



2015 Exhibit 10-
Discipline
Guidelines Final

HERSHEY LITTLE LEAGUE POLICY & PROCEDURES – Discipline Policy

Last Rev. Date: 2010

Revision #1.0

Origination Date: 2015

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1.0 Purpose

This Exhibit provides guidance for HLL Discipline Policy for its Membership. This policy establishes the due process by which discipline, if deemed necessary, will be administered by HLL to its membership as defined by HLL Constitution.

2.0 Scope

This policy defines the discipline framework to be administered by HLL Board of Directors. All HLL Coaches, players, parents and volunteers are subject to this Policy.

3.0 Responsibilities

The HLL Baseball Operations Committee shall preside over all HLL Discipline decisions and shall consult with the HLL Executive Board of Directors as determined necessary by the Chairman of Baseball Operations.

The Executive Board of Directors reserves the right to administer supplemental discipline as deemed appropriate.

4.0 Forms Used

NA

5.0 Procedure

- TBall through Majors Division
 - Player Ejection
 - 1-game suspension, immediately following game including playoffs
 - Player, parents, guardian and Coach to meet with League Commissioner before being reinstated
 - 2-Time Player Ejection
 - 1-game suspension, immediately following game including playoffs
 - Player, parents, guardian and Commissioner to meet with Chairman of Baseball Operations before being reinstated
 - 3-Time Player Ejection
 - 4-game suspension, immediately following game including playoffs
 - Player, parents guardian to meet with the Executive Board of Directors, where reinstatement will be determined
- Coach Ejection – 1st
 - 1-game suspension, immediately following game including playoffs and Coach shall not be permitted on location at the game or to be in contact via technology with Coaching Staff or parents until game is completed.
 - Coach shall meet with Commissioner and Chairman of Baseball Operations before being reinstated.
- Coach Ejection – 2nd
 - 2-game suspension, immediately following consecutive games including playoffs; where Coach shall not be permitted on location at the game or practices. Suspended Coach shall not be in contact via technology with Coaching Staff or parents until game is completed.
 - Coach shall meet with Chairman of Baseball Operations and Executive Board of Directors, to determine re-instatement.
- Coach Ejection – 3rd
 - 1-year suspension.
 - HLL BOD approval required for reinstatement



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- Teener – Legion
 - Dauphin County Rules Apply
 - Coach shall notify Division Commissioner who will notify Chairman of Baseball Operations within 4 hours from time of suspension notification.
 - A Player or Coach Ejection will be subject to HLL Executive Board of Directors review in determining extent of further discipline.
- Coach / Parent Issue(s)
 - Parent(s) / Guardian(s) are encouraged to support their child in communicating with the Head Coach. Supporting and Teaching effective communication is a life lesson to all and is instrumental in assisting the youth in understanding their role and abilities to communicate, ask questions and understand what they can do to enhance their experience.
 - Parent (s) / Guardian(s) should initially discuss with Head Coach their concern.
 - If Parent situation is not resolved, Coach and Parent(s) / Guardian(s) shall meet with the Division Commissioner to discuss issue.
 - If situation is not resolved, Parent(s) / Guardian(s) and Coach shall meet with the Chairman of Baseball Operations.
 - If situation remains unresolved, Chairman of Baseball Operations may refer situation to the HLL Executive Board of Directors for review and a resolute decision.
 - NOTE
 - for Minors and above minimum play rules do apply and are in accordance with either Little League International, Dauphin County or applicable Tournament League rules. Playing time is at the discretion of the Head Coach and shall not be considered an “issue” by definition and is not subject to this policy, All-Stars included OR for review by HLL BOD
 - player draft and team rostering is at the discretion of the HLL Head Coach, 1st Assistant, Division Commissioner and Baseball Operations Committee. All HLL player draft and team rostering information is confidential and shall not be considered an issue by definition and is not subject to this policy.
 - In all above situations, when there are any voting situations by the Baseball Operations Committee or HLL Board of Directors, any HLL Board of Director or Committee Member who is a coach of the team or a parent of a team member will not have a vote and thereby will be excused due to a conflict of interest.

6.0 References

Little League International®

Hershey Little League Constitution

7.0 Related Procedures

HLL Exhibit 09 Coach/Parent Code of Conduct

External League(s) and Tournament(s) Rules and Policies

8.0 Records

All HLL correspondence related to a HLL Membership complaint, disciplinary or code of conduct situation is privileged and confidential.



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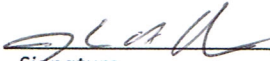
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9.0 Approval and Revision History

1 WRITTEN BY:

 1/10/16
Signature Date

Title - Secretary

2 APPROVED BY:

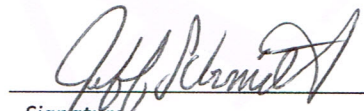
This document should be reviewed upon completion of the initial draft by competent HLL Board Executive Members.

HLL MANAGEMENT:

 1/10/16
Signature Date

Title – President

HLL Board Representatives:

 1/10/16
Signature Date

Title Vice President

Management signature signifies that the plan has been approved by the Hershey Little League Board of Directors and Management. Signature means that management has accepted responsibility for content and will ensure necessary resources are available to allow staff to comply with the plan.

Revision History

Revision No.	Description of Change	Page #	Date
1	Original issue	All	2009
2	Updated & Reformatted	All	2015
3			



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FINAL

HERSHEY LITTLE LEAGUE DISCIPLINARY POLICY

Types of Infractions

- Harassment or incidents of disrespectful, offensive, abusive comments or behavior
- Verbally or physically abusing anyone at any time
- Unsportsmanlike conduct such as angry outbursts, arguing, throwing equipment
- Showing disrespect to officials including foul language or offensive gestures
- Repeated incidents of being late or absent from league events at which attendance is expected
- Non-compliance and/or deliberate disregard for the rules, regulations and policies
- Failure to abide by and respect previous decisions of the Disciplinary Committee
- Behavior which interferes with a competition or with any player's preparation for competition
- Repeated attempts to foster an environment of negativity with complaining, ridicule and criticisms
- Activities which endanger the safety of others
- Use of alcohol which impairs the individual's ability to act safely and legally
- Any use of illicit drugs or narcotics
- Any use of alcohol by minors

Disciplinary Procedures

All incidents can be reported verbally to any member of the Hershey Little League Board of Directors who may then request a written report. The incident will be assessed by the Code of Conduct Committee ("the Committee"), consisting of the Board President, the Safety Officer and three members of the Board of Directors who are nominated in accordance with Section 8.4 of the Hershey Little League Constitution. The offending individual will be informed of the report by phone, letter or email and given the opportunity to respond within three days of the report. Infractions will be dealt with as soon as possible taking into consideration the league schedule and any other relevant factors. The Committee shall have the right to impose interim sanctions pending a full investigation if the Committee feels that the alleged violation is significant enough to warrant such sanctions.

The Committee may apply the following sanctions singly or in combination:

- the issue does not require any further action
- a verbal warning to be given to the parties involved
- Request for a verbal or written apology (letter or email)
- Suspension of games by players/coach/manager duties
- Suspension from Hershey Little League events, games, practices, etc.
- Termination of league membership and expulsion from the league
- Other sanctions as may be considered appropriate for the offense

Disciplinary sanctions will commence immediately following a decision. In applying the sanctions, the Committee may have regard to the following circumstances:

- The nature or severity of the offense
- Whether the incident is the first offense or has occurred repeatedly
- The individual's acknowledgment of responsibility and extent of remorse
- The age, maturity or experience of the individual
- The individual's prospects for rehabilitation

Any player brought before the Code of Conduct Committee will be accompanied by his or her manager, unless the manager is the individual that submitted the incident report that caused the Disciplinary Hearing to be called. A parent or guardian must accompany a player appearing before the Code of Conduct Committee.

Any individual receiving a suspension greater than 1 game from the Code of Conduct Committee may request a hearing in front of the entire Board of Directors. The first game of the suspension will be served, with the goal to have the Hearing in front of a quorum of the entire Board of Directors prior to the second game of the suspension.

All such hearings of a quorum of the entire Board of Directors will be chaired by the President, or the Vice President if the President is not available. Any Disciplinary hearing by the Code of Conduct Committee or the Board may be held virtually in order to expedite the process.