in the safeguarding of confidential, unique and valuable information that is part of our competitive advantage in the IWFL, among other things.

Players must understand that this restriction will continue to apply after the termination of player's association with the Team, regardless of the reason for such termination. Upon the Team's request, termination of player's association with the Team, or the end of the IWFL season, whichever is earlier, players must return all documents containing confidential information and/or information intended for use only by persons associated with the Team for the Team's purposes.

Should an occasion arise in which you are unsure of your obligations under this policy, it is your responsibility to consult with the Head Coach or General Manager. Failure to comply with this policy could result in disciplinary action, up to and including termination of player's association with the Team.

### **Public Relations**

Boston Militia is fortunate for the opportunity to participate in the growing sport of women's football and believes it important for the Team's and sport's success that there are positive public relations. To that end, players must obtain permission from the General Manager before speaking or submitting any comments or writings to any media outlet, including by way of example print, radio, television, or internet. The Team also requires that players confine any and all website or weblog commentaries to topics unrelated to the Team. If a player violates this policy, the player will be subject to discipline, up to and including termination of player's association with the Team.

### **Dress Code & Conduct**

All players associated with Boston Militia are expected to present a clean and professional appearance when representing the Team, whether that is on or off the field. Players who come in contact with our public are expected to dress in Boston Militia apparel while representing the Team, including at a practice, meeting, game, traveling, or other activity. Each player will be provided with Boston Militia apparel and is expected to wear it when requested by Team management or coaching staff. Each player is responsible for laundering her Boston Militia apparel on a regular basis.

It is just as essential that players act in a professional manner and extend the highest courtesy to teammates, fans, opponents, vendors and coaches. A positive

attitude is essential to the Team's commitment for success and excellence as a football program.

Each player is required to conduct herself at all times with due regard to public morals and conventions. If, in Boston Militia's sole opinion, at any time a player does any act or conducts herself in any manner offensive to decency, morality or social propriety resulting in public scandal or ridicule, or should she do anything to disparage the Team or its program, the player shall be subjected to discipline, up to and including termination of player's association with the Team.

### **Prohibition Against Sexual Harassment and Discrimination**

Boston Militia prohibits conduct of a sexually harassing or inappropriately discriminatory nature on the part of any of its players, coaches, management, or staff. Any player, coach, management, or staff found to have engaged in such conduct will be subject to discipline, up to and including termination of player's association with the Team.

The Boston Militia encourages healthy friendships among players and other persons associated with the Team. However, players, coaches, management and staff must be sensitive that comments or acts that one person may find acceptable another person may find offensive, intimidating, or hostile, and therefore you must refrain from making such comments or engaging in such acts. If you have any doubt as to whether a comment or act is acceptable or potentially unwelcome, you should not make that comment.

All players, coaches, management, and staff are personally responsible for ensuring that he or she does not harass or unlawfully discriminate against anyone. Retaliation against any individual for making a complaint of harassing or discriminatory conduct or for assisting in the investigation of such a complaint will not be tolerated.

### **Personal Relationships**

Although the Team does not prohibit dating and other personal relationships among players, the association with the Team of individuals involved in a dating or other personal relationship with one another potentially may cause serious conflicts and problems with favoritism and player morale. They also may interfere with or disrupt the Team's program and the atmosphere of Team activities. Additionally, personal conflicts from outside the Team's program can be carried over into day-to-day playing or coaching relationships.

Accordingly, to remedy or avoid such problems, the Team may decide to terminate the association with the Team of either or all of the individuals involved and/or take other action to address the situation, in its sole discretion. This applies to all players, management, coaches, and staff without regard to the gender or sexual orientation of the individuals involved.

For purposes of this policy, a dating relationship is defined as a relationship that involves or is reasonably expected to lead to the formation of a consensual “romantic” or sexual relationship.

### **Personal Property**

The Team is not responsible for lost, stolen, or damaged personal items or personal vehicles that are brought on the premises.

### **Drugs and Alcohol**

Boston Militia takes seriously the problem of drug and alcohol abuse and is committed to providing a substance free environment for its players. This policy applies to all players, staff, coaches, and management of Boston Militia.

No player is allowed to consume, possess, sell or purchase any illegal substances on any property owned or rented on behalf of Boston Militia, or in any vehicle owned or rent on behalf of Boston Militia. No player may use, possess, sell, transfer or purchase any drug or other controlled substance which may alter an individual's mental or physical capacity. Please see IWFL bylaws for exceptions of products and legal drugs which have been prescribed to that player, and which are being used in the manner prescribed.

Boston Militia will not tolerate players who report for duty while under the influence of alcoholic beverages or drugs (other than properly prescribed medications), or who violate the alcohol and drug laws (for example, by consuming alcohol in the United States under age 21).

All players should report evidence of alcohol or drug abuse to the General Manager or other team representative immediately. In cases where the use of alcohol or drugs pose an imminent threat to the safety of persons or property, a player must report the violation. Failure to do so could result in disciplinary action for the non-reporting player.

Players who violate the Substance Abuse Policy will be subject to disciplinary action, up to and including termination of player’s association with the Team.

As a part of our policy to ensure a substance free environment, Boston Militia players may be asked to submit to a medical examination and/or be clinically tested for the presence of alcohol and/or drugs. Within the limits of federal and state laws, we reserve the right, at our discretion, to examine and test for drugs and alcohol. Some such situations may include, but not be limited, to the following:

- All players who are offered a spot on the roster with Boston Militia
- Where there are reasonable grounds for believing a player is under the influence of alcohol or drugs
- As part of an investigation of any incident in which there are reasonable grounds to suspect alcohol and/or drugs contributed to the accident
- On a random basis, where allowed by law
- As a follow-up to a rehabilitation program, where allowed by law
- As necessary for the safety of players, fans, coaches, opponents, or the public at large, where allowed by law
- When a player returns to the field after an absence

**IWFL**

As an IWFL team, the Boston Militia requires that players comply with all applicable IWFL policies and procedures.

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By signing below I am verifying that I have read this document in its entirety, that I am over eighteen (18) years of age, and that I agree to comply with all policies and procedures contained in this document and any other policies and procedures of the Boston Militia during the time that I am a prospective player with the Boston Militia and such time, if any, that I am a player associated with the Boston Militia.

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

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