

23Club Travel Baseball Code of Conduct

This Code of Conduct is intended to cover the coaches, players, and parents that are involved with our various travel-team programs. This Code of Conduct is not intended to be an all-inclusive list of expectations and rules, but a minimal guideline for our coaches, players, and parents. All persons associated with our travel-team programs are expected to conduct themselves in a manner that is above and beyond, and which reflects positively on the 23Club Baseball Association, and the Scottsbluff and surrounding communities.

General Expectations

It is the mission of our 23Club Travel-Team Programs that all of our coaches, players, and parents will at all times exhibit positive behavior. This includes, but is not limited to, being humble in victory and gracious in defeat; exhibiting a positive attitude, win or lose; Showing support for teammates; Encouragement of one another; leadership by example; Giving one's best effort in all practices and games; and above all, having fun.

Anti-Harassment Policy

23Club recognizes the dangers associated with Harassment, in any form, and recognizes that acquiescence towards Harassment is contrary to the mission of the 23Club Travel-Team Programs. As such, it is our expectation that all players, parents, and coaches shall refrain from ALL forms of harassment, to include, but not be limited to, threatening behavior towards other players, parents, or coaches because of race, religion, sex, and/or ethnic origins. Additionally any behaviors and/or conduct that creates an intimidating, hostile, or offensive team environment; that substantially or reasonably interferes with a player, parent, and/or coach's team participation; and/or that adversely affects players, parents, and/or coaches, shall be considered to be harassing conduct in violation of this Anti-Harassment Policy.

Any player, parent, and/or coach found to have violated this Anti-Harassment Policy shall be considered to have committed a Tier 3 violation.

Specific Code of Conduct Violations and Penalties

In keeping with our mission, the following sets forth specific conduct which will be strictly prohibited, and the penalties associated for said conduct. These penalties are not intended to be punitive, but rather to incentivize all those involved with our programs to exhibit the behavior and attributes expected of the 23Club. Violations shall be set forth in three (3) tiers, depending upon severity, in separate categories for Coaches, Parents, and Players.

For our purposes below, Coaches shall include anyone designated as a head or assistant coach for a team, while parents shall include not only parents, but extended family, friends, and any others associated and/or with any of the players on the team, or their respective families, that may be in attendance at games, practices, or other team functions.

Tiers and Reporting Procedure

- Tier 1: Penalty shall be at the discretion of the Head Coach up to a two (2) game suspension.
- Tier 2: Penalty shall be at the discretion of the Head Coach, but if imposed, shall be suspension from the game in which the infraction occurred, and the following three (3) games. In instances of an ejection, suspension shall be mandatory, not discretionary.
- Tier 3: Penalty shall be dismissal from the program. Tier 3 violations shall be reported to the 23Club Board of Directors by the Head Coach. The 23Club Board of Directors shall review and have final determination of all Tier 3 violations.

*A 2nd or subsequent offense of a Tier 2 violation shall be considered a Tier 3 violation. A 2nd offense of a Tier 1 violation shall be considered a Tier 2 violation, and a 3rd or subsequent offense of a Tier 1 violation shall be considered a Tier 3 violation.

***All penalties with regard to Parent violations shall be served by the player or players connected to the offending Parent.**

TIER 1 VIOLATIONS – PLAYER CONDUCT

1. Disrespect towards coaches, teammates, parents, opponents, spectators and/or umpires.
2. Arguing an umpires call or decision.
3. Use of profanity or other inappropriate language or communication.
4. Engagement in inappropriate behavior, including, but not limited to, throwing equipment or other items.
5. Unexcused absences from practices and/or games; failure to notify a coach of your expected absence from a practice and/or game.
6. Failure to assist with dugout cleanup and other duties after a practice and/or game.
7. Insubordination at a practice and/or game.
8. Failure to properly follow the grievance procedure as outlined herein.

TIER 2 VIOLATIONS – PLAYER CONDUCT

1. 2nd Offense of a Tier 1 Violation
2. Disrespect towards coaches, teammates, parents, opponents, spectators and/or umpires via social media or other electronic communication device and/or media.
3. Ejection from a game.

TIER 3 VIOLATIONS – PLAYER CONDUCT

1. 2nd or Subsequent Offense of a Tier 2 Violation
2. 3rd or Subsequent Offense of a Tier 1 Violation
3. Physical violence towards any player, coach, umpire, fan, spectator, opponent, or any other person during a game, practice, and/or team function.
4. Use of alcohol, tobacco, drugs, and/or any other illicit substance, including vapes, during a game, practice and/or other team function.
5. Violation of the Anti-Harassment Policy set forth herein.

TIER 1 VIOLATIONS – PARENT CONDUCT

1. Disrespect towards coaches, players, other parents, opponents, spectators and/or umpires.
2. Communication with a coach and/or player during game other than in the case of an emergency.
3. Entering the dugout during a game other than in case of an emergency and/or at the request of a coach.
4. Use of profanity or other inappropriate language or communication.
5. Unexcused player absences from practices and/or games; failure to notify a coach of your player's expected absence from a practice and/or game.
6. Failure to properly follow the grievance procedure as outlined herein.

TIER 2 VIOLATIONS – PARENT CONDUCT

1. 2nd Offense of a Tier 1 Violation
2. Disrespect towards coaches, players, other parents, opponents, spectators and/or umpires via social media or other electronic communication device and/or media.
3. Ejection from a game.

TIER 3 VIOLATIONS – PARENT CONDUCT

1. 2nd or Subsequent Offense of a Tier 2 Violation
2. 3rd or Subsequent Offense of a Tier 1 Violation
3. Physical violence towards any player, coach, umpire, fan, spectator, opponent, or any other person during a game, practice, and/or team function.

4. Violation of the Anti-Harassment Policy set forth herein.

TIER 1 VIOLATIONS – COACH CONDUCT

1. Disrespect towards other coaches, players, parents, opponents, spectators and/or umpires.
2. Use of profanity or other inappropriate language or communication.
3. Unexcused absences from practices and/or games; failure to notify another coach of your expected absence from a practice and/or game.
4. Failure to properly follow the grievance procedure as outlined herein.

TIER 2 VIOLATIONS – COACH CONDUCT

1. 2nd Offense of a Tier 1 Violation
2. Disrespect towards other coaches, players, parents, opponents, spectators and/or umpires via social media or other electronic communication device and/or media.
3. Ejection from a game.
4. Use of alcohol, drugs, and/or other illicit substances during any practice or game.
5. Willful violation of any game or tournament rules.

TIER 3 VIOLATIONS – COACH CONDUCT

1. 2nd or Subsequent Offense of a Tier 2 Violation
2. 3rd or Subsequent Offense of a Tier 1 Violation
3. Physical violence towards any player, coach, umpire, fan, spectator, opponent, or any other person during a game, practice, and/or team function.
4. Financial mismanagement of team funds, including, but not limited to, personal use of team funds, and/or utilization of team funds for non-team expenditures.
5. Violation of the Anti-Harassment Policy set forth herein.

All Code of Conduct violations shall be reported and addressed pursuant to the following procedure:

- **Player and Parent** violations for Tiers 1 and 2 which are subject to Head Coach discretion, and in which the Head Coach elects to impose a penalty, and violations for Tier 2 which involve mandatory suspension (primarily ejections), shall be reported to the 23Club Board of Directors via email within 48 hours of the imposition of the penalty. The purpose of this email is to track Code of Conduct violations.
- **Player and Parent** violations for Tier 3 shall be reported via email to the 23Club Board of Directors by the Head Coach within 24 hours of the occurrence of the conduct. The 23Club Board shall, within 48 hours following receipt of the notice of a Tier 3 violation, conduct an investigation and either affirm the imposition of dismissal from the team, or rescind the dismissal.
- **Assistant Coach** violations for Tiers 1 and 2 which are subject to Head Coach discretion, and in which the Head Coach elects to impose a penalty, and violations for Tier 2 which involve mandatory suspension (primarily ejections), shall be reported to the 23Club Board of Directors via email within 48 hours of the imposition of the penalty. The purpose of this email is to track Code of Conduct violations.
- **Assistant Coach** violations for Tier 3 shall be reported via email to the 23Club Board of Directors by the Head Coach within 24 hours of the occurrence of the conduct. The 23Club Board shall, within 48 hours following receipt of the notice of a Tier 3 violation, conduct an investigation and either affirm the imposition of dismissal from the team, or rescind the dismissal.
- **Head Coach** violations for Tiers 1, 2, and 3 shall be self-reported by the Head Coach to the 23Club Board of Directors via email within 48 hours of occurrence of the conduct which may constitute a violation. Upon receipt of the self-reported notice of potential violation, the 23Club Board of Directors shall conduct an investigation and determine whether the violation occurred, and if so, penalize the Head Coach pursuant to the appropriate Tier.

- If the Head Coach fails to self-report a potential violation within 48 hours of the occurrence of the conduct, and it is later determined by the 23Club Board that a violation occurred which should have been reported, then the penalty associated for said violation shall be doubled.

Grievance Procedure

There will undoubtedly be times when a Coach, Parent, or Player desires to report a potential Code of Conduct violation, or other matter. All members of the program shall follow the grievance procedure as outlined hereinafter when reporting potential Code of Conduct violations or other matters:

PLAYER GRIEVANCES

- A **Player** shall first discuss the matter with the Head Coach. The emphasis here is that the **PLAYER** shall initiate the discussion with his Head Coach, not a parent or other party.
- If the player is not satisfied with the response from the Head Coach, then the **Parent** may discuss the matter with the Head Coach.
- If after the **Player** and **Parent** have both discussed the matter with the Head Coach, there is still disagreement with the response, the Parent may contact the 23Club Board of Directors.

PARENT GRIEVANCES

- Parents shall wait no less than 24 hours after the incident giving rise to the potential grievance before addressing the grievance as set forth hereinafter. This 24 hours “cooling off” period gives the parent an opportunity to determine whether the issue is such that it needs to be formally addressed via this grievance procedure.
- If the **Parent** grievance involves an issue surrounding the **Player**, then the procedure for **Player** Grievances should be followed.
- If the **Parent** grievance does not involve an issue surrounding the player, then the **Parent** shall first speak to the Head Coach about the issue; or if the issue pertains to a particular coach other than the Head Coach, then the parent should initially speak to the specific Coach with whom the grievance is with.
- If the **Parent** is not satisfied with the response from the Assistant Coach, then the parent should speak with the Head Coach about the matter.
- If after the **Parent** has discussed the matter with the specific Coach and/or the Head Coach, there is still disagreement with the response, the **Parent** may contact the 23Club Board of Directors.

COACH GRIEVANCES

- If an **Assistant Coach** has a grievance then the Assistant Coach should initially speak with the Head Coach.
- If **Assistant Coach** is not satisfied with the response from the Head Coach, then the **Assistant Coach** should may contact the 23Club Board of Directors.
- If the **Head Coach** has a grievance, the Head Coach should initially contact the party with whom the grievance involves in order to attempt to reach a resolution regarding the grievance. If that attempt is unsuccessful, then the Head Coach may contact the 23Club Board of Directors with regard to the grievance.

*Failure to follow the above-referenced grievance procedures, or attempts to circumvent the grievance procedures outlined herein, shall constitute a Tier 1 violation.

We the parent(s) and/or Guardian(s) of the player listed below have read, reviewed, and explained this 23Club Travel-Team Code of Conduct to/with both ourselves and my child/ player, and by our signature(s) below, certify that I/we, and our player understand and consent to be bound by this Code of Conduct. Additionally, we understand and agree that our child shall serve any penalties imposed under this Code of Conduct for violations committed by parents as defined herein (i.e. extended family, friends, other 3rd parties, etc), regardless as to whether those 3rd parties who are considered parents for purposes of this Code of Conduct were aware of the rules concerning violations or not. I/we, as the undersigned, further certify that I/we have communicated to extended family, friends, and/or other 3rd parties that might be connected to our player, the rules imposed by this Code of Conduct. We further agree that refusal to consent and/or abide by this Code of Conduct can result in consequences up to, and including, my child's dismissal from the program.

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| Print Player Name | Travel Team Age Group |
| Signature of Player | Date |
| Signature of Parent(s) or Guardian(s) | Date |
| Signature of Head Coach | Date |