

CHINO HILLS PONY YOUTH BASEBALL CODE OF CONDUCT AND DISCIPLINE POLICY

This Code of Conduct and Disciplinary Policy has been adopted by the Chino Hills PONY Baseball League (CHPB or League) in order to provide each individual a better understanding of their responsibility and required conduct.

One measure of a successful non-profit organization is the ability to police itself. It is for this reason that Chino Hills Pony Baseball, Inc has established the following Code of Conduct and Disciplinary policy in which all violations will be reviewed and or enforced by the conduct/disciplinary Committee (CDC).

This Code of Conduct and Disciplinary Policy applies to all members of Chino Hills Pony Baseball, including, but not limited to, managers, coaches, assistant coaches, team moms, players, and parents.

CODE OF CONDUCT

It is the responsibility of CHPB officials, managers, coaches, assistant coaches, team moms, parents and players to

1. Notify CHPB of injuries sustained by a player within 24 hours.
2. Show and teach respect of all league equipment and facilities
3. Follow all rules, regulations, and policies of CHPB and Pony Baseball, Inc.
4. Recognize that each player is an individual and reinforce the self image of each player
5. Encourage players through positive feedback and do not humiliate, taunt, or degrade your own team players or opposing team players.
6. Provide a safe environment for practice and competition
7. Treat players, managers/coaches, umpires, league officials, parents, and spectators with respect
8. Refrain from use of profanity during game or practice while players are present
9. Racially motivated comments will not be tolerated
10. Refrain from use of alcohol, intoxicants, or tobacco while on the field during practice or games
11. Refrain from verbal abuse, threatening or laying hands upon any player, coach, umpire, spectator, or any individual
12. Respect the judgment of the game official
13. Teach and abide by the rules of the game.
14. Review Code of Conduct with all members of team, including coaches, team moms and players.

Discipline Policy

The following disciplinary action may be taken for any violations

1. **WARNING:** The offending person is to be advised of the offense and that repeated offenses shall result in a more severe penalty
2. **SUSPENSIONS:** The offending person is to be advised in writing that he or she has been suspended from all league activity for a specific number of games.
3. **DISMISSAL or EXPELLED:** The offending person is to be advised in writing that he or she has been dismissed or expelled for the remainder of the year
4. **BARRED or EXPELLED from CHPB:** The offending person is to be advised in writing that he or she has been dismissed or expelled from present and future participation in the league permanently or for a specific number of years.

The following list of violations is not all inclusive and the Conduct/Disciplinary Committee (CDC) reserves the right to amend violations and disciplinary actions as necessary.

LEVEL 1 DISCIPLINARY ACTION

Level 1 actions may lead to suspension of offending persons from CHPB activities. The VP of operations or Division Commissioner may enforce these suspensions without the approval of the Conduct/Disciplinary Committee. However, the Conduct/Discipline Committee must notify the violator in writing of disciplinary action. There is no appeal of Level 1 suspensions.

VIOLATION	DISCIPLINARY ACTION
Use of profanity	Suspension of up to 4 league games
Use of abusive language toward anyone in the league on or around the ball field	Suspension of up to 4 league games
Verbal Abuse (heckle) of any opposing players or umpires, directly or indirectly	Suspension of up to 4 league games
Continuing a dispute past three minutes	Suspension of up to 4 league games
Willful disregard for City ordinances	Suspension of up to 4 league games

LEVEL 2 DISCIPLINARY ACTION

Level 2 actions may lead to the suspension of manager, coach, team mom, player, or parent. These complaints should be received in written form to the Conduct/Disciplinary Committee.

Level 2 suspensions are reviewed by CDC. CDC must notify violators in writing of disciplinary action.

VIOLATION	DISCIPLINARY ACTION
Persistent misconduct after a caution	Up to full season suspension
Dangerous play/intent to harm another player	Up to full season suspension
Second offense- Use of abusive language toward anyone in the league or around the ball field	Up to full season suspension
Second offense- Verbal abuse of any opposing players or umpires.	Up to full season suspension

**** Players must serve their Level 1 and 2 suspensions in uniform on the bench. Player must be present for suspension to be served**

**** Managers, coaches, team moms, and parents must serve their level 1 and 2 suspensions at home. Their suspensions are not allowed at the ballpark.**

LEVEL 3 DISCIPLINARY ACTIONS

Major actions which may lead to suspension of manager, coach, team mom, player, parent, or any member of CHPB from participation in CHPB activities for the remainder of the season or expulsion from CHPB. The CDC reviews Level 3 suspensions and approval from the executive board is needed for any expulsion. A review hearing is afforded for this level of disciplinary action and should be conducted within a reasonable amount of time after the offense has occurred.

VIOLATION	DISCIPLINARY ACTION
Any attempt to physically harm any individuals while at CHPB functions	Up to expulsion from CHPB
Any willful striking or hitting of any individuals while at CHPN functions	Up to expulsion from CHPB
Causing physical harm to any opponent due to any act of violence	Up to expulsion from CHPB
Second Offense- Persistent misconduct after a caution	Up to expulsion from CHPB
Second offense- Dangerous play/intent to harm another player	Up to expulsion from CHPB
Any acts of vandalism to ball field facilities or equipment	Up to expulsion from CHPB

Any willful disregard for city ordinances that cause harm to individuals on the ball field	Up to expulsion from CHPB
--	---------------------------

CONDUCT/DISCIPLINARY COMMITTEE (CDC)

The CDC shall have the authority to suspend, discharge, or otherwise discipline any player, manager, coach, assistant coach, team mom, umpire, division director, CDC member, or board members whose conduct is in violation of the Rules and Regulations of baseball, PONY baseball, CHPB Code of Conduct, or is considered detrimental to the best interest of the League.

Responsibility and Role of the Conduct/Disciplinary Committee (CDC)

1. The Conduct/Discipline Committee will consist of three board members
2. The CDC shall hear and judge matters regarding the actions of any member of CHPB organization or those attending a CHPB event.
3. The CDC shall meet as required to hear and discuss incidents that may require disciplinary action
4. Review hearings will be called as needed. The Chairperson will conduct the CDC in a manner such that parties are accorded:
 - a. A hearing before an impartial body of fact finders
 - b. Notice of specific charges or alleged violations in writing, including possible consequences if the charges are found to be true
 - c. Reasonable time, between receipt of charges and hearing date, to have time to prepare a defense (limited to 7 calendar days)
 - d. The right to have the hearing conducted at a time and place so as to make it practical for the respondent being charged to attend.
 - e. The right to be assisted in the presentation of one's case
 - f. The right to call witnesses and present oral and written evidence and argument
 - g. A written decision, with reasons for decision, based solely on evidence of record, issued in a timely manner, but not to excess 7 days after hearing
 - h. In the event the hearing involves a minor plate, that person's parents shall be invited to attend the hearing.
5. As part of the investigation the CDC, as well as the division directions, will assemble evidence from all sides and review the evidence and make a determination as to the charges. If credible evidence is NOT found, the complaint will be dismissed. The alleged party will be notified in writing of the dismissal.
6. If, during the CDC investigation, compelling information is found that allowing the violator to continue participation in the league could be damaging to the league, then the violator may be suspended pending the completion of the investigation.
7. Once all relevant information regarding the complaint is assembled and reviewed by the CDC, it will make its final decision and notify the violator within 7 calendar days from the date of the hearing or 14 days from date of incident.
8. Decisions of the committee are final and do not require the Executive Board vote with the exception of a permanent expulsion. If offending person is suspended for four games or more, the offending person may appeal to the executive board
9. A database of complaints will be kept and a status report of pending complaints presented at each board meeting.
10. All records are kept in secure and confidential files

11. In some cases, CDC deliberation is not needed. This occurs when a court of law finds a person guilty of a felony or a crime of moral turpitude.