



City of Needles, California Request for City Council Action

☐ CITY COUNCIL ☒ PARKS & RECREATION COMMISSION ☒ Regular ☐ Special

Meeting Date: March 18, 2024

Title: Complaint Against Coach Parks and Recreation Commission Hearing

Background: On October 19, 2023, there was an incident that occurred at the Youth Flag Football game which resulted in a complaint against Coach Jones.

As per our established protocol, the City of Needles takes any complaint against a youth sports coach very seriously. We believe in transparency, accountability, and fairness, and this process is designed to uphold these values. The Parks and Recreation Commission is responsible for addressing such matters.

Per Section H "Complaint Against a Coach Procedure" of the "Coaches Handbook" (attached), when the City of Needles receives a complaint about a youth sports coach it will:

1. Invite the coach to attend a meeting to address the complaint and to offer his/her side of the incident. **On Wednesday October 25, 2023 the City Manager and Recreation Manager met with the Coach.**
2. The Parks and Recreation commission will determine the severity of the situation and whether or not the affected coach has violated the expected behaviors outlined under each of the canons of the Code of Ethics Pledge contained within the Code of Conduct.
3. Upon majority vote, the Commission has the authority to enforce the appropriate range of disciplinary actions outlined in Section III D. The League Director is to report in brief, the nature of the complaint, the Commission findings, and the sanction applied to the coach.

Section C "Code of Conduct Enforcement" of the "Coaches Handbook" (attached) outlines:

1. When reviewing the complaint, the commission will consider and take into consideration various extenuating circumstance. The factors that will be considered are:
 - Factors that might suggest a more lenient sanction include:
 - First offense
 - Remorse
 - Apparent desire to reform
 - Other good coaching attributes
 - Dedication to youth sports

- Factors that might suggest a harsher sanction include:
 - Child endangerment
 - Violation of law
 - Prior complaints/review action
 - Lack of remorse
 - Number of ethics standards violated
 - Breach of duties as a role model
 - Extraordinarily poor judgment around children
2. The possible action the Commission is empowered to enforce. These actions may include, but are not limited to:
- WARNING TO AND/OR APOLOGY FROM THE COACH
 - PROBATION
 - ONE GAME SUSPENSION
 - MULTIPLE GAME SUSPENSIONS
 - SEASON SUSPENSION
 - PERMANENT REVOCATION OF CERTIFICATION

On November 1, 2023, City Staff was notified by the San Bernardino County Sheriff's Department that the incident was referred to the San Bernardino County District Attorney's Office and is pending review. On February 12, 2024, the District Attorney rejected the case for lack of sufficient evidence. City Staff will now provide an opportunity for the Parks and Recreation Commission to hold a hearing.

Attachments:

- **Exhibit "A" Coaches Handbook**
- **Exhibit "B" Correspondence**
- **Exhibit "C" Dismissed Citation**

Recommended Action: Provide Staff Direction

City Management Review: Patrick J Martinez **Date:** 3/14/2024

Approved: <input type="checkbox"/>	Not Approved: <input type="checkbox"/>	Tabled: <input type="checkbox"/>	Other: <input type="checkbox"/>
Agenda Item: _____			