

# HJLBA Code of Conduct/Grievance Policy, Feb. 21, 2003

## 13.00 Code of Conduct

13.00 **A Reflection on the General Philosophy.** As eluded to in the HJLBA general policy statement, the benefits of a healthy Youth Baseball organization to the players, families and community to within it resides are countless. For the players, these benefits include, but are not limited to the building physical, mental, and emotional skills, a joy for the game of baseball, and a foundation of good sportsmanship and respect for peers and authority. As this is a volunteer organization, with the parents of the players shouldering the majority of authority, responsibility, and effort for making this program successful, it is also in the interest of those parents to ensure a code of conduct throughout the organization which ensures every player has an opportunity for a respectful, fair, and fulfilling experience while involved in the Junior League Baseball organization. All league members are human and subject to the frailties we display at times of weakness or formative learning. It is with this in mind that the elements outlined in this policy are designed to assist and guide all members of the organization towards the objective of positive and respectful Youth Baseball competition. The policies outlined within this Code of Conduct are not intended to inflict malice, reparations, or punishment to an offending member of an unreasonable or permanent nature, but rather, to urge and guide positive and constructive behavior by all involved. However, the

Issues requiring ruling, resolution and further action by the board that are not addressed in the Code of Conduct or Grievance policy...

- Limitation of Dugout Access During Play
- Playtime expectations (league and tournament)
- Practice Participation
- Positional Training (at minimum 2 per player, 1 outfield/1infield)

### 13.01 UNSPORTSMANLIKE BEHAVIOR

- a. **Displays of Temper** – Displays of temper by a player, coach, manager, or spectator are considered unsportsmanlike behavior and are subject to a verbal warning and possible ejection from a game and/or the field complex under the discretion of the prevailing umpire, and/or subject to the submittance of a grievance with possible disciplinary action to the board of directors by an observing member of the league. Displays of temper include, but are not limited to throwing, kicking or abusing equipment, kicking, punching, or abusing facilities or inanimate objects, and expressions of rage including unintelligible yelling, shouting or screaming, etc.

First Offense:	The offender receives a verbal warning.
Second Offense:	The offender receives a yellow Code of Conduct Reminder card and is suspended for the remainder of the offending game or practice.
Third Offense:	The offender receives a Red Code of Conduct reminder card, is suspended for 2 games, and shall appear before the Grievance Committee.

- b. **Bad Language** – Expressions of bad language by a player, coach, manager, or spectator are considered unsportsmanlike behavior and are subject to a verbal warning and possible ejection from a game and/or the field complex under the discretion of the prevailing umpire, and/or subject to the submittance of a grievance with possible disciplinary action to the board of directors by an observing member of the league. Expressions of bad language include, but are not limited to swearing and cussing in the presence of or can be heard by a player, coach, manager, or spectator.

**HJLBA Code of Conduct/Grievance Policy, Feb. 21, 2003**

First Offense:	The offender receives a verbal warning.
Second Offense:	The offender receives a yellow Code of Conduct Reminder card and is suspended for the remainder of the offending game or practice.
Third Offense:	The offender receives a Red Code of Conduct reminder card, is suspended for 2 games, and shall appear before the Grievance Committee.

- c. **Slander, Deformation of Character** – Expressions of slander and character deformation by a player, coach, manager, or spectator are considered unsportsmanlike behavior and are subject to a verbal warning and possible ejection/restriction from a game and/or the field complex under the discretion of the prevailing umpire, and/or subject to the submittance of a grievance with possible disciplinary action to the board of directors by an observing member of the league. Expressions of slander or character deformation include, but are not limited to lies, false truths, unsubstantiated rumors designed to damage or degrade the character of a member of the league.

First Offense:	The offender receives a verbal warning, and a Yellow Code of Conduct Reminder card.
Second Offense:	The offender receives a Red Code of Conduct Reminder card and is suspended for the remainder of the offending game or practice.
Third Offense:	The offender is suspended for 3 games, and shall appear before the Grievance Committee.

- d. **Violation of Privacy** – A violation of privacy by a player, coach, manager, or spectator are considered unsportsman-like behavior and are subject to a verbal warning and possible ejection/restriction from a game and/or the field subject to the submittance of a grievance with possible disciplinary action to the board of directors by an observing member of the league. A violence of privacy includes, but is not limited to attempting to contact a league member on league related business via direct visit, phone call, or verbal solicitation between the hours of 9:30PM and 8AM. Exceptions include conditions of acceptance previously outlined by the league member (such as those working alternative schedules where evening or late night contact is acceptable, etc.).

First Offense:	The offender receives a verbal warning, and a Yellow Code of Conduct Reminder card.
Second Offense:	The offender receives a Red Code of Conduct Reminder card and is suspended for the remainder of the offending game or practice.
Third Offense:	The offender is suspended for 3 games, and shall appear before the Grievance Committee.

- e. **Taunting** – Taunting by a player, coach, manager, or spectator is considered unsportsmanlike behavior and is subject to a verbal warning and possible ejection from a game and/or the field complex under the discretion of the prevailing umpire, and/or subject to the submittance of a grievance with possible disciplinary action to the board of directors by an observing member of the league. Taunting includes, but is not limited to verbal or visible body language expressions with the intension to deride, belittle, or show disrespect for an oppositions skills, technique, or ability.

First Offense:	The offender receives a verbal warning.
Second Offense:	The offender receives a yellow Code of Conduct Reminder card and is suspended for the remainder of the

**HJLBA Code of Conduct/Grievance Policy, Feb. 21, 2003**

	offending game or practice.
Third Offense:	The offender receives a Red Code of Conduct reminder card, is suspended for 2 games, and shall appear before the Grievance Committee.

- f. **Running Up the Score** – Running up the score by a team includes the pursuit of aggressive actions to continue to add to the score of a non-critical game which demonstrates and maintains a run differential of greater than 12 runs at the termination of any active inning. A non-critical game includes any game that does not determine placing, seeding, or rankings in league or tournament play dependent upon the runs allowed, runs scored, or runs differential of the game in question. Aggressive actions include base stealing and pinch hitting or running (except for catcher substitution). The coach is responsible for the violation, and is also responsible for the disciplinary action.

First Offense:	The offender receives a verbal warning.
Second Offense:	The offender receives a yellow Code of Conduct Reminder card and is suspended for the remainder of the offending game or practice.
Third Offense:	The offender receives a Red Code of Conduct reminder card, is suspended for 2 games, and shall appear before the Grievance Committee.

- g. **Charging the Mound** – Charging the mound by a player, coach, manager, or spectator as a result of an action taken by the opposing pitcher is considered unsportsmanlike behavior of a threatening and inciting manner. Charging the mound is subject to immediate ejection from the game and/or field complex by the presiding umpire and subject to disciplinary action by the board of directors.

First Offense:	The offender receives a yellow Code of Conduct Reminder card and is suspended for the remainder of the offending game or practice.
Second Offense:	The offender receives a Red Code of Conduct reminder card, is suspended for 2 games, and shall appear before the Grievance Committee.
Third Offense:	The Offender shall be ejected from the league permanently.

- h. **Physical Violence** – Physical violence will not be tolerated in any form and will result in immediate ejection from the game and/or field complex by the presiding umpire and subject to disciplinary action by the board of directors. In any case where claimed conduct involves physical violence such as assault as defined under applicable Minnesota statutory law, it will be the policy to refer the matter to the appropriate criminal authorities for investigation and possible criminal prosecution. The penalty may be ejection and shall be disciplined accordingly:

First Offense:	The Offender shall appear before the Grievance Committee and upon review, could be suspended for a period of (1) year from the date of infraction.
Second Offense:	The Offender shall be ejected from the league permanently.

- i. **Substance Abuse** – Substance abuse by a player will not be tolerated in any manner or form and will result in disciplinary action and possible ejection from the league depending upon the infraction involved. In any case where claimed conduct of an adult member of the league involves illegal substance abuse as defined under applicable Minnesota

## HJLBA Code of Conduct/Grievance Policy, Feb. 21, 2003

statutory law, it will be the policy to refer the matter to the appropriate criminal authorities for investigation and possible criminal prosecution. Consumption of alcoholic beverages by adult members of the league shall not be allowed within the baseball complex including the adjacent parking areas during the course of a game and 30 minutes before or after the game. Consumption of tobacco products by adult members of the league shall not be allowed within the field of play during the course of a game.

First Offense:	The Offender shall appear before the Grievance Committee and upon review, could be suspended for a period of (1) year from the date of infraction.
Second Offense:	The Offender shall be ejected from the league permanently.

### 14.00 Grievance Policy

Junior League baseball will attempt to develop policy and foster an atmosphere that attempts to prevent conflicts among member players, parents, coaches, and spectators. The Grievance Committee and Board of Directors will defer to the judgment of its coaches and umpires on issues of game ejections, play time within the guidelines set forth by Junior League Rules, and the like unless it is clear a coach is acting in an arbitrary and capricious manner. If a conflict does arise, a member should, at a time immediately following the completion of all activities associated with the game at hand (coaches talk with the players, equipment collection, etc.), discuss the concern with the immediate head coach of the team to seek an explanation of the action taken with him/her, as they are likely closest to the issue or event.

However, issues arise periodically, which require further resolution. Any member aggrieved by the actions or conduct of any other member (to include players, coaches, assistant coaches, managers, spectators, members of the Board, etc.) may request, in writing, a hearing before the Grievance Committee. All information will be held confidential and the Complainant will be contacted immediately. The Grievance Committee and Board of Directors takes complaints seriously and will take steps to investigate and resolve the situation expeditiously. The procedures for submitting a Grievance are designed to provide an expeditious and equitable review of the incident while limiting excessive dedication of time and personal resources of the Board of Directors that can periodically arise from such incidents. Any member submitting a Grievance will set in motion the following actions:

- 1.) The grievance applicant will call the President of the Board, stating their intension to submit an official Grievance in writing. That phone call or conversation will take no longer than 10 minutes to briefly review the details of the incident.
- 2.) The grievance applicant shall submit a no greater than two (2) page letter to the Board of Directors including the following information:
  - Applicant Member's Name & Team (player, coach, parent, spectator)
  - Applicant Member's Parent/Guardian Name & Team (Should the Applicant be a Player)
  - Offender's Name & Team
  - Date of the Offending Incident
  - Detail of the Offending Incident

Upon receiving the written grievance, the Grievance Committee will schedule face-to-face review of the incident. Both the Applicant and alleged Offender shall be present at the review. Each the applicant and alleged offending members are each allowed 2 additional league members to act as witnesses or collaborating members of support during the

## **HJLBA Code of Conduct/Grievance Policy, Feb. 21, 2003**

incident review. Participants in a grievance have an obligation to communicate honestly and directly with each other. Rather than focusing on a singular viewpoint, every effort should be made to understand the other person's perspective. Communication between the involved parties will promote the most direct and effective solution

- 3.) The Grievance review will comprise of a 5-minute review of the incident complaint by the Grievance Committee Chair with all parties present, followed by a 20-minute presentation of the Grievance by the applicant member, and then countered by a 20-minute presentation in defense by the alleged offender. At that time, the Grievance Committee shall meet in private to discuss the incident and any resulting disciplinary actions, if any, are to be taken. The decisions will be documented in a 1-page summary for subsistence to the Board of Directors.
- 4.) The Board of Directors or the Executive Officers representing the Board of Directors shall review the recommended action by the Grievance Committee and approve of the recommended action as submitted, or after return the actions for further review and modification.
- 5.) Upon final disciplinary resolution of the Board of Directors as recommended and by the Grievance Committee, the President of the Board shall notify the Offender of the disciplinary action, if any, are to be taken.

