



Tea Baseball Association Policies and Code of Conduct

The Tea Baseball Association was created in January 2024 to promote baseball opportunities for the families of Tea, S.D.

In conjunction with the City of Tea Parks & Recreation Department, our organization works to:

- Promote, provide funding for and provide education information for South Dakota Class A, American Legion and high school club baseball
- Provide instruction to the area youth on the fundamentals of baseball including teamwork, sportsmanship and responsibility
- Provide equipment and facilities for playing of baseball

The TBA is committed to providing a positive, safe and competitive baseball experience for all participants. Our organization promotes teamwork, discipline and sportsmanship while fostering a love for the game. Baseball offers valuable lessons that extend far beyond the field, including respect, accountability, perseverance and leadership. Participation in the TBA is a privilege and every individual is expected to uphold the highest standards of conduct.

First adopted October 2025

General Guidelines

- Treat all players, coaches, officials, opponents and spectators with respect
- Show good sportsmanship at all times regardless of outcome.
- Strive for personal growth, teamwork and fair play.
- Avoid negative behaviors including bullying, harassment, obscene language or gestures, gossip or unsportsmanlike conduct.
- Refrain from possession or use of alcohol, tobacco, vaping devices, illegal drugs or performance-enhancing substances at all TBA activities.
- Represent TBA positively both in person and on social media.
- Support a safe, inclusive and respectful environment for all participants.

Player Code of Conduct

All players are expected to:

- Attend practices, games and team events on time and prepared.
- Give their best effort at all times and support their teammates.
- Accept coaching instruction respectfully and with a positive attitude.
- Demonstrate integrity both on and off the field.
- Use social media responsibly, avoiding posts that could harm the team or association.
- Follow team rules and organization policies.

Violations & Consequences:

- First violation: Verbal warning and possible loss of playing time.
- Second violation: Written warning, suspension from one or more games or practices, and parent/guardian meeting. Player will still dress and sit on the bench if suspended
- Third violation: Suspension for a significant portion of the season and review by the disciplinary committee.
- Fourth violation or severe misconduct: Possible dismissal from the team or association.

Examples of Severe Misconduct:

- Possession or use of illegal drugs, alcohol or tobacco at TBA events.
- Physical violence or threats toward players, coaches, officials or spectators.
- Bullying, harassment or discriminatory behavior.
- Vandalism or theft of property.
- Use of obscene, offensive or abusive language toward others.
- Social media activity that promotes violence, threats, harassment or inappropriate content.

Parent / Guardian Code of Conduct

Parents and guardians play an essential role in shaping the baseball experience for athletes. They are expected to:

- Encourage their child and teammates with positive support.
- Respect all players, coaches, officials and opponents.
- Address concerns at the appropriate time, never during games or practices.
- Follow the 24-Hour Rule: wait at least 24 hours before discussing emotionally charged issues with a coach.
- Avoid questioning coaching decisions regarding playing time, strategies or other athletes.
- Promote balance between academics, athletics and personal life.
- Serve as positive role models in conduct and communication.

Violations & Consequences:

- First violation: Verbal or written warning.
- Second violation: Removal from the facility or complex for the remainder of the event and meeting with the organization director.
- Third violation: Suspension from attending multiple events.
- Fourth violation: Possible ban from all TBA activities.

Examples of Severe Misconduct:

- Confronting or verbally abusing coaches, officials, players or other parents.
- Entering restricted areas such as dugouts or fields without permission.
- Repeated violation of the 24-Hour Rule.
- Use of obscene, offensive or abusive language.
- Social media activity that disrespects or harms the association or its members.

Coach Code of Conduct

Coaches are entrusted with teaching skills, building character and creating a safe and supportive environment. Coaches must:

- Demonstrate fairness, integrity and respect in all interactions.
- Focus on player development, not just winning.
- Maintain professional relationships with players and families.
- Communicate respectfully and handle conflicts with composure.
- Enforce team rules consistently and fairly.
- Complete required safety training and background checks.
- Model positive behavior both on and off the field.

Violations & Consequences:

- First violation: Verbal warning and review with the TBA Board.
- Second violation: Written warning and suspension from practices or games.
- Third violation: Review by the board of directors and potential removal from coaching duties.
- Severe violations: Immediate dismissal from all coaching responsibilities.

Examples of Severe Misconduct:

- Use of alcohol, drugs or tobacco at practices or games.
- Physical or verbal abuse of players, parents, officials or other coaches.
- Encouraging players to break rules or play unsafely.
- Failure to report serious injuries or safety concerns.
- Use of obscene, offensive or abusive language toward players or others.

Spectator Code of Conduct

Spectators are expected to:

- Cheer positively for their team and players.
- Refrain from criticizing players, coaches or officials.
- Avoid disruptive behavior, negative comments or confrontations.
- Respect field boundaries, dugouts and designated spectator areas.
- Remember that the game is for the players' enjoyment and development.

Violations & Consequences:

- First violation: Verbal warning.
- Second violation: Removal from the facility or complex.
- Third violation: Suspension from attending future events.
- Continued or severe violations: Ban from all TBA activities.

Examples of Severe Misconduct:

- Verbal or physical abuse of officials, coaches, players or other spectators.
- Entering the field of play or dugouts without permission.
- Use of alcohol, drugs or tobacco at events.
- Use of obscene, offensive or abusive language.
- Threatening or aggressive behavior that disrupts the game environment.

Volunteer Expectations

Volunteers are critical to the success of TBA. Volunteers are expected to:

- Fulfill their duties reliably and on time.
- Treat all players, coaches, officials and spectators respectfully.
- Refrain from negative or disruptive behavior while representing TBA.
- Follow the same code of conduct principles as parents and spectators.

Safety & Injury Reporting

- All injuries, including suspected concussions, must be reported immediately to a coach.
- Players with suspected concussions or serious injuries must be removed from play.
- A medical clearance note from a healthcare professional is required before returning to play.

Facility / Complex Use & Equipment Care

- All facilities and equipment must be treated with respect.
- Teams must clean up dugouts and fields after use.
- Damage to facilities or equipment must be reported immediately.
- Intentional damage or vandalism may result in financial responsibility and disciplinary action.

Anti-Bullying / Hazing

TBA is committed to providing a safe, respectful, and friendly environment for all participants. Bullying of any kind is unacceptable and will not be tolerated at any program-related activity, including practices, games and events. TBA defines bullying activities as:

- Emotional: Including but not limited to, excluding someone, spreading rumors or making humiliating remarks about appearance or mannerisms.
- Physical: Including but not limited to, pushing, kicking, hitting or any other use of violence.
- Verbal: Including but not limited to, insulting, ridiculing or making derogatory comments.
- Cyberbullying: Misusing technology to hurt, intimidate or humiliate someone.
- Sexual harassment: Including but not limited to, unwanted physical contact, sexually abusive comments or homophobic remarks.

Reporting

- Players, parents, spectators and coaches should report any witnessed or experienced bullying.
- Reports should be made to an appropriate adult, such as a coach, board liaison or board member.

- Incidents should be reported as soon as possible to ensure effective intervention and memory recall.

Consequences and Actions

- Incidents will be investigated and addressed promptly and effectively.
- Interventions may include social worker services, restorative measures, or counseling, as appropriate.
- Consequences will be age- and developmentally appropriate.

Equity & Inclusion

TBA is committed to providing a safe and welcoming environment for all participants. Discrimination or harassment based on race, color, national origin, gender, religion, age, disability or any other protected status will not be tolerated.

Policies & Procedures

Communication Chain:

1. Player and coach discussion.
2. Parent, player and coach meeting.
3. TBA Board Rep, parent, player and coach discussion.
4. If unresolved, the full TBA board of directors will review.

Attendance & Punctuality:

- Players must notify coaches in advance if unable to attend practices, scrimmages, games or tournaments..
- Repeated unexcused absences may result in reduced playing time or suspension.

Social Media:

- All participants must avoid posting content that is disrespectful, harmful or inappropriate.

Substance Abuse:

- Strictly prohibited for all players, coaches and spectators at TBA events.
- Violations will result in disciplinary action up to dismissal from the association.

Grievance Procedure:

- Issues should be addressed calmly and respectfully through the communication chain.
- A disciplinary committee may be formed to review serious violations.
- Possible actions include verbal or written warning, suspension, restorative action, removal from events or dismissal from the association.

Restorative Actions:

When violations occur, the TBA board may require individuals to complete restorative actions before reinstatement. These may include:

- A formal apology to affected individuals or the team.
- Written reflection on the incident and lessons learned.
- Completion of community service or volunteer hours within TBA.
- Attending educational workshops or training (e.g., sportsmanship, conflict resolution).
- Temporary probation with behavior monitoring.

Appeals Process:

- Individuals may file a written appeal of disciplinary decisions within 7 days of notification.
- Appeals will be reviewed by the TBA board of directors.
- Decisions by the board on appeals are final.

Acknowledgement

Participation in Tea Baseball Association activities requires agreement to this Code of Conduct. By signing, players, parents/guardians and coaches pledge to uphold the values and expectations set forth in this document.