



INTERNAL AND DISCIPLINARY REGULATIONS

C.A.B. CARBAJOSA

Chapter 1.- Internal and disciplinary board

1. - The Board of Directors of C.A.B. Carbajosa is the body empowered to determine the rules of internal and disciplinary regime of the CLUB and proceed to its application.
- 2.- If there is no reasonable possibility of constituting the board within a period of 48 hours, the president may adopt the measures to preserve the interests of the CLUB.
- 3.- The team coach is immediately responsible for the internal and disciplinary order of the players and members of the squad, and they must attend to their orders and instructions.

Chapter 2.- Rules of the Internal Regime Regulation

General Rules

- 4.- All the players, the staff and auxiliary team must observe a behavior appropriate to the prestige and good name of the sport, the Entity they represent and the City.
- 5.- The Board will not allow any member of the team to adopt derogatory, vexatious or violent attitudes among themselves or with respect to third parties.
- 6.- Everyone who plays a role in the C.A.B. Carbajosa directive, administrative or technical responsibilities will take care that their public manifestations respond to the principles of prudence and correction.

Special rules during practices.

- 7.- It is up to the team coach to set the plan of physical and technical preparation of the players, the use of the facilities and equipment, as well as the determination of concentrations prior to sports activities.
- 8.- The coach will maintain the discipline of the players, determine their preparation and designate the positions that each member of the team will occupy as starters or substitutes.
- 9.- The coach will send a monthly report of the activities carried out by the team, as well as the performance and behavior of each component of the workforce and auxiliaries.



Schedules and permits.

10.- Everyone summoned for a specific time must show up at least five minutes before the appointed time. In case of a collective travel must be present at the concentration point 10 minutes before.

11.- The players will attend in their meal schedules the necessary compatibility of training and other sports activities.

12.- Trips and absences that imply absences from mandatory activities must be authorized by the Board after the coach's report.

13.- The absence due to illness, accident or serious family or professional events must be communicated immediately to the coach.

Team Traveling

14.- It is up to the Board to approve the schedule and way of transportation by the procedure and means that it deems most appropriate in order to maintain the physical condition of the equipment and the available economic means, according to the coach indications.

15.- The coach may introduce the variations of detail that the circumstances advise, in those aspects of the trip that directly influence the conditions of preparation of the team.

16.- The coach will make the choice of the menu that, with a unique character, except by medical prescription, will be provided to the players in the main meals; It will determine the periods of rest and leisure and will arrange the training sessions that it considers pertinent.

Behavior during games

17.- It is up to the coach to agree on the composition of the team in each match, determining the variations and substitutions he deems appropriate.

18.- Players will strictly follow the coach's instructions on concentration schedules, game techniques, general strategy and equipment.

Apartment Rules.

19.- The players to whom the CLUB provides a home for the duration of the contract will observe special rules regarding the maintenance of the apartment, committing to keep it in perfect state of conservation and cleanliness throughout the season and return them to the end of the same in the same state in which they were delivered, and can be deducted from the following monthly payment or the last payment of the season cleaning or repair costs for the negligent use of the apartment.



PERSONAL LIFE:

- a) LOCATION. During the season, the coaching staff and players must be contactable for the club in a reasonable period of time.
- b) CORDIALITY. As an integral part of the CLUB structure, you must do everything possible to ensure that internal relations are cordial, supportive and discreet.
- c) SCHEDULES AND REST. In order to favor rest and recovery in periods of intense training and competition, players must comply with the schedules of high-performance athletes, it is recommended that they are at home before midnight, except on days in which the coach or the club allow different schedules.

PROMOTION AND COMMUNICATION:

- d) PROMOTION. The players undertake to go every other week to a practice of teams of the club and once a month to one of the games of the same team, with the spirit of promoting habits among the youth players and improve the interaction of all club components.

Likewise, players will be available for promotional events, campaign events, acts of solidarity organized by the club, always having as a premise that they will participate in this type of acts in an equitable manner always under the decision of the CLUB.

- e) COMMUNICATION. The coaches and players undertake to deal with possible problems and inconveniences that may arise, confidentially and internally at the club. The disclosure of matters of internal operation of the team or club will be subject to investigation and even sanction.

- f) BEHAVIOR. In relations with media and fans, players will show a correct behavior, avoiding statements or manifestations that imply contempt, insult or contempt for the club or any of its members, referees, other clubs, athletes, fans or other sports authorities. Otherwise they may express their opinions freely, especially those related to their profession.

- g) MEDIA. Players will always be available to the media whenever they are required, either at the gym, by phone or in other types of events / interviews. The interaction with the media and the granting of interviews and statements must ALWAYS have the approval of the Department of Communication through which each of the applications must pass, whatever the means. It will be the Club itself that will be in charge of communicating the media appearances to the players themselves, trying, as far as possible, that they be equitable. Therefore, players should be located, as far as possible, for the Department of Communication whenever they are normal schedules and deadlines.

- h) SOCIAL MEDIA: The use of social networks and the declarations in them is considered by FEB and FIBA regulations as official declarations, therefore they are very important to care. The manifestation in some of these networks of any content that may cause damage to the Club, directly or indirectly, may be investigated. Similarly, as part of the Club, players agree to use their social networks as promotional channels for communication campaigns carried out by the Club itself, whenever required.



Kinds of infractions.

They are minor disciplinary infractions:

- a) The miss behavior in dealing with teammates, coaches, CLUB managers, fans and referees.
- b) The guilty delay up to 10 minutes on the set time for training, concentrations and the like.
- c) Occasional attitudes of contempt or arrogance towards the coach, players, managers of the CLUB, fans and referees
- d) Negligent use of sports equipment.

Serious disciplinary infractions:

- a) The lack of obedience to the coach and manager in matters of his competition.
- b) Public statements of criticism regarding teammates, coaches, board, fans and referees.
- c) The guilty delay of more than 10 minutes on the set time before a competition match.
- d) The absence of a training neither authorized nor justified.
- e) The indiscipline in competition games.
- f) The voluntary decrease in performance that results to the detriment of the results.
- g) Minor offenses when circumstances aggravate them or there is a recurrence of the accused.

Very serious disciplinary infractions:

- a) The unauthorized or justified absence of a competition game
- b) Serious and repeated disobedience to the coach, referees and managers.
- c) Physical aggressions against managers, coaches or players, fans and referees without prejudice to other responsibilities.
- d) The use and consumption of stimulants prohibited and prosecuted by law.
- e) The negligent use that causes deterioration in the apartments provided by the club during the season.
- f) Recurrence in the commission of serious offenses.



Chapter 4.- Sanctions

1.Slight disciplinary offenses:

1st Violation: verbal warning without financial penalty.

2nd Violation: penalty of 5% of the monthly compensation.

3rd Violation: sanction of 10% of the monthly compensation.

4th Violation: consideration of a serious offense.

2. Serious disciplinary offenses:

1st Violation: verbal warning and penalty of 10% of the monthly compensation

2nd Violation: penalty of 20% of the monthly compensation.

3rd Violation penalty of 30% of the monthly compensation.

4th Violation: Consideration of a very serious offense.

3.Very serious disciplinary infractions:

1st Violation: verbal warning and penalty of 50% of the monthly compensation.

2nd Violation: ejection from the team.

The disciplinary committee will attend in the disposition of the sanctions of economic character to the economic capacity of the sanctioned.

Fines will be discounted to offenders in the following monthly installment.

Board of Directors C.A.B. Carbajosa