



## BYLAW 405.2 CONDUCT POLICY – EXECUTIVE DIRECTOR’S AUTHORITY

January 2006

1. **IMMEDIATE ACTION** – In the event that immediate action is needed to alleviate or control a situation which by its nature and possible effect threatens orderly administration or operation of the Federation or its programs and/or precludes the timetable of due process contained herein, the Executive Director shall have the authority to so act at his/her sole discretion. Examples of events which would require immediate action include, but are not limited to the following:
  - Allegation of serious misconduct requiring immediate suspension of institutional personnel or student-athletes from competition.
  - Instances where the Executive Director deems it necessary to protect the equity and integrity of Federation competition.
  - Protection of the Federation’s officiating program, particularly in an instance where public comments by an institutional representative may affect Federation competition.
  - Any instance or circumstance which might affect the safety of officials, participants in, or spectators attending Federation competition.
  - A. Penalties – The Executive Director may issue any penalty that he/she believes is appropriate to any personnel or student-athlete he/she finds has violated these regulations pertaining to misconduct when the Executive Director concludes that immediate action is required.
  - B. Executive Director’s Action Final – The actions of the Executive Director in such cases shall be final and binding, but shall be reported to the Executive Committee in writing for informational purposes within one week except when a private reprimand is issued, the Executive Director shall report that action to the Executive Committee, and, through it, to the Administrative Committee.
2. **TIMELY ACTION** – In cases where immediate action is not required, but where the Executive Director believes it is in the best interest of the Federation that action be taken to handle incidents of misconduct, the Executive Director may do so.
  - A. Penalties – The Executive Director may issue any penalty as provided herein to any personnel he/she find has violated these regulations pertaining to misconduct.
    1. Reprimand – Private or Public
    2. Probation, Suspension and Other Penalties - When misconduct, in the Executive Director’s judgment, requires prompt action or remedy and warrants more than a reprimand, grounds for an exception to the provisions of the Federations conduct policy as provided in Federation Code 405 – Acts of Unsportsmanlike Conduct and Subsequent Penalties shall exist. In such event, the Executive Director is authorized to assess penalties including, but not limited to, probationary status and disqualification to coach, participate, or officiate in one or more contests, or other appropriate penalty.
  - B. Appeal of Executive Director’s Action – If the penalty imposed by the Executive Director acting in accordance with these Timely Action procedures consists of more than a reprimand, an institution may appeal the penalty to the Federation’s Executive Committee. The Executive Director shall set both a timely date by which the involved institution(s) must provide notice that it will make such an appeal and a timely date for a hearing of the appeal by the Executive Committee. Any appeal shall be based solely on the record, shall accept the factual findings of the Executive Director, and shall be devoted to a determination of whether the penalty in place is excessive, and if so, what the appropriate penalty should be. The appealing institution’s director of athletics or supervising administrator of the team involved must participate in the appeals hearing with the Executive Committee, whose decision shall be final and binding, and shall be reported to the Administrative Committee.
3. **REFERRED ACTION** – The Executive Director may elect to refer any matter of misconduct to the Executive Committee.

NOTE: Game Suspensions in all MPSF sports shall be served during the next regularly scheduled contest(s) unless the timeliness of the matter or the choice of administering the decision process as outlined by the procedures noted above dictate otherwise.