



DELTA FASTPITCH ASSOCIATION'S POLICIES AND PROCEDURES



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1. INTRODUCTION

MISSION STATEMENT

Delta Fastpitch Association aspires to be an outstanding softball organization that provides a high-quality experience to every athlete. A high-quality experience is one in which every athlete:

- Is coached using the principles of positive coaching.
- Is competitive at practices and games while still having fun.
- Feels like an important part of the team regardless of performance.
- Learn 'life lessons' that have value beyond the playing field.
- Learns the skills, tactics and strategies of softball and improves as a player.

We recognize that coaches are the people who most directly make this possible. It is our goal to provide each coach with the tools to succeed. We are committed to creating a positive culture, in which coaches, parents, fans, officials and athletes work together to achieve our mission.

VALUES

Integrity

We are committed to the highest sense of integrity encompassing every aspect of our behavior as members of the Delta Fastpitch Community. We will take ownership of our actions, on and off the field.

Strength in Community

We are a community encompassing our teams, coaches, players, parents, fans, officials, alumni, and the surrounding area. We serve as role models, mentors, and leaders seeking not only to teach others but also to learn from them. We take pride in creating and fostering life enhancing relationships, which lead to a strong and vibrant community.

Respect

Respect for the game. Respect for our opponents. Respect for officials. Respect for our families. Respect for our community. Respect for each other. Respect for ourselves.

Competitive Spirit

We use the competitive spirit and sportsmanship we develop as teammates to do our best to become the very best. Our goal is to compete and to excel no matter our level while acting and competing in a way that reflects our core values.

Pride in Our History

We are the beneficiaries of a rich and vibrant tradition built by North Delta Softball, North Delta Sunfire, South Delta Softball, South Delta Invaders and Delta Heat Fastpitch. Our personal and team triumphs add to the growing pride that we share with those that came before us and built the sport of softball in Delta. Through leadership, spirit, and a connection to our past, we will build on the softball tradition and instill a pride in Delta Fastpitch that will remain throughout a lifetime.

2. GOVERNANCE

DELTA FASTPITCH ASSOCIATION EXECUTIVE BOARD

The Delta Fastpitch Association Executive Board comprises members who meet regularly, depending on the need.

Voting Members

Delta Fastpitch has a total of nine (9) voting positions:

- President
- Vice President
- Treasurer
- Secretary
- Director of Coaching
- Director of Player Development
- Director of House
- Director of Membership
- Director of Communication

Non-Voting Members

Delta Fastpitch has a varying number of non-voting positions, including:

- Umpire in Charge (Head Umpire)
- Field Maintenance
- Equipment Manager
- U7 Coordinator
- U9 Coordinator
- U11 Coordinator
- U13 Coordinator
- U15 Coordinator
- U17 Coordinator
- U20 Coordinator
- Sr. Women Coordinator
- Clinic Coordinator
- Inferno Rep
- Registrar
- Scheduler
- Tournament Coordinator
- Marketing Coordinator

CONSTITUTION AND BYLAWS

Delta Fastpitch Association and the Executive Board are governed by Delta Fastpitch Association's Constitution and Bylaws, as amended from time to time.

ANNUAL GENERAL MEETING (AGM) AND ANNUAL ELECTIONS

DFA AGM is held yearly, either in person or using an online platform. It is usually held in the fall. DFA must advertise the AGM at least 14 days prior.

3. LEVEL OF BALL AND GAME NIGHTS

C DIVISION (HOUSE)

Division	Game Nights
U7	Tuesday and Sunday
U9	Sunday and Wednesday
U11	Tuesday and Thursday
U13	Monday and Wednesday
U15	Tuesday and Thursday
U17	Monday and Wednesday
U20	Tuesday and Thursday

B DIVISION (REP)

Division	Game Nights
U11 *	Monday and Wednesday
U13	Tuesday and Thursday
U15	Monday and Wednesday
U17	Tuesday and Thursday
U19	Monday and Wednesday

*No A/B designation for U11 rep.

A DIVISION (REP)

Division	Game Nights
U13	Monday and Wednesday
U15	Tuesday and Thursday
U17	Monday and Wednesday
U19	Tuesday and Thursday

* Note additional practices will be set per coach discretion for U9 and up *

4. REGISTRATION

HOUSE PLAYERS

Registration for the house program opens January 1. An early bird rate will apply until January 31. Registration for house teams closes at different times for each division. Please note that divisions will be capped, registrants are encouraged to register early to guarantee a spot.

REP PLAYERS

Registration for rep players opens once try-outs and team selection has occurred. An early bird rate will apply until November 30. All rep players must be registered by December 31; those who have not registered by the deadline, will be removed from their rep team roster.

Please check the registration webpage for specific details.

Rep vs House Expectations

	Rep	House
Season	April-July	April-June
Team formation	September	March
Off-season training	October-March	Not expected
Attend Practices	Always	Regularly
Focus	Competitive (and fun)	Fun
Cost (approx.)	\$450 league fees plus team fees	\$225 league fees
Volunteer Hours	Team fundraising and tournament hosting	Possible tournament hosting
Tournaments & Travel	1-2 home tournaments, 4-6 other tournaments	1 home tournament, possible other
Team Selection	Try-outs – selection by ability and team fit	Open to everyone – teams formed by evaluation and designed to be balanced

PROCESS FOR REGISTRATION

Players will be able to register online on [Delta Fastpitch Association's website](#). At the time of registrations, players will be asked to sign online forms and provide payment.

FEES

The fees may vary from year to year. They are determined by the Delta Fastpitch Association Executive Board after evaluation of what the association can offer each season. Fees are published on the [Delta Fastpitch Association website](#).

REGISTRATION REFUNDS

Rep Players - 50% refund will be provided to players that need to withdraw due to unavoidable circumstances prior to March 15. After this date no refunds will be provided.

House Players - full refund will be provided to players that need to withdraw prior to March 21. 50% refund will be provided to players that need to withdraw prior to April 5.

PERFORMANCE CHEQUES

All rep teams must provide (2) performance cheques of \$150 to DFA treasurer by March 15 of each season.

These cheques are guarantees against performance cheques DFA must provide LMSC for all rep teams.

If LMSC finds a team guilty of an infraction (eg. unreasonable cancellation of a league game) then DFA treasurer will cash the team cheque to offset the penalty.

DFA Executive may also cash a teams cheque if specific policies are not followed (eg. uniform guidelines, repeatedly not following directives that cost DFA money- late cancellations of games, failure to notify all parties of cancellations, damage or loss of DFA equipment).

A teams head coach and manager will be notified prior to a cheque being cashed.

5. TEAM FORMATION

REP TEAM TRYOUTS

- Tryouts for U13-U19 are held in early September. The schedule may be synchronized with LMSC tryout dates across the region. DFA will post the final tryout schedule on DFA's website.
- Players must pre-register through the DFA website for an applicable tryout session.
- Final tryout lists will be provided to coaches and evaluators prior to sessions.
- A mixture of coaches, executive members, and unaffiliated evaluators will be used for tryouts.

- Tryouts will occur by birth year; A and B rep tryouts will occur together where applicable
- Age division tryouts (e.g., U13, U15, U17, U19) will occur on individual nights.
- Players must register for tryouts for the team of their birth year. Exceptions will be made for those players rostered on older teams from the prior season; these players will be able to try out for their prior teams again. Any other considerations must follow DFA's 'Play Up' Application Process. Failure to follow the 'Play Up' Application Process will result in removal from the tryout list. Any approval is the exception and not the norm.

REP TEAM FORMATION

- Where there is a birth year with an A and B team, the A team will get to select their team first and the B team will select second. Any remaining players will have the opportunity to enroll in the house program.
- Where there is a birth year with only one (1) A or B rep team, the team will select their team and all remaining players will have the opportunity to enroll in the house program.
- When there is a birth year where the unaffiliated tryout evaluators feel there is an insufficient skill level to form a competitive rep team, a team will not be formed and all players will have the opportunity to enroll in the house program.
- After tryouts, players that are not offered spots on their birth year team are eligible to be offered a spot on the younger or older team in their division. If a player plays on an older team, in this situation, they would not qualify for the age exemption the following year and would need to attend the tryout of their own birth year or apply for the 'Play Up' Application Process.
- If the lower birth year team in a division offers a spot to a player of the corresponding birth year after tryouts and they decline, that player is not eligible to be rostered on the older birth year team in the division.
- Once tryouts are finished, a list of allocated roster spots must be submitted to info@deltafastpitch.com within seven days of tryouts for approval by the DFA Executive.
- The Head Coach of each team will contact all players to notify about team selection after DFA Executive approval has occurred
- After initial roster approval, any changes, or additions are subject to review and a final decision by DFA executive

'PLAYING UP' APPLICATION PROCESS FOR REP PLAYERS

- Player's parent or guardian must submit an email to the Executive Board (info@deltafastpitch.com) two weeks prior to the start of tryouts stating the reasons why the player should be given the opportunity to try out for a team older than their birth year.
- Executive members will review each request and make a final decision after reviewing registration numbers of both birth years, speaking with rep coaches of both birth years, and any previous coaches and / or division coordinators. A player evaluation may also be required
- A decision will be provided to the player's parent or guardian prior to tryouts. Skill level must be a primary factor in the application.
- Any player that receives approval by DFA Executive to attend a tryout for an older team and does make that team, will not have to repeat this process for the following year for that same team.

U7 HOUSE

- All U7 house teams will be formed by community (e.g., North Delta or South Delta)
- Players can make one friend request at time of registration but it must be a mutual request (i.e., each friend must request each other)
- Coaches cannot request their coach pairings; however, their kids can request each other to create a coach pairing
- DFA will make every effort to accommodate friend requests
- All teams will be randomly formed
- Teams will be announced after Spring Break
- An even number of teams will be formed
- A U7 team should ideally have 8 players

U9 HOUSE

- All U9 house teams will be formed by community (e.g., North Delta or South Delta).
- Players can make one friend request at time of registration but it must be a mutual request (i.e., each friend must request each other).
- Coaches cannot request their coach pairings; however, their kids can request each other to create a coach pairing.
- DFA will make every effort to accommodate friend requests.
- All teams will be randomly formed.
- Teams will be announced after Spring Break
- An even number of teams will be formed.
- A U9 team should ideally have 10 players.

U11 HOUSE

- All U11 house teams will be formed by community (e.g., North Delta or South Delta).
- Coaches may establish a coaching team of up to two coaches, that are mutually requested upon registration.
- All teams will be formed through a player evaluation process conducted the week before Spring Break (Subject to weather conditions).
- A mixture of coaches and unaffiliated evaluators will be used for the evaluation.
- Teams will be announced after Spring Break.
- A U11 team should ideally have 12 players.

U13 - U20 HOUSE

- ALL U13-U20 house teams will comprise players from across all communities in Delta.

- Coaches may establish a coaching team of up to three coaches, if there are a sufficient number of coaches available to accommodate all teams in the division.
- All teams will be formed through a player evaluation and draft conducted the week before Spring Break (Subject to weather conditions). A mixture of coaches and unaffiliated evaluators will be used for the evaluation.
- Teams will be announced after Spring Break.
- U13-U20 teams should ideally have 12 players.

‘PLAYING UP’ APPLICATION PROCESS FOR HOUSE PLAYERS

- House players should remain in their age divisions. Those looking for a greater challenge should consider trying out for one of the rep teams of applicable age.
- For any exceptions, parents will need to contact info@delfastpitch.com and explain why an exception should be made prior to March 1 of the given year. The considerations, as noted above for rep players, will be used in a similar fashion to make a decision.

6. COACHING

COACHING APPLICATION PROCESS

All rep head coaches must submit an [online](#) coaching application located on DFA’s website. A call for applications will occur in July. All applications will be reviewed by the DFA Executive. Interviews may be required. Coaches will be appointed in August. Head coaches will appoint their own assistant coaches, but the list of assistant coaches must be approved by the DFA Executive by September 30.

All house head coaches must submit an online coaching application located on DFA’s website. Coaches will be paired before the start of the season, taking into consideration coach pairing requests and number of teams per division.

COACHES CODE OF CONDUCT

DFA expects all coaches to represent DFA in a professional and respectful manner. All coaches must abide by Softball Canada Coaches Code of Conduct or risk possible disciplinary action.

In addition to Softball Canada Code of Conduct; DFA Coaches must:

- be dressed in DFA/Inferno logo’d attire for all games (Rep)
- be dressed in appropriate coaching attire (House)
- No member of a coaching staff shall be contacting players/parents from another team for any reason, including a callup situation or recruitment, without prior consent of that player's head coach.
- All coaches must maintain self control at all times; showing respect for umpires, players, opposing teams and coaches
- All coaches must ensure that their players and parents show respect for umpires, opposing teams, coaches and teammates; player and parent conduct on and at the field are the responsibility of their coach(es)
- Ensure that all players receive equal instruction, support and appropriate fair playing time

- Establish an equitable and fair environment where all participants/parents can raise questions or concerns
- Understand the scope of your role and skills and call upon others with specialized skills when needed to support your players

COACHES REQUIREMENTS

All coaches must progress through the NCCP coaching certification process to ensure that they have completed all required courses for their competition level. DFA encourages all Coaches to have Fundamentals of Coaching and Making Ethical Decisions. More information about NCCP Pathways and what is needed for attending Provincials, go to www.softball.bc.ca and click on “Coach”.

COACHES CLINIC REIMBURSEMENT

If a coach wants to take a clinic for certification, DFA will pay for the clinic. The coach will be reimbursed upon completion of the clinic.

Process for Reimbursement of Coaches Clinic Fee

1. Upon the completion of the Coaches Clinic, the Coach will have 30 days to submit the receipt to the Director of Coaching for reimbursement.
2. Director of Coaching will review the receipt, approve, or deny the reimbursement
 - a. If the receipt is denied, the Director of Coaching will contact the Coach, via email, with the rationale as to why this receipt was denied.
 - b. If the receipt is approved, the Director of Coaching will contact the Coach and inform them that this receipt has been approved.
3. Director of Coaching will forward the receipt to the Treasurer, along with the following information:
 1. Coach’s full name
 2. Coach’s address
 3. The team the Coach is coaching for
 4. Receipt of the attended clinic
4. The Treasurer will send out the reimbursement to the coach.

CRIMINAL RECORD CHECK

All coaches must complete a [criminal record check](#) and provide evidence of completion of criminal record check (e.g., screenshot of proof of submission) to DFA Executive (membership@deltafastpitch.com) by **September 30 for rep coaches and March 31 for house coaches**. Coaches must be cleared by the Ministry of Public Safety and Solicitor General / have no criminal record in order to coach with DFA or attend any team events.

7. VOLUNTEERS

Delta Fastpitch Association is always looking for volunteers to fill certain roles or to assist on committees.

PROCESS TO BECOMING A VOLUNTEER

- If someone is interested in being a volunteer, they can email the DFA President at president@delfastpitch.com
- The President will connect with the interested volunteer and link them with the best DFA executive member that pertains to their role.

8. UMPIRES

All umpires must have the appropriate level of training through Softball BC (SBBC) or Softball Canada. All umpires must attend yearly clinics and be recertified by Softball (SBBC) or Softball Canada.

More details- [Umpires \(delfastpitch.com\)](http://umpires@delfastpitch.com)

Anyone interested in becoming a DFA umpire should contact the UIC- umpires@delfastpitch.com

9. EQUIPMENT

Rep teams will be provided an annual allowance to put towards team equipment. Please contact president@delfastpitch.com for details.

House teams will be provided necessary gear to run practices, games, and outfit catchers.

All gear for house teams must be signed out by coaches in March, and returned promptly at the end of the season. Specific details will be provided at the beginning of the season by the DFA Equipment Manager (equipment@delfastpitch.com)

10. UNIFORMS

INFERNO REP UNIFORM STANDARDS

Primary Uniform

- White Pants (Only)
- Blue Jersey
- Orange Socks
- Orange Belt
- Gray Visor

Secondary Uniform

- Steel Gray or White Pants
- Orange Jersey
- Orange Socks
- Orange Belt
- Gray Visor

Alternate Uniform

- Steel Gray or White Pants
- White Jersey

- Orange Socks
- Orange Belt
- Gray Visor

*White striped socks may be worn with all 3 uniforms

Practice

- Gray dri – fit shirt
- Black/White/Steel Gray Pants

REP UNIFORM RESPONSIBILITIES

Association Responsibilities

- DFA will pay for the Primary Uniform- all DFA owned blue/white jerseys to be returned to Inferno Rep after season is complete. Teams receiving DFA paid new uniform sets may request the Alternate uniform in some circumstances.
- DFA owned jersey sets will be rotated to younger teams as older teams outgrow them. This may mean players' desired numbers may not be available every season.
- DFA will pay for the following each year:
 - 1 set of white pants / player
 - 1 pair of orange socks / player
 - 1 orange belt / player
 - 1 visor / player, as needed

Team Responsibilites

- Second/Third full uniform
- Practice uniform
- Anything extra that the team wants to purchase, e.g., backpacks, hoodies, etc.

All items worn on the field for games MUST be purchased through the official DFA online store that will be available from the Inferno Rep each Fall. If other items are needed later, connect with the Inferno Representative to coordinate. No DFA/Inferno clothing is to be made by teams through other suppliers.

Failure to adhere to the uniform policy will result in performance cheques being cashed, and possible discipline of head coach of team involved and/or cancellation of games.

HOUSE UNIFORM STANDARDS

Association Responsibilities

- Jersey - all jerseys must be returned to the Equipment Manager at end of season

- Hat/Visor - players may keep hat or visor

Parent / Guardian Responsibilities

- Black ball pants
- Ball socks
- Belt

11. TOURNAMENTS

U11 and older DFA rep teams may be required to provide a committee of helpers to facilitate the organization and execution of a tournament in their division. Duties may include, but are not limited to: running of concession stand- if available, running scoring table, handing out welcome packages to teams, and potentially assisting with field preparation.

DFA executive will connect with teams and coordinators prior to the LMSC tournament meeting to see if teams are committed to hosting the tournament in their age division. DFA rep teams will be reimbursed the entry fee for their divisions tournament if hosting commitments are met.

12. DISTRICT PLAYDOWNS, REGIONALS, AND PROVINCIALS

Delta Fastpitch Association (U13-U20) represents District 15 at regional or provincial tournaments. All U13C teams attend regionals; there are no provincials for U13C. All Rep B teams and U15C-U20C teams must compete in a playdown to decide which team represents District 15 at each year's provincial tournament - this applies if 2 teams of the same classification are in a division (e.g., two U13B teams or three U15C teams). All 'A' teams in the province are eligible for provincials.

Details and rules regarding district playdowns can be found on [SBBC's website](#).

DISTRICT PLAYDOWNS

- Playdowns consist of a best of 3 series between the teams on a weekend in June of DFA and D15 minor coordinator's designation.
- Only teams set on attending the provincial tournament are allowed to participate in playdowns.
- Only teams with a coach, in attendance, with the required NCCP training for the applicable division will be allowed to participate in playdowns.

U13C REGIONALS

- Usually take place in the second half of June
- Details, rules available through SBBC, along with [registration page](#).
- Delta Fastpitch Association pays the registration fee for teams attending Regionals.

PROVINCIAL TOURNAMENTS

- Host cities could vary throughout the province for a given division. Announcements are usually made early in the year.
- Tournaments are usually held in the first 3 weeks of July.

- Teams register on SBBC website after playdowns and DFA will reimburse the registration fee for all teams attending provincials.
- Delta Fastpitch Association pays the registration fee for teams attending Provincials.

WESTERNS AND NATIONALS

- Any teams submitting an intent to play in Westerns and Nationals please reach out to DFA president to notify them, and to inquire about possible registration subsidies.

13. FIELD ALLOCATION

To book a fields and/or batting cage for your team the coach must do the following:

- Check the [website](#) to see field availability (resources tab)
- Email the Scheduler to request a specific time and location that is available scheduling@deltafastpitch.com
- Wait to hear confirmation from the Scheduler to announce to your team

If you are cancelling a scheduled practice for any reason please be sure to email the Scheduler as soon as possible to indicate you will not be using your practice time. This will allow for other teams to utilize the field and/or light fee costs not to be incurred.

14. RAINOUT POLICY

Delta Fastpitch has 3 parks (North Delta, Brandrith, Hawthorne) to review when the weather is in question. Each park will be evaluated no later than 3pm the day of the game by an appointed DFA Executive member. At that time, a decision will be made as to whether the games will be cancelled. If the fields are deemed unplayable the appointed DFA Executive Member will notify the affected teams Head Coach, Scheduler, UIC and Grounds Crew Manager of the cancellation by phone, text or email. Coaches are responsible for contacting their opponent.

If games are not cancelled at 3pm, and the weather turns, the home team can cancel the game. They will need to notify the following people; Scheduler, UIC and their opponents. Home team coaches are also responsible for going to the field and putting away the bases.

The umpire may cancel the game at the home plate meeting or during play if they deem the field to be unplayable.

15. HEAT POLICY

Delta Fastpitch may cancel teams field use based on extreme weather conditions. Below is a chart for consideration when playing in extreme heat events.

Humidex Value	Discomfort at rest	Risk of overheating during exercise	Activity Modification
Below 24 C	None	Low	N/A
25C to 29C	None	Low to Moderate	N/A
30C to 34C	Some	Moderate - Athletes should be monitored	Games – drink breaks every 30 minutes
35C to 39C	High	High - Athletes should be monitored closely	Games - consider reduced game length, re-schedule or cancellation
40C +	Extreme	Extreme	All Activities Cancelled

16. AIR QUALITY SAFETY GUIDELINES

Player health and safety is a high priority for DFA; thus, it is recommended to err on the side of caution if ever in doubt in any situation regarding the health and safety of players, coaches, and officials. Softball BC has adopted an air quality policy that incorporates the Air Quality Health Index (AQHI) to determine whether training, practices, games and tournaments should be postponed or rescheduled.

HOW TO USE AIR QUALITY HEALTH INDEX (AQHI) TO DETERMINE SAFETY

Step 1:

- Go to https://weather.gc.ca/airquality/pages/provincials_summary/bc_e.html (app also available AQHI Canada through the App Store). Note: use the BC website and links to BC cities.

Step 2– Games and Tournaments:

- If the AQHI is “7” or higher postpone / reschedule or if necessary, cancel games or tournament.
- If the AQHI is still above “7” at the rescheduled start time, tournament director (or team officials if league game) and umpires should consider delaying or cancelling the game. Note: if the UIC or Umpire in Charge reserves the right to cancel the game if the conditions are considered dangerous, in their opinion.
- If air quality changes dramatically during a game (e.g., Sudden smoke event caused by wind direction change) umpires and team officials are advised to use their discretion

Step 3 – Training and Practices:

- If the AQHI is “7” or higher postpone / reschedule or cancel training practice.

MAKE UP GAMES

If a league game has been cancelled, due to lack of players, poor air quality, or weather condition, it will be up to the DFA Head Coach of that team to organize a make up game, if required.

The DFA Head Coach will need to:

- Contact the Scheduler to find out if a field is available
- Contact the DFA UIC to find out if umpires can be booked

- Contact the President to find out if the field crew can prep the field

17. DISPUTE RESOLUTION POLICY

This is the DFA Policy to resolve any disputes, issues, or concerns in an efficient and fair manner. DFA Executives are always ready to hear comments, suggestions, and ideas.

The Dispute Resolution Policy is intended to resolve disputes or concerns. DFA encourages all members of the DFA to follow the procedure outlined in sequence, starting with number one.

The member of DFA can withdraw their dispute at any stage of the dispute resolution process. If the member withdraws their dispute, the matter will be considered closed, and no further dispute resolution will be allowed with respect to the same matter.

PROCEDURE FOR DISPUTE RESOLUTION

1. Members are strongly encouraged to discuss any conflicts, disputes, or concerns via informal discussion at the earliest opportunity. It is recommended that a meeting should be held within 3 – 5 business days.
2. If the attempt to resolve issues has not been successful via 1) the member will bring their concerns to the DFA Vice President, vicepresident@deltafastpitch.com. The DFA Vice President will discuss the issues and evidence with a win – win resolution in mind and after consideration, will make a decision on what is required for resolution within 5 business days from this discussion.
3. If the member is still not satisfied with the solution arising out of 2), and wishes to pursue the matter further, the member must put their concern in writing and email the document to DFA President, president@deltafastpitch.com. The DFA President will connect with the member to request a meeting to review all documents. Within 10 business days of the meeting, a decision will be made to:
 1. Determine that the member's concerns are not substantiated; or
 2. Determine that the member's concerns are substantiated in whole or in part.

The member involved shall receive a written summary of the above determination. This matter will be considered resolved.

18. DISCIPLINE POLICY

If an action from a coach, umpire, player, spectator, or any member of DFA (including executives) is deemed unprofessional or inappropriate, the discipline process will be followed.

The discipline committee will consist of, but not limited to, President, Vice President, director of DFA board.

PROCESS FOR DISCIPLINE POLICY

1. Discipline Committee will review any evidence that is brought forward

2. Discipline Committee will set up a meeting with the individuals who has been deemed unprofessional or inappropriate. This meeting will be a fact-finding meeting and an opportunity to ask questions
3. Discipline Committee will send a follow up email with a letter stating the findings from the committee.

19. PANDEMIC POLICY

In the event of a pandemic, the Delta Fastpitch Association Website will be updated with current information, safety protocols and best practices.

20. RESPECTFUL WORKPLACE ENVIRONMENT POLICY

DFA Executives, Volunteers, Coaches, Umpires, Players, and guardians of the players will demonstrate respect towards other DFA Executives, Volunteers, Coaches, Umpires, Players, and Guardians of the players. Abusive language, gossip, profanity, intimidation, etc., or any other behaviour that creates a negative or unprofessional environment in any parks, at any DFA softball events, or SBBC sanctioned events, and social networks will not be tolerated. DFA Executives, Volunteers, Coaches, Umpires, Players, and Guardians of the players will respect the premises and equipment of DFA.

CONSEQUENCES OF NON-COMPLIANCE

Any breach of this policy will be investigated and may result in disciplinary action.

SOCIAL MEDIA POLICY

DFA would like to ensure a safe and positive online environment for all players, coaches, and families. As such, all team social media accounts will be monitored and DFA executive reserves the right to request the removal of any content that violates any DFA listed policies or code of conduct. All images, videos, or other postings by members, that contain DFA or Inferno logos or name, are subject to review.

21. HARASSMENT, SEXUAL HARASSMENT AND BULLYING

It is DFA's policy to provide all DFA Executives, Volunteers, Coaches, Umpires, Players with an environment that is free from all forms of harassment or discrimination. We will make every reasonable effort to prevent all forms of harassment/discrimination of our Executives, Volunteers, Coaches, Umpires and Players.

The Merriam-Webster Dictionary defines the word "harassment as "to annoy persistently." Any DFA Executive, Volunteers, Coaches, Umpires, or players who personally feel harassed or discriminated

against by a DFA Executive, Volunteer, Coach, Umpire, or another Player are encouraged to make a report in writing to DFA President, president@deltafastpitch.com.

Sexual harassment is an unwelcome comment or conduct of a sexual nature that is uncomfortable for the person on the receiving end of this; anything that causes embarrassment or offense.

Sexual harassment includes, but is not limited to, unwanted physical contact, sexual advances requests for sexual favors, suggestive or offensive comments or gestures emphasizing sexuality, sexual identity or sexual orientation.

Any sexually oriented conduct: verbal, physical, or by innuendo, constitutes sexual harassment. Behaviour constituting sexual harassment will not be tolerated and will be grounds for immediate suspension.

Bullying is the use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others. DFA will not accept any form of bullying or harassment by Executives, Volunteers, Coaches, Umpires, Players, or Guardians of the players. The following examples illustrate the types of behaviour, displayed through personal interactions and/or through electronic or social media communications, which DFA considers to be forms of cyberbullying:

- Maliciously spreading rumours, lies or gossip
- Intimidating or aggressive behaviour
- Offensive or threatening comments or content
- Posting comments/photo etc. deliberately mocking an individual with the intent to harass or humiliate them.

22. HUMAN RIGHTS POLICY

Consistent with the Human Rights Code of BC, DFA does not discriminate on the basis of race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, or age.

Discrimination is an unwelcome comment or conduct that denigrates others. DFA celebrates the rich diverse backgrounds of all. Any form of discrimination will not be tolerated and will be grounds for discipline actions.

CONSEQUENCES OF NON-COMPLIANCE

Harassment, discrimination or bullying of DFA Executives, Volunteers, Umpires, Players, or Guardians of Players, will not be tolerated and will be grounds for suspension. Any breach of the policies outlined Sections 17-22 will be investigated and may result in disciplinary action.

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