



CABBAGETOWN GROUP SOFTBALL LEAGUE

PLAYERS' HANDBOOK 2024 EDITION

CABBAGETOWN GROUP SOFTBALL LEAGUE

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2024 EDITION – PLAYERS’ HANDBOOK

Purpose of Document

This document has been prepared to assist CGSL members and includes the following:

- League contact information
- League rules
- New League initiatives (e.g., Diversity/Equity/Inclusivity, Health and Safety)
- Team information
- Player information
- Important dates and deadlines
- Your responsibilities
- Regulatory documents (Refer to CGSL Website: www.cgslsoftball.com)
- Historical background

Always consult your League Representative for further information/clarification.

If any information needs to be added/modified, please let your league representative know so that we can make this an evolving document to help new managers in the future.

This document does not replace the league’s Constitution, by-laws, ethics policy or any other rules and regulations. It is meant as a guide for managers to support their role.

If you have any suggestions to improve this document, please contact the Commissioner.

2024 IMPORTANT DATES

Event	Date
Final Deadline CGSL Registration	April 30, 2024
Ratings Clinic and Player Draft	May 11, 2024
Season Opening Games – McCleary Park	May 24 and 25, 2024
Opening Pitch Party – Woody’s	May 25, 2024
ParticipACTION Event – McCleary Park	June 9, 2024
Jays Pride Game – Rogers Centre	June 14, 2024
Game Scores submitted to Website	<i>Due within two days after each game</i>
Managers’ Ratings of Players	Due June 24, 2024
CGSL One Day Tournament - McCleary	July 13, 2024
Notice of Intent to Attend Gay Softball World Series (GSWS) & Deposit	Due June 15, 2024
Player Ratings Due & GSWS Registration Fee & Hotel Deposit	Due August 15, 2024
Last CGSL Regular Season Games	August 23 and 24, 2024
CGSL Playoffs	September 6, 7 and 14, 2024
CGSL Awards Event	Sept/Oct 2024 – Date TBA
Gay Softball World Series – Las Vegas	October 14 to 19, 2024
CGSL Holiday Party/Toy Drive	Dec 2024 (Date TBA)

CONTACT INFORMATION

CGSL website: www.cgslsoftball.com

Facebook: Follow us on Facebook at CGSL Softball

Twitter: Follow us on Twitter at @cgslsoftballT

Instagram: Follow us on Instagram at @cgslsoftball

Flickr: Follow us on Flickr at CGSL Softball

2024 C.G.S.L. Executive

Commissioner	Lisa Cameron	commissioner@cgslsoftball.com
Asst. Commissioner	Mike Amouri	assistantcommissioner@cgslsoftball.com
Treasurer	Kevin Sun	treasurer@cgslsoftball.com
Secretary	Mark Hamilton	secretary@cgslsoftball.com
Field Operations	Steven Han	fieldops@cgslsoftball.com
Membership Coordinator	Shannon Crawford	membership@cgslsoftball.com
League Rep/Events Chair	Billy Hicks	leaguerep@cgslsoftball.com

Other contact information:

Website	Jonathan Yam	admin@cgslsoftball.com
Umpire in Chief	Tom Lovenjak	uic@cgslsoftball.com
Player Ratings Chair	Lisa Cameron	commissioner@cgslsoftball.com
DEI Committee Co-Chair	TBA	inclusivity@cgslsoftball.com
Health/Safety Committee Co-Chairs	Lisa Cameron Jeff Schust	healthandsafety@cgslsoftball.com



Commissioner's Welcome

I am thrilled to be able to welcome new and returning members, umpires, managers, coaches, and fans to the Cabbagetown Group Softball League.

As we enter into our 49th season, I encourage you to enjoy every moment whether it be bonding with teammates, sharpening your skills, celebrating your first catch, or crossing home plate safely!

I believe that the CGSL stands for more than just softball; it is about celebrating each other and every member's contribution to the game.

I am honoured to be part of this incredible community and family we call the Cabbagetown Group Softball League. I value each member's participation and dedication. I am very thankful to all of our wonderful volunteers that have a passion for our sport and work tirelessly to provide a fantastic member experience.

The CGSL Executive Board is committed to the growth and development of this great organization while supporting and appreciating our grassroots.

I am looking forward to the 2024 season and hope it is a memorable one for all involved!

Finally, thank you for choosing CGSL!

Lisa Cameron
Commissioner
Cabbagetown Group Softball League
CGSL-Toronto
647-409-7429
commissioner@cgssoftball.com
<https://www.cgssoftball.com/>

"PRIDE THROUGH SPORTS SINCE 1975"



CGSL Sponsors

Team Sponsors

ADS (Team Northmen) - www.aldoesshirts.com

Cherry Street BBQ (Team Hot Schwings) - <https://www.cherrystbbq.com/>

Club M4 (Team Phoenix) - <https://clubm4.com/>

Flash (Team Cocktails) - <https://flashonchurch.com/>

Hair of the Dog (Team Hot Dogs) - <https://hairofthedogpub.ca/>

Interior Care (Team Sally Fielders) - <https://interiorcare.com/>

Keating Channel Pub (Team Northmen + Team Peacocks) - www.keatingchannelpub.com/

O'Grady's (Team Papi Chulo's) - <https://ogradysonchurch.squarespace.com/>

Sailor/Woody's (Team Hey! Sailor) - <https://www.facebook.com/groups/7687276525/>

Woody's (Team Woodpeckers + Team Load Management + Team Sons of Pitches) - <https://www.facebook.com/groups/7687276525/>

Taurus – Team Taurus Battitudes is sponsored by two incredibly generous gentlemen who wish to remain anonymous. The name Taurus was assigned to the Battitudes to thank these gentlemen. Both men were born May 3rd and have the same astrological sign Taurus.

League Sponsors in Kind

ADS - www.aldoesshirts.com

Eagle Beaver - <https://www.eaglebeaversports.com/>

Kitchenette - www.kitchenettetoronto.com

The Drink - <https://www.instagram.com/drinkatthedrink/?hl=en>

The Lodge - <https://www.instagram.com/thelodgebarto/?hl=en>

Toronto Blue Jays - <https://www.mlb.com/bluejays>



League Rules

Appendix A – OFFICIATING AND CGSL MANDATED RULES OF PLAY

12.1 **Officiating:** The league will adopt USA Softball and Slo-Pitch National rules. The Umpire in Chief (UIC) will ensure that all umpires are accredited each year.

12.2 **Sportsmanship:** All Players, Managers, Coaches, Umpires, Fans and Executive members are expected to conduct themselves in the spirit in which the CGSL was formed – an inclusive safe place for all individuals to play without fear of ridicule and persecution.

Any unsportsmanlike conduct or conduct unbecoming a member of the CGSL, and/or violating the Constitution, Bylaws or Ethics Policy of the CGSL may have their membership status reviewed and may result in suspension or termination from the league.

12.3 **CGSL Mandated Rules of Play:** The CGSL uses the Slo-Pitch National rulebook in addition to the following:

- a) Only CGSL registered players can play.
- b) Games are 70 minutes or 7 innings in length – whatever comes first.
Note: Courtesy start – teams are allowed 10 minutes grace time to allow a team to fill their team roster. This is only to be utilized if a team is short players and the 10 minutes is part of the 70-minute game time.
- c) No new inning will start after 60 minutes.
- d) The last inning will be an open inning – whether it is the 3rd or 6th inning.
- e) Run Differential Rule (Mercy Rule) is 5 runs per inning and 15 Runs after 5 innings (4.5 innings if home team is ahead).

Further Run Differential Rule for Playoffs:

An umpire will end a game if one team leads in runs batted in by either:

- i) 15 runs at the end of 3 innings of play,

- ii) 10 runs at the end of 4 innings of play,
- iii) 5 runs after 5 innings of play.

f) Managers have the option of batting all rostered players on the line up in the game. These players should be listed on the line-up cards provided to the opposing manager and umpire prior to the start of the game. If at any time during the game, a player becomes injured and is unable to continue play, that player may be removed from the batting order without penalty.

Exception: If a player is ejected, the player may be substituted from the listed substitutes only. Ejected players will be counted as an out when it comes to that player's turn to bat if there is no substitute.

Substitutions are still allowed without penalty; however, the player must be on the lineup card as a substitution.

g) Injured players can be replaced without penalty. If a team roster has only 9 or 10 players and a player is unable to continue play due to injury, the roster can diminish and there is no penalty.

h) Number of Players:

- i. Teams must have 6 players from the team roster and can add pick up players to make an eligible team to play.
- ii. Teams can start with 8 players (use opposing team player as a person to return ball to pitcher) – Players can be added anytime to the batting order up to 10 (but must be added to the bottom).
- iii. Teams can play with 9 players -- Players can be added anytime to the batting order up to 10 (but must be added to the bottom).
- iv. Teams can play with 10 players -- Players can be added up to 12 before going through the batting order. After going through the order, the player would then need to be substituted.
- v. Any additions to the batting order must be reported to the umpire and opposing score keeper.
- vi. Line up sheets must contain first or chosen name and surname initial and player number.

i) Pick Up Rule: A team that only has 6, 7 or 8 original team players available for a game and is at risk of defaulting may opt to use the pick-up rule:

- i. Only CGSL registered playing members may be used as pick up players.
- ii. A list of pre-registered pick-up players will be made available to each manager at the beginning of the season. Players may be picked up same day if required.
- iii. No more than four (4) pick up players may be used during any one game, per team.
- iv. Pick up players are subject and limited to play within the same level of player ratings and as such a C rated player cannot play in a D division game.
- v. A team using pick up players must notify the manager of the opposing team and the Umpire prior to start of the game by identifying them on the lineup sheet.

Pick up players can play any position; however, they must be listed at the bottom of the batting order.

- vi. Upon consent from the opposing manager if the team has 8 players and to avoid a forfeit, they may request the use of the opposing team's Catcher. The Catcher would not be involved in any plays made at home plate.
- vii. With 8 Regular players and using Catcher from opposing team, this is where the automatic 9th batter would classify as an automatic out.
- viii. Pick up players must be used for the entire game.
- ix. If you have eight (8) original team players, you are allowed to call up two (2) pick up players.
- x. If you have seven (7) original team players, you are allowed to call up three (3) pick up players.
- xi. If you have six (6) original team players, you are allowed to call up four (4) pick up players.
- xii. Pick up players are not necessary, if you can field nine (9) original team players. Teams may pick up one (1) player, or play with 9 and the 10th batter is not an out.
- xiii. Part-time players can play any position and may be listed anywhere in the batting order on the lineup sheet. Managers must identify the part-time player within the miscellaneous section when reporting game scores on the website.
- xiv. Pick up rules do not apply during playoffs. A team must field a minimum of 9 rostered players.

- j) Each team must have their own field equipment – bats, gloves, protective safety equipment – catcher's mask, etc.
It is recommended that all pitchers and catchers wear a face mask. Face masks are allowed to be utilized by any defensive player.

- k) New game balls are supplied by the league and Umpires will bring them to the field.

- l) Both teams will prepare the field for play before the first game of the day and after the final game of the day; both teams will remove the bases, equipment and return to storage.

- m) All bases must be double spiked, except 1st base, which should have three spikes.

- n) All players must wear a "like" uniform with identifiable numbers on their jersey, no two persons can have the same number (except for pick up players) and all players must wear their uniform when on the field of play.

- o) All rosters must identify players by their CGSL registered names along with their number.

- p) All lineup sheets must be handed in at the end of the game to the umpire or designated Executive member.

- q) Maximum/minimum rosters to be determined by the Executive Committee prior to the start of the season.

The minimum required number of players on a roster is 14 and maximum is 20.

If Teams have a roster lower than 14 minimum, they will be required to pick someone from the draft to fill the positions.

Exemption: If there is no one in the draft that fit the criteria of team level, teams will be permitted to go ahead with the roster they have.

- r) To qualify for playoffs a player must have played in over 1/3 of their regular team's games (7 games). Commissioner will verify with Managers prior to playoffs who is eligible on their roster according to the line up sheets submitted.
- s) Part Time players are permitted after registering and paying the required fee. Part time players are allowed to play 10 games of the regular season for any team within their appropriately rated Division.
Note: Part time players are not eligible for playoffs.
- t) Field bases are set up at 70 feet apart and the pitcher's mound is 50 feet from home plate.
- u) Pylons will be utilized in the outfield to designate the foul lines.
- v) Home and Away teams will be determined prior to game time.
- w) Any inning started must be finished unless it is deemed unsafe to play by umpire.
- x) A game is normally a minimum of 5 complete innings – depending on game time limit (70 minutes). In all cases, the home team must have the opportunity to bat in the last inning unless they are ahead in the score.
- y) Teams will be allowed a maximum of 5 runs batted in per inning. If the maximum of 5 runs is reached by a team at bat prior to the opposing team making the third out, play for that half of the inning will cease, regardless of if players are left on base. This run limit will not apply in the final inning of the game.
- z) Games will be played if it is raining. Games will be put on hold if lightning is seen and games will be held down for 20 minutes after lightning, before the game may proceed. If lightning is seen again during the down time, the 20-minute minimum limit restarts from the last lightning strike. The Umpire/UIC will make the determination.

Note: If games are called prior to game time due to foul weather or poor field conditions, the game will be declared a tie and teams will share the points.
Rain Out games will not be rescheduled.

- aa) Courtesy runners – Each team may use a maximum of 6 courtesy runners per game, with a maximum of 2 courtesy runners per inning per team.
- bb) Only sanctioned bats are allowed. All legal bats used in Slo Pitch National will have either the existing USSAA compliance mark or the new USSAA compliance mark as pictured below on the bat. Local leagues have the ability to set their own bat policies.



- cc) Portable countdown timer to be kept behind home plate and be visible to all players.
- dd) Score board will be kept behind home plate or next to home team dugout. Home team is responsible in keeping the score updated.
- ee) Reporting of game scores must be submitted/posted by Team Managers on the CGSL Website within 48 hours.
Note: Failure to submit team scores will result in a forfeit.
- ff) **Teams must provide at least 24 hours' notice of forfeit of games.** As a manager, you are required to advise via email the opposing team manager, UIC and CGSL Commissioner of a forfeit at least 24 hours prior to game time. Please note that if 1) there is an opportunity to reschedule the game, and 2) the opposing team manager agrees to the rescheduled time, the game will be played and will not be a forfeit. If #1 and/or #2 are not satisfied, it will be a forfeited game. A warning will be given to a team that forfeits two events (i.e., four games) in a season, followed by an automatic suspension of the team after 3 forfeited events (i.e., six games). Suspension will be for the remainder of the season, including playoffs.
- gg) Jewellery Rule – No exposed items (including jewellery) judged by the umpire to be distracting may be worn or displayed. The item must be removed or covered upon direction of the umpire. Medical alert bracelets are exempt.
- hh) Footwear – As per Slo-Pitch National, players must wear closed toed shoes. No sandals or flip flops are allowed.
Rubber Cleats, Trail runners and turf shoes are allowed. No metal cleats are allowed.
- ii) Commitment and scoring line - (a) The commitment line is 20 feet from home plate. Once the baserunner has crossed or has contacted the commitment line, they cannot return to third base.

Any attempt to return to third base will result in the baserunner being called out. Baserunners may be tagged out between the commitment and scoring lines.

(b) In order for the run to legally count the baserunner from third base must cross the scoring line prior to the third out of the inning, unless the third out is the result of a force out. Baserunners who touch home plate or slide across the scoring line will be called out.



Draft Procedure and Methodology

Approved March 19, 2018

PRIORITIES

- Fair distribution of new players
 - Roster size should have limited influence on draft order (especially in early rounds)
- Ensure every team has a minimum roster size
- Ensure new players are drafted to the appropriate division (for safety reasons)
- Increased transparency to in-season roster changes

METHOD

1. Determine how many “needs” there are, per division, and how many players are available for each division
2. Set the round architecture (how many teams are drafting within each round, and how many rounds there are)
 - a. If by the final round, there are more “needs” than players available, the team with the smaller roster takes priority.
 - b. If two teams have the same roster size, the tie breaker is draft order (not snakes)
3. Random draw to determine draft order
 - a. Draft order is determined amongst all teams participating, in any round. If a team is not participating in a particular round, all teams below bump up one spot.
 - b. Draft order snakes from one round to the next

EXAMPLE 1

1. Team A: 12 players, Team B: 13 players, Team C: 14 players | 5 players available
2. Round 1 Participants = A, B, C. Round 2 Participants = A & B
 - Round 1 brings C to 15 players, so they do not participate in round 2.
3. Random Draft Order: C = 1, B = 2, A = 3.
 - Round 1 = C, B, A
 - In previous years, team A would have received the 1st pick automatically, due to their roster being the smallest.
 - Round 2 = A, B

EXAMPLE 2

1. Team A: 12 players, Team B: 12 players, Team C: 13 players | 10 players available
2. Round 1, 2, and 3 participants: A,B,C. Round 4 participant: Highest draft order between A & B.
3. Random Draft Order: C, A, B
 - Round 1 = C,A,B
 - Round 2 = B,A,C
 - Round 3 = A,B, C
 - Round 4 = A
 - Note: B is due to draft before A in round 4, due to snaking. However, the tiebreaker is based on draft order as drawn, not a snaked order.

ROSTER CHANGES

- In order to legitimize the draft order and round participants, the roster sizes declared prior to the draft should remain unless with Executive approval.
 - o Bringing new players into the league, even at mid-season is beneficial to the league, and part of being inclusive. If an opportunity arises to bring in a new player, a request may be put into the league executive, who will balance their decision between (i) the benefit to the league of bringing in new players and (ii) the impact on fair competitive balance
 - o Team managers are to be notified when another team in their division makes a mid-season roster change.
 - Managers are only informed; they have no standing in the approval of roster changes.
 - Managers should be open and fully disclose potential players not yet registered – thus ensuring transparency and preventing teams in limiting the number of players drafted and then taking on additional players immediately after the draft.



Gay Softball World Series (GSWS)

The Gay Softball World Series (GSWS) is hosted annually. It is usually held between the last week of August to first week of September in a different Associate Member city each year and is the opportunity to showcase our softball and socialize with other members of International Pride Softball from the U.S. and Canada. A week full of softball and other social events is an eagerly anticipated event every year, for participants and local host city visitors as well.

Las Vegas is hosting the Gay Softball World Series 2024 during the week of October 14 to October 19, 2024.

Gay Softball World Series (GSWS) **Selection Process**

April 15, 2024

Appendix E – GAY SOFTBALL WORLD SERIES (GSWS) SELECTION PROCESS

16.1 GSWS: Annually, International Pride Softball (IPS) offers the Gay Softball World Series (GSWS) for its member organizations. Each organization is offered a specific number of berths based on their total league size. Berth allotments are reconsidered annually based on total membership reported and announced at the IPS Winter meetings.

16.2 CGSL Berth Allotment: CGSL Commissioner will inform the previous year managers the allotment of berths awarded to the CGSL for the upcoming season, within 2 weeks of the IPS/NAGAAA meetings as this is revised annually and corresponded at the IPS Winter Meetings.

16.3 Purpose: This process is put into place if to be fair and uphold the purpose of the GSWS and adhere to the annual fluctuating berth allotments. The aim is to provide clear and transparent selection guidelines for CGSL managers to understand and defer to.

16.4 Timeline Considerations: As the dates for the GSWS are not consistent from year to year the following timeline will be put into effect for the process: Once the date and location for GSWS is confirmed, the selection criteria will be applied with ample advance notice. The CGSL Executive Committee will provide the time frame for each of the elements of the selection process: notice of intent, deposit, roster submission to commissioner, rating submission in the Managers Handbook or no later than the 2nd week of play of the CGSL regular season. This gives a reasonable time frame for teams to organize players, travel, funding, etc.

16.5 Eligibility: Any member team in good standing of the CGSL is eligible to declare their Intent to Participate. Players on the team are required to play half the season's games to qualify. Part-time players do not qualify for the GSWS.

16.6 Team Composition: Must follow IPS Governance Manual rules including a rostered team must have at least ten players, a minimum of six players from their regular season team and up to four pickup players from other CGSL teams. Teams may not have more than three players who identify as non-2LGBTQ+.

16.7 Ratings: At the GSWS and NAGAAA Cup (and tournaments in associated cities utilizing IPS rules and ratings), the IPS ratings are in effect. Please refer to the ratings section of our bylaws.

16.7.1 Rosters: Must be submitted to commissioner which will correspond with PLAYER RATING COMMITTEE to ensure ratings are current and accurate, this must be done in accordance with the scheduled elements of GSWS provided in the Managers Handbook or no later than the 2nd week of the CGSL regular season of play. All members attending and playing must be vetted by CGSL Commissioner prior to submission of final roster. As well as checked against banned player list.

16.8 Disputes, Protests and Petitions: In the event of any CGSL member team receiving any disciplinary or monetary action against them that is upheld, the team in question will be responsible for any financial penalties incurred; the team responsible must decide amongst themselves how this is to be settled. The team will not be in good standing until sanctions are satisfied. The selection process clearly indicates accountability to the IPS ratings and is communicated to all managers in a timely manner.

16.8.1 Penalties and Consequences: any upheld petitions from IPS will be followed in the CGSL, inclusive of suspensions and/or expulsion. Any monetary penalties must be paid to the CGSL by the team within one month of the IPS invoice. CGSL is not responsible for any penalties or protests alleged or applied to any CGSL member that attends GSWS as a pick-up player for an associate city league. Accountability will fall on associated city rules and regulations, league, manager, player accountability.

16.9 Selection Process: the selection criteria will be applied based of the previous season playoff standings:

- a) The team winning each respective CGSL division in the prior season's playoffs will be given priority to participate in GSWS in the division for which their team qualifies.
- b) If the winning team in a CGSL division chooses not to participate in GSWS, the berth shall pass to the next highest ranked team in that CGSL division.
- c) If all teams from a CGSL division choose not to participate in GSWS, the berth shall be allocated to one of the other divisions, if permitted by berth allotment of the IPS Winter Meetings.
- d) If no teams express interest to attend GSWS, the CGSL Executive reserves the right to submit an extended association roster to attend GSWS in any given division.
- e) A team will not be considered as selected until notice of intent is submitted along with team registration non-refundable (deposit will be refunded if berth is not granted) deposit.

16.10 Following Selection: Once teams are selected, the registration and logistics involved with attending the GSWS will be the responsibility of their team. If a team that is selected withdraws, CGSL will not provide an alternate team.

16.11 Fees: Teams attending GSWS will be responsible for submitting deposits to CGSL. These deposits and fees are set by the IPS Executive Board and the CGSL Executive Committee and may include but are not limited to: Notice of Intent to Attend deposit; Team Fees; Host Hotel Deposit (Will be refunded by IPS once team submits proof that the total number of nights stayed by the team is provided and reviewed); Insurance Fee for participation in the GSWS tournament; and Participant Fees for each player attending GSWS.



CABBAGETOWN GROUP SOFTBALL LEAGUE

Recent League Initiatives

Diversity, Equity and Inclusivity Health and Safety



Diversity, Equity & Inclusion

Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, gender identity, (dis)ability, age, religious commitment, or political perspective. Populations that have been-and remain-underrepresented among practitioners in the field and marginalized in the broader society.

Equity is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

Inclusion is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.

The Cabbagetown Group Softball League initiative.

Since 1975 the Cabbagetown Group Softball League's purpose is to provide a venue for individuals to play slo-pitch in an environment free of harassment, for persons of all skill levels and abilities regardless of sexual orientation, gender, race, religion, or national origin with a particular focus on those of diverse sexual orientations and gender identities. If we mean to stand by our league's purpose, then we need to address our

members in a more meaningful and impactful way. As of 2022, the league formed a Diversity, Equity & Inclusivity Committee. As a league we need to do better and we need to be accountable to the very people that make our league so great, its members.

Diversity, Equity and Inclusivity Committee

Mission

Cabbagetown Group Softball League (CGSL) is committed to providing all members and their supporters with an environment where they can enjoy softball, free from any discrimination. The mission of the Diversity, Equity & Inclusivity Committee (DEI) is to identify strategies that help promote a culture of inclusion, acceptance, and diversity for all CGSL members and supporters regardless of race, economic background, immigration status, gender identity and sexual orientation. Especially, people of colour, women, transgender and non-binary people, people with disabilities, and others who have been historically denied the ability to participate in softball. This committee will examine all aspects of the CGSL to enhance the experience of inclusion of its diverse membership and to further expand upon the league's motto, "Pride through Sports."

Goals

- Review the current CGSL environment to identify and remedy barriers to diversity, equity* and inclusivity
- Plan and implement with executive approval a strategy for promoting league/player development and growth that is aligned with the tenets of diversity, equity* and inclusivity
- Create and maintain an intentional safe space for the LGBTQ2+ community to socialize and participate in softball
- Recruit and retain members with diverse backgrounds and experiences to join CGSL
- Promote the participation of underrepresented groups in the organization and leadership roles

Note:* Equity recognizes that each person has different circumstances and allocates resources and opportunities needed to reach an equal outcome.

Over the past few years our league has grown with many diverse teams. With the inception of the Diversity, Equity & Inclusion Committee the email address inclusivity@cgssoftball.com has been instituted where members can have their thoughts and concerns addressed. All emails reviewed by the DEI Committee will remain confidential.

Code of Conduct Manager Policy

We all need to be committed to upholding the core values of this league and as our community grows, we need to be understanding and willing to learn and change. The Code of Ethics is the policy of the league, if the policy is not followed there is now a new avenue for members to report these instances. A member may remain anonymous and send an email to safespace@cgssoftball.com This email is to allow any member to report and have any misunderstanding or violation of the code addressed. This email is monitored by the co chairs of the DEI Committee, and all details of the emails will be confidential.

Roles of the Team Manager

- Do your best to model equity and inclusion in your words and actions.
- Respond quickly and appropriately to any behaviours you witness that are not aligned to the values of equity and inclusion, escalating to outside parties (the CGSL board) if/when appropriate.
- Strive to continually improve awareness of topics that uphold and improve diversity, equity, and inclusion within the league.
- Participate earnestly in league initiatives to provide education on the topics of diversity, equity, and inclusion.

Expectations of the Team Manager

- Show positive acts and a sense of good play, discourage foul or illegal play.
- Foul language and aggressive behaviour are not to be tolerated
- Demonstrate respect, refrain from any acts of harassment or bullying.
- Always respect the umpire, fellow teammates and opposing team players
- Maximize the participation and enjoyment of all players regardless of ability.
- Never ridicule or scorn a player for making a mistake - respect their efforts
- Respect the rules of competition and ensure that your players are aware of the code of conduct and inform them how to report any issues
- *Use gender neutral pronouns and ensure your players are doing the same

***Using “he” or “she” isn’t necessary unless you are addressing someone specifically and you know their preferred pronouns. If not known, use “they” / “them” or their name when addressing someone.**

We are ever evolving like the world around us, we are bound to make mistakes. Let’s work together to truly celebrate “Pride through Sports.



Health and Safety

Created 2022 by CGSL Health and Safety Committee

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Disclaimer

The information in the document is intended solely for personal use of the user who accepts full responsibility for its use. While we have taken every precaution to ensure that the content of this document is current and accurate, errors can occur.

The information contained in this document is general in nature and should not be considered legal, consulting, medical or mental health advice. In all cases you should consult with professional advisors familiar with your factual situation for advice concerning specific matters before making any decisions.

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This document is solely created as a proactive initiative to maintain the health and safety of the CGSL membership and affiliates.

Purpose

The purpose of the Health and Safety Committee is to ensure safe practices for players, coaches, managers, members, umpires, and fans of the CGSL. The safe practices include but not limited to equipment, safety equipment, PPE (if mandated) encompassed under CGSL field permits, but also, to make visible physical and mental health resources that may or may not be needed for CGSL members. As well to uphold and enhance player experience.

Directive from Executive Board

The CGSL Health and Safety Committee is to explore the various ways to improve the health and safety of members with the use of the following:

- 1) **First Aiders** – trained and available for monitoring of games.
- 2) **League Ambassadors** – greet members, particularly new members to enhance their player experience within the league, including physical and mental health.
- 3) **Equipment and Field Audits** – ensure all are in good condition to prevent injury.

Who are We?

The CGSL Health and Safety Committee consists of volunteer CGSL members with various skill sets to assist other members, umpires, managers, coaches, and fans of the organizations.

The CGSL Health and Safety Committee has been created to recognize any hazards on and around the CGSL permitted areas. Evaluate and report any hazards and risks that may cause incidents or injuries and participate in development implementation of programs and policies that will protect the members’ health and safety.

The CGSL Health and Safety committee can be reached via email at:

health_safety@cgssoftball.com

➤ **Titles**

- (i) CGSL Board Liaison
- (ii) Health and Safety Chair
- (iii) First Aiders
- (iv) League Ambassadors
- (v) Equipment and Field Auditors

➤ **Tasks**

- (i) *CGSL Board Liaison* – Maintain contact with Health and Safety Chair regarding correspondence from members of the committee and league members, report concerns and findings to the Executive Board; ensure items are dealt with in a timely fashion; post minutes of meetings on the CGSL website and maintain a positive environment for all involved.
- (ii) *Health and Safety Chair* – Recruit members for the Health and Safety Committee; meet on a regular basis with committee to brainstorm, discuss issues, create minutes of the meeting to submit to CGSL Board Liaison; submit any incident reports to the CGSL Board Liaison at earliest convenience and maintain a positive environment for all involved.
- (iii) *First Aiders* – Must be certified in a course that meets the CSA standards of basic first aid; be willing to identify themselves as first aiders vocally and by wearing a reflective vest; in the event of an injury be willing to assist a member until injured member no longer wants to receive assistance or EMS arrives on site; inform the Health and Safety Committee chair via email at earliest convenience; sign a First Responder waiver and maintain a positive environment for all involved.
- (iv) *League Ambassadors* – Smile: greet members, particularly new members to enhance their player experience within the league; have discussions with members educating them where they can find resources involving league activities, league history, league opportunities for leadership roles as well as online resources including but not limited to physical and mental health and maintain a positive environment for all involved.
- (v) *Equipment and Field Auditors* - ensure fields and equipment are in good condition to prevent injury by observing any dangers on the playing field, any equipment malfunctions; report any findings to the CGSL Health and Safety Chair and maintain a positive environment for all involved.

Intent

It is the intent of the CGSL Health and Safety Committee to work alongside the CGSL Executive Board and CGSL Members to put the following procedures in place.

- Trained First Aiders at each diamond for each game.
- Have visible safety vest to identify a first aider in the event there is an incident that may require assistance. This will be done by reaching out to members of individual teams to see if there are members already trained in first aid and to see

- if they are willing to be a recognized First Aider. If unable to find volunteers, the Health and Safety Committee will work with the Executive Board to make sure someone that is certified is at each diamond each game. If needed the CGSL will pay and provide for training of a volunteer.
- A First Responder Waiverⁱ is provided as well, protection under the Good Samaritan Act, 2001, S.O. 2001, c. 2 - Bill 20ⁱⁱ
 - To make available a first aid kit in every dug out every game. This first aid kit will be the responsibility of the manager to return at the end of the playoff season in good repair. It is the responsibility of the manager to contact the Health and Safety Committee if items from this first aid kit have been used and need to be restocked. This first aid kit will have to be signed for by the team manager.ⁱⁱⁱ
 - To make available two safety masks for the use of the catcher and pitcher, this is not a mandated rule, but a safety precaution. These masks will be the responsibility of the manager to return at the end of the playoff season in good repair. These masks will have to be signed for by the team manager.^{iv}
 - To educate all members of Rowan's Law (Concussion Safety), 2018, S.O. 2018, c. 1. Although not mandated this is a very useful resource and could save a life. On July 1, 2019, new rules came into effect through Rowan's Law, to improve concussion safety in amateur competitive sport. If you are an athlete under 26 years of age^v, parent of an athlete under 18, coach, team trainer or official and your sport organization has advised that you need to follow the rules of Rowan's Law you need to:
 - review any one of Ontario's official Concussion Awareness Resources before registering or serving with your sport organization; and
 - review your sport organization's Concussion Code of Conduct that they will provide to you; and
 - confirm that you have reviewed both resources every year with your sport.
 - To provide a list of Mental Health and other resources for CGSL Members to have access.

Appendix A

First Responder Waiver

I, _____ as a member of the CGSL, will act as a First Responder based on my First Aid/CPR Certification. I am not nor considered certified in offering mental health support and/or services.

Name: _____
Team: _____
Signature: _____
Date: _____

APPENDIX B

CHAPTER 2

An Act to protect persons from liability in respect of voluntary emergency medical or first aid services

Assented to April 27, 2001

Her Majesty, by and with the advice and consent of the Legislative Assembly of the Province of Ontario, enacts as follows:

Definition

1. In this Act,

“health care professional” means a member of a College of a health profession set out in Schedule 1 to the *Regulated Health Professions Act, 1991*.

Protection from liability

2. (1) Despite the rules of common law, a person described in subsection (2) who voluntarily and without reasonable expectation of compensation or reward provides the services described in that subsection is not liable for damages that result from the person’s negligence in acting or failing to act while providing the services, unless it is established that the damages were caused by the gross negligence of the person.

Persons covered

(2) Subsection (1) applies to,

- (a) a health care professional who provides emergency health care services or first aid assistance to a person who is ill, injured or unconscious as a result of an accident or other emergency, if the health care professional does not provide the services or assistance at a hospital or other place having appropriate health care facilities and equipment for that purpose; and
- (b) an individual, other than a health care professional described in clause (a), who provides emergency first aid assistance to a person who is ill, injured or unconscious as a result of an accident or other emergency, if the individual provides the assistance at the immediate scene of the accident or emergency.

Reimbursement of expenses

(3) Reasonable reimbursement that a person receives for expenses that the person reasonably incurs in providing the services described in subsection (2) shall be deemed not to be compensation or reward for the purpose of subsection (1).

Commencement

3. **This Act comes into force on the day it receives Royal Assent.**

Short title

4. **The short title of this Act is the *Good Samaritan Act, 2001*.**



Cabbagetown Group Softball League

Toronto, Ontario, Canada
"PRIDE THROUGH SPORTS" SINCE 1975

Appendix C – Online Resources

Resource	Link/Phone/email
Queer Ontario	http://www.queerontario.org
Queer Ontario is a provincial network of gender and sexually diverse individuals — and their allies — who are committed to questioning, challenging, and reforming the laws, institutional practices, and social norms that regulate queer people. Operating under liberationist and sex-positive principles, we fight for accessibility, recognition, and pluralism, using social media and other tactics to engage in political action, public education, and coalition-building.	
LGBTQ Youthline	647-694-4275, https://www.youthline.ca/
Youth Line offers confidential and non-judgmental peer support through our telephone, text and chat services. Get in touch with a peer support volunteer from Sunday to Friday, 4:00PM to 9:30 PM.	
Rainbow Health Ontario	https://www.rainbowhealthontario.ca
Rainbow Health Ontario creates opportunities for the healthcare system to better serve LGBT2SQ communities.	
The Get Real Movement	http://www.thegetrealmovement.com
Get REAL began as a small student project in 2011, at Western University. As O-Week volunteer leaders, we saw excellent results in combatting homophobic, transphobic, and racist language and attitudes one-to-one with our first-year students: countless students changing their language within a matter of days, and countless others coming out to us and telling us they felt comfortable being themselves. We wanted to see if our approach – friendly, honest, diverse and personal-story driven – could be translated into a workshop for some of our old high schools, and the idea for Get REAL was born.	
Pride Toronto	http://www.pridetoronto.com
We work to ensure equal rights and representation for every person of diverse sexual and gender identities.	
Support Our Youth	https://soytoronto.com
Supporting Our Youth (SOY) is an innovative community development program of Sherbourne Health. SOY works to support the health and well-being of all queer and trans spectrum youth 29 years old and under through our groups, programs, and events and by providing one-on-one support.	
The 519 Community Centre	https://www.the519.org/
The 519 is committed to the health, happiness and full participation of the LGBTQ2S communities. A City of Toronto agency with an innovative model of Service, Space and Leadership, we strive to make a real difference in people's lives, while working to promote inclusion, understanding and respect.	
PFLAG Canada	https://pflagcanada.ca/
Pflag Canada is a national charitable organization, founded by parents who wished to help themselves and their family members understand and accept their LGBTQ2S children.	



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Egale Canada	http://www.egale.ca
We work to create societies and systems that reflect the universal truth that all persons are equal and none is other.	
Trans Lifeline	http://www.translifeline.org
Trans Lifeline provides trans peer support for our community that's been divested from police since day one. We're run by and for trans people.	
Family Service Toronto	https://familyservicetoronto.org/
We work with individuals, families and communities destabilized by precarious mental health and/or socioeconomic circumstances, to achieve greater resilience, stability, and equity.	
Hassle Free Clinic	https://www.hasslefreeclinic.org/
Hassle Free Clinic is a community-based clinic providing medical and counselling services in all areas of sexual health. It is the largest anonymous HIV test site in Canada and is one of the country's busiest sexually transmitted infection (STI) clinics. The clinic strives to maintain an informal atmosphere, delivering services in a timely, non-bureaucratic manner. A fundamental principle of service delivery is a non-judgmental, supportive attitude to the treatment of sexual health concerns.	
CAMH for Mental Health/Addiction	http://www.camh.ca
As Canada's largest mental health teaching hospital, CAMH sets the standards for care, research, education, and leading social change. From assessment to brief interventions, inpatient programs, day hospital services, continuing care, outpatient services and family support, CAMH provides a wide range of clinical care services.	
Rowan's Law Concussion Awareness	https://www.ontario.ca/page/rowans-law-concussion-awareness-resources
<i>Rowan's Law (Concussion Safety)</i> is intended to enhance safe sport in Ontario through concussion prevention and management.	



CABBAGETOWN GROUP SOFTBALL LEAGUE

TEAM INFORMATION

Team Fees

Team fees are required by April 30, 2024 in the amount of \$300.00 per team.

Team Entitlements

Each team that has paid their annual team fee in full shall be entitled to the following:

- Recognition as a CGSL team
- Have their team manager or delegate represented on the Manager's Council
- Register players on their team (up to a maximum number as determined by the Executive Committee)
- Register an unlimited number of non-players to their team
- Receive team manager support from the Executive Committee or their designates
- Have their team sponsor logo on the CGSL website (if the business/company is approved by the league).

League Structure

The 2024 season will consist of a format based on three pools – with as close to equal numbers of teams as possible in each pool. There will be no planned adjustment of teams between pools during the regular season and a full schedule of games will be available at the start of the season. The exception will be where a team is obviously too strong or weak for the respected division. In that case, they would be moved up or down to the suitable pool following the June 21-22, 2024 weekend of play.

Team Selection

The team manager determines whether they have a Beginner, Intermediate or Skilled team. This will determine the skill level of the players they select.

The team manager may recruit players and sign them at a New Player Draft or at their leisure each year. The team is a group of voluntary participants and once signed to the team's roster they will belong to that roster for one playing season. Every member must re-register each year. In the rare instance where a player needs to be moved to another team, the manager must consult with the league's Membership Chair.

The Membership Chair will keep a list of players that have been signed as members but are not yet on a team roster. For team managers, working with the membership committee is very useful in filling out a roster that needs only a player or two more to meet league requirements as to team size. If a team manager recruits someone new to the league, they should have some idea of what skills the player has before committing to having them on their team roster. Every new player or returning player that has been out of the CGSL for five years or more must attend the New Player Rating Clinic.

Managers must inform their players that the CGSL is committed to providing sport and recreational opportunities that are as inclusive as possible. Sometimes however, you may not be able to play with your friend in order to protect the safety of our members.

Team Sponsors

Teams are encouraged to obtain team sponsors to financially support their team for the following expenses:

- Team uniforms
- Team registration
- Tournament registration
- Equipment
- Other items deemed appropriate

All negotiations take place solely between the team manager and local business.

Please consult the Executive Committee before negotiating to confirm whether the business will be approved. If the Executive Committee supports the place of business, their logo will be placed on the CGSL web site under the “Team Sponsors” section.

Uniforms

- Teams must have “like” jerseys with a minimum of 6-inch numbers on the back by the first game of the season.
- Footwear – As per Slo-Pitch National, players must wear closed toe shoes. No sandals or flip flops are allowed. Rubber Cleats, Trail runners and turf shoes are allowed. No metal cleats are allowed.

Jewellery Rule – Enforced by UIC and Umpires

No exposed items (including jewellery) judged by the umpire to be distracting may be worn or displayed. The item must be removed or covered upon direction of the umpire. Medical alert bracelets are exempt.

Equipment/Setting Bases

Equipment is stored in the shed at McCleary Diamonds. Key is kept within a key box attached to the stairwell guard rail next to the door. Code for the key box will be provided to Team Managers. Both teams are responsible for setup/disassembling at the beginning and end of play on both Friday and Saturday. The Director of Field Operations will ensure that there are always at least four sets of complete bases in the shed.

The rake and shovel will also be housed in the shed in the event of rain. Pylons must also be placed in the outfield down the 1st and 3rd base lines at the beginning of the day. These must also be picked up at the end of the day. Please ensure that all equipment is put back into the shed including hammers and tape measures.

Equipment must consist of the following:

- 1 standard home plate
- 1 first-base safety bag (white & orange combined bag)
- 2 standard bases to be used for second and third base
- 1 standard pitching rubber
- 8 steel pegs (2 pegs per base and 4 for safety bag)
- 1 measuring tape
- 1 hammer/small mallet
- 1 new ball in good condition for all home games
- 1 used but in good condition ball for all visitor games.

Practices

Practices are optional. Be advised that skill development is an integral part of any sport. Just as individuals can get better with practice so can teams. Each team will decide what their needs are in this regard.

Teams are required to find their own diamonds on which to practice and they must do so independently of the league.

Training and Coaching

A team manager may be the coach for the team or this responsibility may be delegated to someone else. Clinics will be held during the season.

Finance/Budgeting

The team manager can delegate a team treasurer (optional). The team manager will determine the treasurer's duties and responsibilities. The purpose of this position is to create a "check and balance" within the team for all financing. The team manager is ultimately responsible for all team finances.

If requested, the team manager must provide a complete and accurate budget to any member of their team. The team manager has one week to provide the information. Under the bylaws established in 2006, all managers are required to submit a budget that includes all income (such as: sponsorship, fundraising activities) and expenses (such as: equipment, uniforms, fees). If the team manager fails to provide the requested information, the team member can submit notification to the CGSL Membership Coordinator in writing or by electronic mail (e-mail) after one week has passed.

In the event that a team member(s) writes to the CGSL Membership Coordinator with a specific issue regarding team finances, the team manager may be required to provide updated budget and bank account information to the Executive Committee.

Failure to do so within one week of formal notice from the team member will result in an automatic removal from position, unless otherwise stated by the Commissioner.

Outstanding Debt to League/Team

A player or non-player that owes a financial or in-kind debt to the league or team will have their membership suspended. Outstanding team and league debt records will exist for a minimum of five years and until the debt has been repaid. A player/non-player has the right to appeal their suspension to the Executive Committee.

Team Debt Process

The team manager is responsible to notify the Membership Coordinator of any debts incurred by a player/non-player in writing or by electronic mail (e-mail) after notice has been provided to the team member.

Notification must include:

- Type of debt
- Approximate/actual value of debt
- Circumstances of how debt was incurred
- The date the member was notified of the debt and method of communication (verbal/e-mail).

A player will have their membership suspension removed once the debt has been fully paid back to the team, or to the satisfaction of the team manager and Executive Committee.

League Debt Process

The Treasurer/Membership Coordinator is responsible to notify a player/non-player of any debt owed to the league in writing or by electronic mail (e-mail). Their respective team manager will also be notified.

A player will have their membership suspension removed once the debt has been fully paid back to the league, or to the satisfaction of the Executive Committee.

Team Removal from the League

A warning will be given to a team that forfeits two events (i.e., four games) in a season, followed by an automatic suspension of the team after three forfeited events (i.e., six games). Suspension will be for the remainder of the season, including playoffs.

Players from a team that is no longer entitled to play in the league may change teams subject to approval by the Assistant Commissioner/Membership Coordinator.

All players from such dissolved teams retain all league privileges and entitlements regardless of whether they join another team.

When a team forfeits during the regular season, the opposing team is given a 7-0 win in that game and the forfeiting team is given a loss.

Team Manager Resignations

A team manager may resign from a team by writing to the Membership Coordinator.

The team will be responsible to elect another team manager and notify the Membership Coordinator before the next scheduled league game. Failure to do so will result in a forfeit of each game until a manager is declared.

The Executive Committee must approve the new team manager once declared.

EXCEPTION: If a manager resigns their position on the same day that a regular league game has been scheduled, the team will not be required to declare a team manager that day but will be required to do so before the next scheduled game.

Team Manager Removal

A team manager can be removed from their position in one of two ways:

- Removal by the Executive Committee for not following the rules outlined within the Constitution, By-laws, Rules of Play and any CGSL policy. The Executive Committee reserves the right to remove a team manager for other reasons not identified within these documents.
- Removal by a two-thirds majority vote by the players and non-players on the team manager's respective team.



CABBAGETOWN GROUP SOFTBALL LEAGUE

PLAYER INFORMATION

Player Membership Eligibility

Membership in the CGSL shall be open to all individuals who wish to participate in the activities of the organization provided that they:

- Agree to abide by the Constitution, By-laws and all CGSL policies; and
- Agree to abide by the rules of competition; and
- Pay any applicable fees; and
- Are in good standing; and
- Are 18 years of age or older.

Definition of a player in “Good Standing”

“Good standing” is defined as someone who:

- Has paid all pertinent fees for the current season;
- Observes continuous compliance with all provisions set forth in the Constitution, Bylaws, Rules of Play and all CGSL policies;
- Has no outstanding debt to the league or team; and,
- Has not had their membership suspended or previously terminated.

Player Fees

Player fees cover the following:

- Membership in North America’s longest running 2SLGBTQIA+ softball league
- League registration for 22 games (normally) and playoff games
- Slo-Pitch National insurance coverage
- Cost of league supplies, field rental, umpires, administrative costs
- Access to CGSL events
- Cost of league, team and individual awards
- Sponsor perks and benefits
- Opportunity to attend International Pride Softball (IPS) tournaments including the annual Gay Softball World Series (GSWS)
- Membership in International Pride Softball (IPS)
- Representation at biannual IPS meetings

Part Time Player Rules (PT)

1. PT players can only play a total of ten games. PT players cannot play in the playoffs.
2. PT players up to July 14, 2024 can upgrade the membership to Full Time by paying the balance of the Membership fee. After this date there will be no further registration for PT players.
3. PT players can be used to field in any position.
4. Once a game starts this counts as one of the ten allowed even if the PT player only plays part of the game.

5. If the game is called off by the umpire this game will not count towards one of the ten total games.
6. PT players can be used throughout the full season provided the total games played are under ten.
7. PT players must have a rating appropriate for the team they are playing for.
8. PT players are subject to follow all of the CGSL rules as any other player.
9. PT players are eligible to attend the banquet and league events for the same fee as regular members.
10. Full Time members cannot move to PT and receive a refund in the fees.
11. The \$110 fee includes membership fee and insurance liability.

Trades

A player, who wishes to be moved or traded to another team, requires their team manager's approval.

If team manager approval is not forthcoming, the team member must notify the Executive Committee in writing or by electronic mail (e-mail).

The Executive Committee will seek representation from all parties concerned and render a decision. The matter is to be resolved within one week.

NOTE: The Treasurer/Membership Coordinator must approve all trades.

Removal of a Team Member

A player may be relegated to the status of "inactive player" on written recommendation from the respective team manager to the Membership Coordinator under the following circumstances:

- A player who does not give just cause, after three consecutive weeks without contact to the team manager and/or coach for reasons of not being able to play according to the published league schedule.

The player has the right to appeal this recommendation to the Arbitration Committee in writing or by electronic mail (e-mail). The issue is to be resolved within a week.

Suspension/Termination

Any member whose name has been brought forward to the attention of the Membership Coordinator on charges of unsportsmanlike conduct or conduct unbecoming a member of the CGSL, and/or violating the Constitution, Bylaws or policies of the CGSL may have their membership status reviewed by an Arbitration Committee (see "Section 6 – Committees" in Bylaws for further information).

The Arbitration Committee will seek representation from all parties concerned. As a result of the review, the committee may recommend that a member may have their membership suspended or terminated for a specific period, and includes the forfeiting of all dues, fees paid and the right to participate in future activities for the balance of the calendar year.

**** See Ethics Policy complaint procedure on page 46, as well as page 56 (Appendix 1) and in Bylaws (on Website) for further information on suspensions and terminations ****

Individual Resignations from the Team

A team member may resign from a team in writing or by electronic mail (e-mail) to their respective team manager and/or Secretary/Membership Coordinator at any point after paying their annual dues. The team member will still retain their rights and privileges within the league.

Individual Resignations from the League

A team member may resign from a team in writing or by electronic mail (e-mail) to their respective manager or Secretary/Membership Coordinator at any point after paying their annual dues. All rights and privileges will be forfeited once the Secretary/Membership Coordinator has received the written documentation.



CABBAGETOWN GROUP SOFTBALL LEAGUE

LEAGUE INFORMATION AND RESPONSIBILITIES

Future Goals to achieve by 2024

- Stabilized membership of 250+
- Strong volunteer base
- Effective league communications to membership
- Stabilized base of relationships with local community and continue to develop new relationships
- Fiscally balanced
- Reserve fund of \$35,000
- Host the Canada Cup/Northern Classic tournament rotation in 2025
- Celebrate CGSL's 50th anniversary in 2025
- League sponsorship of \$10,000/annually (monetary or in-kind) – excluding team fees

Leadership Role of Managers

The duties, responsibilities and obligations of the team manager shall include, but are not limited to, the following:

Actively promote a positive environment of:

- Camaraderie
- Sportsmanship
- Teamwork
- Developing relationships among its members and the community
- Promote participation by its members in such athletic, social, cultural, or charitable activities.

Promote the growth of leadership, coaching and playing skills within the team and the league.

Promote and enhance the team's relationship with its sponsors. This includes team support of the sponsors through informal gatherings and events at sponsor venues.

Conduct yourself in a professional and courteous manner.

Managers are expected to attempt to resolve any issues that may arise for the betterment of their team with the focus of playing softball. For example, if the opposing team happens to forget to bring their equipment as home team, (one-time instance only) then please try to resolve the issue by finding equipment to play. Ultimately, the team should forfeit, although this action leads to hard feelings and all players that came to play ball are sent home for the day.

Manager Approval by the Executive Committee

The Executive Committee must approve all team managers. The Executive Committee reserves the right to refuse an individual from being the manager of a team.

Managers' Council Meetings

As an official league officer, the role of the team manager is critical to the success of the organization. A Managers' Council has been created to facilitate the exchange of ideas to continuously improve the organization. Specifically, the Managers' Council will:

- 1) Provide support to the Executive Committee through consultation regarding:
 - League policies, procedures and rules
 - Organizational development
 - Succession planning
 - Awards
 - Nomination of volunteers for league activities and initiatives.
- 2) Provide a forum to present/suggest ideas to the Executive Committee.
- 3) Provide a forum for the Executive Committee to share and exchange ideas/suggestions to strengthen the organization.
- 4) Learn best practices.
- 5) Identify existing issues or potential issues within the organization.
- 6) Act as an advisory body on an 'as-needed' basis for the Executive Committee.
- 7) Identify improvements that can be made within the organization.
- 8) Network with other team managers.

Player Ratings Committee

The reason and purpose of the Player Ratings Committee is to be of assistance to the Executive Board, Managers and Membership. The PRC is there to help with questions people may have, assist if managers request help rating their players, and bring any questions or concerns to the Executive Board for further discussion/investigation. Also, the PRC is responsible for reviewing player ratings upon request, as well as adjudicating player rating protests.

The Commissioner may Appoint/Designate a chair of the Player Rating Committee.

The PRC consists of up to seven members in good standing (including the Chair), including members from each division (if possible) and Executive Members.

Only team managers may request a review of a player's ratings.

CGSL 2024 Game Protest Procedure

1. **Protest that will not be received**
 - a. Protests shall not be received, or considered, if they are:
 - 1) Based solely on a decision involving the accuracy of judgement on the part of an umpire; or
 - 2) If the team lodging the protest won the game.

EXCEPTION: *If a game or tournament is played utilizing run differential criteria, a protest by the winning team will be considered.*

- b. Examples of protest that will not be considered are:

- 1) Whether a batted ball was fair, or foul.
- 2) Whether a runner was safe, or out.
- 3) Whether a pitched ball was a strike, or a ball.
- 4) Whether a pitch was legal, or illegal.
- 5) Whether a runner did, or did not, touch a base.
- 6) Whether a runner left the base too soon on a caught fly ball.
- 7) Whether a fly ball was, or was not, caught legally.
- 8) Whether it was, or was not, an infield fly.
- 9) Whether there was, or was not, an interference.
- 10) Whether there was, or was not, an obstruction.
- 11) Whether a player or live ball, did or did not, enter a dead ball area, or touch some object or person in a dead ball area.
- 12) Whether a batted ball did, or did not, clear the fence in flight.
- 13) Whether the field is fit to continue, or resume, play.
- 14) Whether there is sufficient light to continue play.
- 15) Any other matter involving only the accuracy of the umpire's judgement.

2. Protests that will be received

Protests that shall be received and considered include matters of the following types:

- a. Misinterpretation of a playing rule.
- b. Failure of an umpire to apply the correct rule to a given situation.
- c. Failure to impose the correct penalty for a given violation.

NOTE:

1. Protests for the above must be made before:

- a. The next pitch, legal or illegal.*
- b. All infielders have left fair territory.*
- c. On the last play of the game before the umpires leave the playing field.*

2. After one pitch has been thrown (legal or illegal), no change can be made on any umpire's ruling.

- d. Eligibility of a team roster member.

3. Protests involving judgments and interpretation of rules.

Protests may involve both a matter of judgment and the interpretations of a rule. An example of a situation of this type follows: With one out and the runners on second and third bases, the batter flied out. The runner on third tagged up after the touch, the player on second did not. The runner on third crossed the plate before the ball was played at second base for the third out. The umpire did not allow the run to score.

- a. The questions as to whether the runners left their bases before the catch and whether the play at second was made before the player on third crossed the plate are solely matters of judgment and are not protestable.
- b. The failure of the umpire to allow the run to score was a misinterpretation of a playing rule and was a proper subject for protest.

4. Notification of intent to lodge protest.

The notification of intent to protest must be made immediately before the next pitch.

EXCEPTION: *Player ineligibility.*

- a. The manager of the protesting team shall immediately notify the plate umpire that the game is being continued under protest. The plate umpire shall, in turn, notify the opposing manager and official scorekeeper.
 - b. All interested parties shall take notice of the conditions surrounding the making of the decision that will aid in the correct determination of the issue.
 - c. The game continues. No discussion is required. The umpire records the protest and provides to the CGSL Commissioner.
- 5. Time to lodge an official protest.**
The Manager of the protesting team shall notify the CGSL Commissioner via email within 48 hours after the scheduled start time of the game.
- 6. Information required for written protest.**
The formal written protest should contain the following information:
- a. The date, time, and place of the game.
 - b. The names of the umpires and scorers.
 - c. The rule and section of the Official SPN Rules, or CGSL rules, under which the protest is made.
 - d. The decision and conditions surrounding the making of the decision.
 - e. All essential facts involved in the matter protested.
- 7. Result of protest.**
The decision made on a protested game must result in one of the following:
- a. The protest is found invalid, and the game score stands as played.
 - b. When a protest is allowed for misinterpretation of a playing rule, the game is replayed from the point at which the incorrect decision was made, with the decision corrected.
 - c. When a protest for ineligibility of a team roster member is allowed, the game shall be forfeited by the offending team.

CGSL 2024 Player Rating, Protest and Appeal Process Policy

Cabbagetown Group Softball League (Toronto) player ratings address player safety and encourage fair play and parity.

A) Why do player ratings exist?

Before the advent of player ratings in IPS, there was no common formula to determine the skill level of slo-pitch softball players in cities belonging to this organization. Leagues were faced with imbalances: stronger teams facing weaker teams, with predictable results. Additionally, competing cities, without the aid of a player ratings formula, faced similar imbalances.

IPS developed player ratings to level out the playing field, both within member cities, but also for cities competing in the Gay Softball World Series (GSWS). As a member of IPS, the CGSL conforms to the player rating process.

B) Who provides player ratings?

CGSL Team Managers submit their player ratings – annually - to the CGSL Commissioner, for review and approval, by the CGSL imposed deadline. The Commissioner may consult with the PRC and team Manager to clarify ratings when necessary, and then submit approved ratings to IPS.

C) Who may protest player ratings?

CGSL Team Managers or CGSL Executive members ONLY.

D) Why protest player ratings?

A player's rating is protested because the protesting party believes the overall rating of the player is too low. The protester may feel the player is in a division that is below the player's skill level. The answers (yes or no) to 28 IPS ratings questions comprise the player's overall rating.

Although team managers endeavour to provide fair ratings, there may be instances when ratings will be challenged. The potential for having manager player ratings challenged (protested) will likely ensure managers submit ratings that are accurate.

E) Protest Procedures

The protest is based upon the 28 ratings questions of the Player and Team Rating Guidelines as overseen by IPS and followed by the CGSL.

- CGSL Executive members may protest an unlimited number of player ratings.
- Team Managers may protest players on any number of teams within their playing division.
- Team Managers may protest up to a maximum of three players on one team.
- The protest is limited to a maximum of three questions per player protested.
- The manager of their team will be charged \$25.00 for each question per player protested.
- The player protested and their manager will be notified about the particulars of the protest.
- The protest must be lodged in written form, by letter or email, and submitted to the CGSL Commissioner.

Within one week of the protest being filed the PRC will convene to review the protest. The two team managers and player being protested may be called to provide information. The player may continue to play until the PRC and Executive Committee renders a decision.

All player ratings are subject to appeal and penalties (if assessed).

The PRC will recommend its findings to the Executive Committee for final approval (if necessary).

The protest request must contain the following information:

- The day and date of the protest.
- The protested player's full name.
- The team for which they play.
- Their jersey number.
- The questions number(s) being protested.
- A detailed explanation why each question is being protested.
- In the case of a protest by a team manager, a fee of \$25.00 per question per player must be submitted with the protest.

F) The Protest Committee and result of protest

The Commissioner and Player Ratings Committee will oversee and rule on each protest. The composition of the committee will be determined by the Commissioner.

The Committee will have the authorization to interview players from the protested player's division, league officials, umpires to attain more information about the expertise of the player being protested.

The manager receives a refund for each protested question that is upheld (wins protest). However, for each protested question denied, the \$25.00 is placed into a fund which is managed by the CGSL treasurer and recorder like all other financial transactions.

The results of a protest may affect the overall rating of a player. In cases where a player's rating rises above the maximum allowed in their current division, the CGSL Commissioner will decide upon next steps. Following the protest, the player rating determined will become the player's rating for the following season, barring unforeseen circumstances which could potentially alter a player's rating i.e., injury. In cases where a rise in a player's rating moves their team's overall (top ten players) rating above the ceiling allowed for the bracket, the CGSL Commissioner may recommend the team be moved into the next highest bracket.

G) Appeals

A protested player may appeal the results of a protest in writing or email to the CGSL Commissioner within five business days of receiving the decision. The Commissioner may create an Appeal Committee which will oversee and rule on each appeal. The composition of the committee will be determined by the Commissioner. The Committee will have the authorization to interview players from the protested player's division, league officials, and umpires, to attain more information about the expertise of the player being protested.

Any or all the protested questions may be appealed. The appealing player must address each individual question being protested. It is in the appealing player's best interests to provide evidence or a convincing argument to deny the protest for any or all questions. The result of the appeal will determine the player's overall rating for the following season.

Additional Considerations

The CGSL houses three divisions, IPS has seven. The CGSL will allow players rated higher than IPS C division without protest repercussions.

If a protest is presented by a specific division that a member of the PRC is participating, said member of the PRC will not participate in the protest process due to perceived conflict of interest.

Ethics Policy Complaints

The Ethics Policy identifies the behaviour/actions that have been defined as unacceptable and which can be reported and investigated as a possible ethics violation. It also defines the associated penalties should an offending member be found to be in violation of this Ethics Policy.

The Ethics Policy governs the behaviour and actions of all:

- Players
- Non-players
- Coaches
- Managers
- Executive Committee members

- Spectators
- Scorekeepers
- Umpires
- Members Emeritus

Any league member can report an ethics violation as defined in this policy. When practical, a league member should report an ethics violation within 72 hours after becoming aware of the incident.

Reported violations shall be done in either written (paper) or electronic (e-mail) format that include:

- Name of individual(s) writing the complaint
- Name of the individual(s) that have allegedly violated this policy
- Team manager's name of the individual that has allegedly violated this policy
- Circumstances of the situation.

The violation should address the type of ethics violation and the supporting facts that are available at the time the violation is reported.

The violation can be reported to any Executive Officer or team manager. If the report is brought to the team manager, they are to contact the Membership Coordinator immediately.

An Arbitration Committee shall make every effort to review the incident and if determined to be a violation as defined by this policy, complete the investigation in a timely manner, not to exceed seven business days.

If circumstances such as the IPS Gay Softball World Series prevent the committee from completing their review within that time, the chairperson will notify the involved parties within 24 hours.

Reporting members should only describe the facts related to the reported violation and should not attempt to sway or influence any member of the Arbitration Committee.

Awards

Teams and players are recognized at the end of the season. For the 2024 Season, teams are recognized for: (list may not be complete)

- First and Second Place Teams for Regular Season by Division
- First and Second Place Teams in Playoffs by Division

For the 2024 Season, individual members/teams are recognized for: (list may not be complete)

- Geoff da Silva Commissioner's Cup
- Warren Shepell Volunteer of the Year Award
- Member(s) Emeritus (where applicable)
- Team of the Year Award

Individual recognition will be noted for but due to budget constraints may not be awarded:

- Most Valuable Player (MVP)
- Most Improved Player
- Best Outfielder
- Best Infielder
- Best Pitcher - Jack Brannigan Award
- Spirit/Sportsmanship
- Rookie of the Year

League recognition will be noted for but due to budget constraints may not be C

- Best Umpire – Claude Avon Award
- Best Coach – Don Kezima Award
- Knowledge of the Game – Bob Lamp Award
- Best Manager
- Ken Tedford Leadership Award

Coaching Clinics – Upon Request

The CGSL hosts a Coaching Clinic in order to develop players that want to play a leadership role within the organization. Please pass this information on to your team members for interest and contact the Membership Coordinator for further information.

Arbitration Committee

The purpose of the Arbitration Committee is to arbitrate and resolve all disputes arising from:

- Player or non-player appeals
- Team manager appeals
- Ethics violations
- Any disputes that the Executive Committee deems as requiring arbitration.

Please read the Section 6.3 of the By-laws on the CGSL Website for further information.

Succession Planning

Throughout the year, please identify/recommend appropriate individuals for the following positions to the Commissioner:

- Executive Officer
- Committee Chair
- Committee Member
- Volunteer position for league events/activities.

League Sponsors

The league expects to enter into agreements with various community businesses to generate more support for the league. For example, Eagle Beaver Sports offers

benefits to all members when they register with the CGSL.

All managers are strongly encouraged to explain the importance of our sponsors. All members are strongly encouraged to use the services of our sponsors moving forward to generate continued interest/support of the CGSL.

Charitable Donations

Please let the Commissioner know about any charitable donations your team has provided. The information will be published on the CGSL web site to highlight the contributions of our teams and the league overall. The CGSL and affiliated teams are proud supporters and contributors to many charities in the community.

Please note the CGSL does not provide official tax receipts for charitable donations.

Web Site

The CGSL web site is at www.cgslsoftball.com

Managers may post news and announcements through the CGSL League Representative in accordance with the Social Media Policy.

The CGSL web site also offers ad space for league members at a nominal fee.

Facebook: Follow us on Facebook at CGSL Softball

Twitter: Follow us on Twitter at @CgslsoftballT

Instagram: Follow us on Instagram at @cgslsoftball

Flicker: Follow us on Flickr at CGSL Softball



CABBAGETOWN GROUP SOFTBALL LEAGUE

PLAYER AND TEAM RATING GUIDELINES

The Cabbagetown Group Softball League (CGSL) believes in and enforces safe, fair, and competitive play for all members. To determine where a player and team belong within our league matrix, the CGSL uses a 28-point player skills rating system that aligns with our international umbrella organization - International Pride Softball (formerly known as North American Gay Amateur Athletic Alliance (NAGAAA)).

Ratings are submitted annually by team managers. It is important that a player neither rates too low nor too high, but rather based upon their current skill level. The answer to each of the 28 questions for each member determines which division the member should start playing. As well, a numerical team cap is considered for each division (team consists of top ten rated members on the team).

Each season, team managers must rate or update the ratings for every one of their team members. Completed player ratings are due by June 24, 2024.

CGSL players are ranked against the International Pride Softball/North American Gay Amateur Athletic Alliance (NAGAAA) guidelines; the cumulative top ten player ratings cannot exceed the overall team rating. Ratings are as follows:

Division	Player Rating	Overall Team Rating (not to exceed)
A	N/A	No less than 170
B	Up to 20	Up to 180
C	Up to 15	Up to 140
D	Up to 12	Up to 110
E	Up to 8	Up to 75

For further details on the player ratings system used by CGSL team managers, please visit the following website:
<https://www.cgslsoftball.com/governingdocuments>



CABBAGETOWN GROUP SOFTBALL LEAGUE

HISTORICAL BACKGROUND

History of the CGSL

2SLGBTQIA+ softball has its roots back in the late 1970s. In 1978, CGSL was one of the five founding members of an international organization called NAGAAA (North American Gay Amateur Athletic Alliance), formed originally to govern the many leagues participating in gay sports. The previous year, three 2SLGBTQIA+ teams from New York traveled to San Francisco to play in the first inter-city competition. Los Angeles, Toronto, and Milwaukee joined the competition in 1978 and along with New York and San Francisco are all founding members.

Today, there are 54 cities in the International Pride Softball/NAGAAA open division with over 20,000 members and growing. The GSWS (Gay Softball World Series) was first held in Los Angeles in 1980. Since then, it has grown to a week - long tournament with more than 240 teams among seven divisions from cities around the United States and Canada. In the open divisions, skill levels range from seasoned softball veterans to first-time weekend athletes. Toronto was the host city for Series 2000, the Millennium Series. The year 2000 was also the 25th anniversary season for the CGSL.

In 2025, the CGSL will celebrate its 50th anniversary.

Cabbagetown Group Softball League

The Cabbagetown Group Softball League (CGSL) is a non-profit organization that was founded in 1975. The CGSL incorporated in 2006. Initially comprised of only four teams, the CGSL currently boasts 16 teams with membership of over 250. The CGSL has hosted the Canada Cup/Northern Classic Tournament in July or August, which attracts players from across Canada and the United States. In July 2024, the CGSL is hosting a one-day softball tournament.

In addition to playing softball, the League has become a vibrant force in the queer international community through its annual events, entertainment, celebrations, volunteer work and charity. The St. Jamestown community was a recent recipient for the donation of cash and a sleigh full of toys for needy children raised at our annual holiday party. Past beneficiaries have also included The Voices of Positive Women, the PWA Foundation, Gilda Fund, Toronto Hospital for Sick Children, The 519 Community Centre, Toronto Police Community Programs of 51 – 52 Divisions and St. Jamestown Community, and most recently Friends of Ruby LGBTQ+ Transitional Housing and Resource Centre.

Member Emeritus

The honour of “member emeritus” may be awarded by the CGSL Executive Committee in a public setting to a past member who has made significant lifetime contributions to the league. This membership is granted for as long as the organization endures. It is the highest honour the league can offer to an individual. To date the CGSL has 13 Members Emeritus: Barry Borsellino, Geoff da Silva, Marvin Bishop, George Pratt, Warren Shepell, Rob McNair, Gary Trudeau, Richard Cripps, Jim Szakacs, Don Kezima, Jim Downey, Jack Brannigan and Tom Lovenjak.

International Pride Softball (Division of North American Gay Amateur Athletic Alliance) – Website: <https://ipridesoftball.org>

International Pride Softball (IPS) is a division of the North American Gay Amateur Athletic Alliance (NAGAAA). Created in 1977, the North American Gay Amateur Athletic Alliance (NAGAAA) is a non-profit international organization comprised of people dedicated to promoting amateur athletics for the queer community.

IPS is dedicated to providing opportunity and access for the LGBTQ+ community and allies to participate in organized softball competition in a safe environment. Currently, more than 20,000 players from member cities in Canada and the U.S. participate in member leagues, and the best of these teams converge once a year for head-to-head competition at the annual Gay Softball World Series.

In 2022, NAGAAA celebrated its 45th anniversary. For over four decades, NAGAAA has provided a safe place for LGBTQ+ athletes to compete. Member cities compete in seven divisions: A, B, C, D, E, Legends C and Legends D. In 2023, NAGAAA rebranded as International Pride Softball.

International Pride Softball includes 54 cities, over 1,000 teams and 20,000 players from across North America in its membership.

The purpose of International Pride Softball is to be a nonprofit organization dedicated to the promotion of amateur sports competition, particularly softball, for all persons regardless of age, sexual orientation or preference – with special emphasis on the participation of members of the LGBTQ+ community. The organization strives to foster national and international sports competition by planning, promoting and carrying out amateur sports competition.

International Pride Softball is the member-driven managing organization that coordinates the highest level of international competitive LGBTQ+ softball. IPS sets the standards for fair play, supports local leagues with understanding and executing those standards and ensures accountability and compliance with the standards during sponsored athletic competitions.

NAGAAA Hall of Fame

The legacy of NAGAAA is kept and passed down to future generations of softball players by way of our organization's "Hall of Fame". During 1997, NAGAAA initiated a "Hall of Fame" to honour the achievements (both on and off the playing field) of people and member cities in gay softball. The purpose of the North American Gay Amateur Athletic Alliance Hall of Fame (NAGAAA Hall of Fame) is to provide an historical perspective and perpetuate the history of gay softball and the Gay Softball World Series.

Any 10-year member of a NAGAAA league or association, whether living or deceased, can be nominated for the Hall. The nominees should have made significant contributions to their league and/or NAGAAA. Anyone familiar with a

candidate can make nominations for the Hall at the winter meetings of NAGAAA. The living members of the Hall of Fame and certain at-large members vote on the nominees each year, based on the credentials presented with the applications. The candidates who receive at least two-thirds of the votes cast are inducted into the Hall at the awards ceremony of that year's GSWS. In 1997, NAGAAA inducted the founding fathers from New York and San Francisco.

There are currently 240 NAGAAA Hall of Fame members, including 13 Toronto members of the NAGAAA Hall of Fame. (Warren Sheppell, George Pratt, Jim Downey, Don Kezima, Rob McNair, Geoff da Silva, Ken McNeill, Gary Trudeau, Jack Brannigan, Jim Szakacs, Tom Lovenjak, Ken Tedford and John Hunking).

APPENDICES TO PLAYERS' HANDBOOK

APPENDIX 1 - CABBAGETOWN GROUP SOFTBALL LEAGUE ETHICS POLICY

Adopted in 2007

Purpose

The Ethics Policy identifies the behaviour/actions that has been defined as unacceptable and which can be reported and investigated as a possible ethics violation. It also defines the associated penalties should an offending member be found to be in violation of this Ethics Policy.

Amendments

The Ethics Policy may be amended or re-written by a majority vote of the Executive Committee members voting at any properly convened meeting, as provided in the Bylaws.

Effective Date

The Ethics Policy takes effect immediately.

Periods Covered

The Ethics Policy is in place throughout the current year that a member has paid his/her dues. The Ethics Policy will continue to remain in effect in perpetuity. The Ethics Policy covers inappropriate behaviour and actions even during off-season periods.

Individuals Affected

The Ethics Policy governs the behaviour and actions of all:

- Players
- Non-players
- Coaches
- Managers
- Executive Committee members
- Spectators
- Scorekeepers
- Umpires
- Members Emeritus

League Functions

The Ethics Policy covers all league functions including:

- League games
- League practices
- League sponsored events
- Fundraisers
- After-game social events
- Tournaments
- Gay Softball World Series events

Unethical Behaviour and Actions

Un-sportsman-like Conduct

Examples include, but are not limited to:

- Profanity or profane gestures
- Throwing objects
- Demeaning, prejudicial or racial comments
- Harassing behaviour
- Intimidating behaviour
- Unwarranted comments/yelling
- Overly aggressive behaviour on the playing field

Recommended Penalties:

Offence	Minimum Recommended Guideline	Maximum Recommended Guideline
First	Verbal Warning	5 game suspension
Second	1 game suspension	5 game suspension
Third	5 game suspension	5 game suspension
Fourth	-	One calendar year suspension

The Executive Committee will make the determination if a suspension should carry over to the following season, if the current season ends before a player's game suspension is completed.

Physical Contact

Examples include, but are not limited to:

- Unwanted physical contact
- Pushing
- Striking
- Throwing object(s)
- Using an object(s) as a weapon.

First Offence: Immediate ejection from the game and a five (5) game suspension of the next five (5) scheduled games

Note: The Arbitration Committee will review and determine if a player is eligible to play in the Gay World Series.

Second Offence: Lifetime expulsion from league play.

Theft

Any member of the league that steals money, equipment, personal property, and/or team property shall be subject to penalty and possible membership termination by the Arbitration Committee.

Criminal Offences

Any member of the league that has been formally charged through the police department of a criminal act/activities (e.g. sexual harassment) by another member of the league will be subject to a possible penalty including termination of membership by the Arbitration Committee.

Providing false information

Any member of the league that provides false information during an arbitrary process will be subject to penalty by the Arbitration Committee.

Damaging or destroying property

Any member of the league that damages or destroys league, team, member or City of Toronto property will be subject to penalty by the Arbitration Committee.

Intoxication

No member of the league shall appear on the field of play at any time in an intoxicated condition or under the influence of any other type of drug, or will be subject to penalty by the Arbitration Committee.

Alcohol & Drug Violations

There is a ZERO tolerance of alcohol and drug use on the fields. As stated in the park permits, "Alcoholic beverages are not allowed on the premises and/or parklands". This may result in the CGSL losing the permits for the remainder of the season. Penalties will be decided by the Arbitration Committee.

Interfering with an Ethics Violation Investigation

Under no circumstances should any league member, engage in a confrontation or intimidation tactics with anyone involved in either reporting or witnessing the incident or any subsequent investigation of the incident. Such confrontation would include, but are not limited to, physical acts, verbal, written or electronic (e-mail) comments. The member will be subject to penalty by the Arbitration Committee.

Reporting an Ethics Violation

Any league member can report an ethics violation as defined in this policy. When practical, a league member should report an ethics violation within 72 hours after becoming aware of the incident.

Reported violations shall be done in either written (paper) or electronic (e-mail) format that include:

- Name of individual(s) writing the complaint
- Name of the individual(s) that have violated this policy
- Team manager's name of the individual that has violated this policy
- Circumstances of the situation.

The violation should address the type of ethics violation and the supporting facts that are available at the time the violation is reported. The violation can be reported to any Executive Officer or team manager. If the report is brought to the team manager, they are to contact their respective divisional representative immediately.

The Arbitration Committee shall make every effort to review the incident and if determined to be a violation as defined by this policy, complete the investigation in a timely manner, not to exceed seven business days.

If circumstances such as the NAGAAA Gay World Series prevent the committee from completing their review within that time, the chairperson will notify the involved parties within 24 hours.

Reporting members should only describe the facts related to the reported violation and should not attempt to sway or influence any member of the Arbitration Committee or other League members who may be involved or who are identified as witnesses to the incident.

Spectators (non-league members attending games)

While the league appreciates non-playing members enjoying game play, the spectators will be held to a standard of conduct consistent with good sportsmanship. If inappropriate behaviour or fighting creates a hinder to game play, the umpire can give a verbal warning to the team manager of the team in which the spectator is supporting. If the conduct continues, the spectator will be asked to leave the park.

Recommended Penalties

The penalties for each type of ethics violation are guidelines for each level of offence. Depending upon special or unusual circumstances regarding the reported ethics violation and any supporting evidence such as statements from umpires, players, and/or witnesses, the Arbitration Committee may impose lesser or more severe penalties.

It is the responsibility of the Arbitration Committee to check previous infractions to verify the appropriate level of the penalty with the league Secretary. The actual penalty determined by the Arbitration Committee will be recorded and submitted to the Secretary/Membership Chair. The decision will be communicated to the Executive Committee and the affected league member(s) by the committee chairperson, within 72 hours of the Arbitration Committee's final determination.

The Arbitration Committee is the absolute authority in determining the final resolution (either disciplinary action or dismissal as a non-violation), of a reported ethics violation. Once a determination has been made by a majority of the committee members and is communicated to the affected individuals, if there is any disagreement with that determination, it should be addressed in an appeal.

An appeal can only be filed if new and relevant information is provided that was not raised during the initial investigation.

Notes: If an individual or team is fined at the World Series, they will be responsible for paying the fine(s).

Merely reporting an ethics violation is not cause for a player to be suspended from playing in any game or attending a league function. The exception being, if an umpire or tournament official ejected the player from the game or tournament.

APPENDIX 2 - CABBAGETOWN GROUP SOFTBALL LEAGUE SOCIAL MEDIA POLICY Adopted in 2019

The Cabbagetown Group Softball League (CGSL) acknowledges the ever-growing role of social media as a tool of communication between its members, the public, and the organization itself. The organization has the right to develop and maintain a presence as “Cabbagetown Group Softball League” or “CGSL” on social media outlets including, but not limited to: CGSL Website, Facebook, Twitter, Flickr, and Tumblr.

The CGSL accounts may only be used by persons granted permission by the Executive Committee. Any person(s) or team(s) using the name “Cabbagetown Group Softball League” or “CGSL” on their website, Facebook page, Twitter account, blog, etc. must include the disclaimer: “the opinions expressed here are solely those of the author and do not represent the views of the Cabbagetown Group Softball League”.

The appearance of a recommendation or endorsement by the CGSL of: businesses, services, sponsors, events, or persons may only be done at the direction of the League’s Executive Committee. In no way are the CGSL social media assets to endorse: any religious group or organization, political party, group, candidate, or ballot initiative.

CGSL forums such as: Facebook group or page, Twitter feed, etc. are for the purpose of communicating information about the league to its members. Followers are permitted to post items to the forum provided they meet the following criteria (all items will be reviewed and approved before posting by site administrators):

- No profane, disparaging, or negative comments about another member, team, person or organization
- Information that would be of general interest to members
- Information does not promote an unaffiliated business, group, or organization; with the exception of other LGBTQ2S+ sporting organizations
- Information promotes an affiliated team, fundraiser or sponsor
 - o Event/fundraiser/sponsor promotions are limited to three (3) postings:
 - ♠ Initial announcement
 - ♠ One (1) reminder posting during the 7 days prior to the event
 - ♠ A final posting the day before or of the event
 - o CGSL Executive distributed postings are unlimited

The CGSL Executive Committee reserves the right to modify or change these guidelines as needed. All postings to CGSL forums are subject to CGSL Executive Committee approval, and may be removed at their discretion. Any person that violates the CGSL posting criteria may be removed or expelled from social media forum at the Executive Committee’s discretion.