

# **SFEA Sportsmanship Policy**

## **General Expectations for Participants**

State Farm Employees Association (SFEA) is a separate entity from State Farm Insurance Companies. The SFEA Sports Leagues exist for the recreation of the SFEA membership. Only State Farm employees, retirees, and SFEA family members are eligible to participate in SFEA Sports Leagues.

Because of the number of participants, the SFEA Sports Leagues may use community facilities for their activities. The community does not always make the distinction between SFEA Sports Leagues and State Farm Insurance Companies. It is expected that participants in SFEA Sports Leagues will represent the professionalism and Good Neighbor attitude that is synonymous with State Farm Insurance Companies.

Since participation in SFEA Sports Leagues, is limited to State Farm employees, retirees, or SFEA family members, it is in the best interest of each participant to conduct themselves in a manner consistent with the standards set forth in the State Farm Code of Conduct and Human Resource Policies. We all have a responsibility to exercise good judgment, honesty, and integrity when participating in programs sponsored by our employer.

## **SFEA Sportsmanship League Rules**

Each SFEA Sports League is responsible to set the rules of play for that sport. Violations of those rules are to be dealt with by the league officials. Should misconduct by any player warrant, the following rules will apply to all SFEA Sports Leagues:

1st incident - a player is given a warning (player may be immediately ejected if action warrants)

2nd incident - by same player; the player is ejected from the match  
- by another player; a warning is given

3rd incident - by any player on that same team; player is ejected  
- may warrant a team forfeiture unless covered by specific league rules

1st Ejection\* of a player - Ejection from an SFEA League game/match will result in a one-game/match suspension in addition to the current game/match. This suspension will take place the next time the team actually plays. If that player still plays the next game/match, the team will automatically forfeit that game/match

and that player will be suspended for the rest of that season. [These rules apply to coaches as well.](#)

2nd Ejection of the same player within the same season - Second ejection results in the player's suspension from that league for the rest of the season.

### **Captains should be the only players to address the officials.**

A captain of the team (or acting team captain) is required to divulge the name of a team member if an official asks them.

[\\*If a player refuses to give his/her name to the umpire following an ejection, an additional game will be added to the player's suspension](#)

[\\*If the player gives a false name to the umpire, they will be suspended from that league for the rest of the season](#)

[\\*If a team is asked the name of a player/coach and the team refuses to comply, the entire team will forfeit their next game](#)

Unsportsmanlike conduct includes, but is not limited to:

- Cursing, swearing, using profanity or profane signs for any reason
- Taunting or baiting an opponent
- Fighting or threatening an opponent or game official
- Breach of rules not within the spirit of fair play (e.g. spiking a ball after the official has blown the whistle declaring a dead ball)
- Being disrespectful to any game official

Threats and violent behavior are strictly prohibited while on or using State Farm's property (e.g. the Park).

If any unsportsmanlike behavior is observed and an official does not address it or there is no official present (Bowling, Golf, Tennis, etc), an individual participant should report this to the League President.

If an official or player feels threatened by another's actions, they should report the incident to their team captain, the Official's Coordinator or the League President. This will be forwarded to the SFEA Board of Directors and the Human Resources Department for immediate investigation.

Actions taken may include:

- Dismissal from the league
- Dismissal from all sports leagues
- Having your SFEA membership cancelled (family members included)