



## Code of Conduct

It is the responsibility of all individuals associated with Anchor Town Sports to conduct themselves in a manner that does not reflect poorly on the Association or its sponsors. As such, any conduct that is generally accepted as unsportsmanlike, will not be tolerated. Unsportsmanlike conduct includes, but is not limited to; abusive verbal outbursts aimed at individuals, umpires, or Anchor Town employees, physical outbursts that damage equipment or cause injury to another individual, verbal or physical outbursts that are deemed to be offensive to individuals or spectators, or any other conduct that harms the image of Anchor Town Sports or its sponsors. Compliance with Anchor Town Sports' Code of Conduct is mandatory. Individuals who do not comply with the Code of Conduct will be subject to disciplinary action.

*Section A: Code of Conduct Violations.* An individual who is deemed to be in violation of the Anchor Town Sports Code of conduct will be immediately ejected from the game in which the violation occurred and may be subject to further disciplinary action as defined and set forth in Section B. An individual is deemed to be in violation of the association's Code of Conduct if the individual...

1. argues with an official over a call or decision made by that official in the course of their assigned duties as authorized by the association.
  - a. For the purposes of this section, the term "argues" is defined as excessive verbal dissention that does not include foul language.
  - b. Violation of this section is a class 3 offense and may include further disciplinary action as defined in section B.
2. uses foul language, not directed at the official, while arguing over a decision made by the official in the course of their assigned duties as authorized by the association.
  - a. For the purposes of this section, the term "foul language not directed" is defined as using foul language as a descriptor about the decision and not used in a personal attack on the official.
  - b. Violation of this section is a class 3 offense and may include further disciplinary action as defined in section B.

3. argues with a teammate or opposition player in a manner that is deemed to be excessive by an official.

a. For the purposes of this section, the term "argues" is defined as excessive verbal dissention that does not include foul language.

b. Violation of this section is a class 3 offense and may include further disciplinary action as defined in Section B.

4. uses foul language, not directed at a teammate or opposition player, in the course of an on, or off, the field disagreement deemed to be excessive by an official.

a. For the purposes of this section, the term "foul language not directed" is defined as using foul language as a descriptor and not used in a personal attack on the teammate or opposition player.

b. Violation of this section is a class 3 offense and may include further disciplinary action as defined in Section B.

5. verbally abuses or threatens an official at any time.

a. For the purposes of this section, the term "verbally abuses" is defined as the use of foul language personally directed at an official.

b. For the purposes of this section, the term "threatens" is defined as a verbal threat of harm to the official at that moment or at any time in the future or the threat of any other forms of retaliation against an official, their family, or property.

c. Violation of this section is a class 2 offense and may include further disciplinary action as defined in section B.

6. verbally abuses or threatens a teammate or opposition player at any time.

a. For the purposes of this section, the term "verbally abuses" is defined as the use of foul language personally directed at a teammate or opposition player.

b. For the purposes of this section, the term "threatens" is defined as a verbal threat of harm to a teammate or opposition player at that moment or at any time in the future or the threat of any other forms of retaliation against a teammate or opposition player, their family, or property.

c. Violation of this section is a class 2 offense and may include further disciplinary action as defined in Section B.

7. physically harms a teammate, opposition player, or official through any act of violence or an act of irresponsible behavior whether intentional or not.

A. Violation of this section is a class 1 offense and may include further disciplinary action as defined in section B.

8. intentionally damages or destroys any equipment or property owned, leased, or otherwise by the Municipality of Anchorage, Anchor Town Sports association, or any personal equipment that does not belong to them.

a. For the purposes of this section the term "equipment or property" includes, but is not limited to: buildings, dugouts, bleachers, benches, fencing, backstops, fields, field maintenance equipment, scoreboards, refuse containers, bases, home plates, playground equipment, bats, or natural foliage and trees.

b. Violation of this section is a class 2 offense and may include further disciplinary action as defined in section B.

c. In addition to any disciplinary action imposed as part of a class 2 offense, violators may be liable to pay restitution as determined by the Municipality, The association, an individual, or through civil action if necessary.

**Section B: Classes of Offenses and Disciplinary Action** Violations of the Code of Conduct have been classified by severity and carry mandatory, minimum and maximum disciplinary actions for each offense. In some cases the Association President may also impose additional appropriate disciplinary action as he/she deems necessary.

1. An individual who has committed a Class 3 Offense is subject to the following disciplinary action in addition to the initial mandatory ejection:

a. Minimum: The individual will serve no additional time on suspension.

b. Maximum: The individual will be suspended for no more than 5 games. The suspension will only apply to games in which the individual is playing with the same team on which the violation occurred.

c. The individual will be placed on probation for the remainder of the season. Any further violation of a Class 3 Offense while playing for any Association team during the probationary period, will result in a mandatory 5 week suspension from all sanctioned association events.

2. An individual who has committed a Class 2 Violation is subject to the following disciplinary action in addition to the initial mandatory ejection:

a. Minimum: The individual will serve a 5 week suspension from all sanctioned association events.

b. Maximum: The individual will be suspended for the remainder of the season in which the violation occurred and for the entire season following the season in which the violation occurred.

c. An individual who commits a second violation of a Class 2 offense in a single season will receive the maximum disciplinary action as defined in Section B.2.b above.

3. An individual who has committed a Class 1 Offense is subject to the following disciplinary action in addition to the initial mandatory ejection:

a. Minimum: The individual will be suspended for the remainder of the season in which the violation occurred and for the entire season following the season in which the violation occurred.

b. Maximum: The individual will be banned from participating in any sanctioned association event for life.

4. For the purposes of this section, the term "sanctioned association event" includes league play, association tournaments, association meetings, association banquets or other association functions.

5. With the exception of Section B.1.b, any individual who has been suspended cannot participate in, or be a spectator of, any sanctioned association event for the term of their suspension or ban. An individual may practice with his/her team so long as the practice does not take place at an association leased field.

**Section C Enforcement** Enforcement of the association's Code of Conduct may only be initiated by an official. The official is mandated and obligated by the Code of Conduct to immediately eject an individual from a game in which the individual was in violation. The following procedures will apply after the initial ejection:

1. During league play:

a. The official will call a brief time-out and record the name and jersey number of the individual, the name of the individual's team, and a brief description of the violation.

b. The official will contact the Umpire in Charge and/or the Association Sports Director as soon as possible to inform them of the violation and the circumstances involved in their decision.

c. The association Sports Director will impose disciplinary action in accordance with the parameters set forth in Section B.

d. The association Sports Director will inform the individual and the individual's team captain of his/her decision and the terms of the disciplinary actions that were imposed.

e. The association Sports Director will inform the Umpire in Charge of the action and the UIC will insure that his/her crews are informed.

f. The disciplined individual may appeal the Sports Director's decision as per the procedures in Section D.

## 2. During Tournament Play:

a. The official will call a brief time-out and record the name and jersey number of the individual, the name of the individual's team, and brief description of the violation.

b. The official will send a runner/messenger to inform the Tournament director and UIC of the tournament if possible, about the ejection.

c. The umpire will resume the game without the ejected individual's participation.

d. The tournament director, UIC, and the official as well as team captains, the ejected individual, and any other witnesses, will meet as soon as possible and within reason so as not to delay the tournament or current games, to discuss the violation and determine what action should be taken for the duration of the tournament.

e. The tournament director may impose further disciplinary action against the ejected individual, as a result of the meeting. The tournament director's disciplinary action shall only apply to the duration of the tournament and their decision is final.

f. Further action may be imposed by the Sports Director after the conclusion of the tournament as per the guidelines.

g. The disciplined individual may appeal any additional action imposed by the Sports Director as per the procedures in Section D.

## **Section D Appeals and Grievance Committee**

### 1. Grievance

a. For the purposes of this section, the term "grievance" is defined as a problem, complaint, or suggestion resulting from an official action by the association, that did not result in any form of disciplinary action. An official action may include, but is not limited to, policy rulings, rules action, complaints about individual official's actions, and general problems related to the association or any sanctioned Association activity.

b. An association member, may request a hearing with the General Manager, in writing, to discuss their grievance.

c. The General Manager shall determine the validity of the complaint and determine any further action as follows:

I. The complaint will be addressed by the General Manager who will determine any action or inaction on the complaint.

II. The General Manager will call a meeting of the Grievance Board to hear the complaint and determine any action or inaction.

d. The grievant shall be informed of any determinations made by any of the above bodies either verbally or in writing.

## 2. Appeals

a. For the purpose of this section, the term "appeal" is defined as a formal request to a higher authority requesting a change in, or confirmation of, a disciplinary action taken by the association president as described in Section B

b. An appeal may only be brought forth by a disciplined individual, or the disciplined individual's coach, and only after further disciplinary action has been taken by the General Manager as described in Section B.

c. An appeal must be submitted to the Association President in writing, within ten days after either the disciplined individual's coach or the disciplined individual, has been informed of a disciplinary action by the General Manager.

d. The Association President shall call a meeting of the Grievance Board and will inform the General Manager, the grievant, and the committee members of the time and date of the meeting.

e. Meetings will be held at the Association Office.

f. The General Manager and the grievant shall be given the opportunity to present their sides of the issue, utilizing witnesses if necessary, to the Board. The Board members will also be given the opportunity to question the General Manager, the grievant, and any witnesses present.

g. Once the hearing is completed, the General Manager, the grievant, and witnesses shall be dismissed and the Board shall continue its meeting, in private, to discuss and debate the appeal.

h. The Board will make the determination to uphold, amend, or overturn the disciplinary action utilizing a simple majority vote. The determination must be made prior to adjourning the meeting.

i. Any determination made by the Board shall be presented to the grievant, the grievant coach, and the General Manager.

j. Determinations made by the Board are final. No further appeals will be accepted .

### **Section E Definitions:**

1.Appropriate discipline: a disciplinary action taken by an authorized authority intended to solve a disciplinary problem by means other than those specifically authorized in these policies, that is befitting and related to the violation.

2. Individual: any member of the association or anyone acting as a representative of a team including, scorekeepers, coaches, bat boys/girls, etc. whether they are association members or not. The term individual, does not include spectators who are not acting in any official capacity as a member of the team.

3. Official: anyone acting as a representative of the association in an authoritative capacity during sanctioned association league play or tournaments. Officials include: the Association President, General Manager, Sports Director, Tournament directors, Umpire in Charge, umpires, tournament scorekeepers.

### Definition Foul language

1) Profanity: a word, expression, gesture, or other [social behavior](#) which is [socially constructed](#) or interpreted as [insulting](#), [rude](#), [vulgar](#), desecrating, or disrespectful

- Abusive swearing - for abuse or intimidation or insulting of others (*Example: You motherfucking son of a **bitch!** **Fuck** you **asshole***)
- [Idiomatic](#) swearing - swearing without really referring to the matter.. just using the words to arouse interest, to show off, and express to peers that the setting is informal. (*Example: **Fuck**, man.*)
- Emphatic swearing - to emphasize something with swearing. (*Example: It was so **fucking** big!*)
- [Cathartic](#) swearing - when something bad happens like coffee spilling, people curse. One evolutionary theory asserts it is meant to tell the audience that you're undergoing a negative emotion<sup>[citation needed](#)</sup>. (*Example: Aww, **fuck!**, **Damn** this coffee*)
- The [Supernatural](#) - Evokes emotions of awe & fear. (*Examples: **damn**, **hell**, **Christ***)
- [Bodily effluvia](#) & organs - Evokes disgust, since effluvia are major disease vectors. (*Examples: **shit**, **piss**, **asshole***)
- [Disease](#), [Death](#), & Infirmity - Evokes dread, fear of death or disability. These are words which are normally avoided or treated euphemistically. (*Examples: **A pox on you!**, **A plague on both your houses!***)
- [Sexuality](#) - Evokes images of revulsion at depravity. Profanity of a sexual nature conjures images of illegitimate or exploitive sexuality, jealousy, etc. (*Examples: **fuck**, **cunt**, **prick***)
- Disfavoured people or groups - Evokes hatred and contempt. Such groups include infidels, the disabled, enemies, or subordinated groups. (*Examples: **gimp**, **fatso**, **fag**, **kiner**, **nigger**, **coon***)

2) Discriminatory Remarks or slurs

Separate section dealing with physical contact or altercation (not related to play) that does not cause injury. Example: pushing an official