

Sartell Baseball Association Discipline Policy 2/12/11

This policy shall apply to all coaches, players, parents, guardians or other persons associated with the SBA regarding incidents of poor sportsmanship or behavior including, but not limited to, swearing, throwing equipment and physical or verbal abuse directed against umpires, coaches, other players or spectators. This policy applies to the above persons at all SBA sponsored or sanctioned events or activities. The goal of the SBA is to assure that its members – coaches, players, parents/guardians and fans -- maintain the highest standard of sportsmanship and ethical behavior at all times. Adherence to this policy shall be a condition for continued participation in the SBA program. A parent/guardian is required to acknowledge this policy in writing or electronically at registration and inform the participating player of the policy. This policy will be included in the SBA Coaches' Manual and must be acknowledged in writing or electronically by all head coaches and assistant coaches and collected by the Commissioner before the team's first practice. This policy will be documented on the SBA website.

This policy shall not apply to VFW and American Legion-sanctioned baseball teams/programs. Discipline policy for said teams/programs shall be the responsibility of the head coach of the involved team/program, subject to the rules and regulations of VFW and American Legion Baseball's governing body.

I. Player Discipline

A. First offense:

Upon notice, the Head Coach will warn the player and keep a record of offense, the player's name and the date. The Head Coach has the prerogative to bench the player for an inning, the rest of the game or send the player home, depending upon the severity of the offense.

B. Second offense:

- Upon notice, the Head Coach will bench the player for the rest of the game, or send him home and suspend the player for the next game.
- The player's parent(s)/guardian(s) will be informed by the Head Coach of the offense and the reasons for any penalty levied.
- The Head Coach will notify the Commissioner.
- The Commissioner will keep a record of the offense, the player's name and the date.
- The Commissioner will contact the parent(s)/guardian(s) of the involved player and explain that another offense could result in removal from the team.
- The Commissioner will notify the SBA Board President of the offense and the suspension.

C. Third offense:

- Upon notice, the Head Coach will suspend the involved player, and notify the Commissioner of the third offense.
- The Commissioner will notify the SBA Board President and request a hearing to consider removing the player from the team.
- The Commissioner will contact the parent(s)/guardian(s) of the player.
- The SBA Board President will call a special meeting of the officers of the SBA board, and invite the player and his parent(s)/guardian(s), the coach and the Commissioner. During the meeting, all participants will have an opportunity to share information. A ballot vote will be conducted to consider a motion to remove the player from the team.
- Any player that is removed from a team pursuant to this policy may apply for reinstatement in any subsequent season.

II. Coach Discipline

A. First offense:

Upon notice, the Commissioner will investigate the complaint and if determined to be valid, will inform the coach verbally and via email of the complaint and warn the coach that a further incident will lead to a

hearing before the SBA Board. A record of the offense, the coach's name and the date is to be recorded.

B. Second offense:

- Upon notice, the Commissioner will immediately investigate the complaint and if determined to be valid, will notify the SBA Board President of the second offense and ask for a hearing to consider a motion to remove the coach from the team.
- The President will call a special meeting of the officers of the SBA Board and invite the involved coach, any complainants, the Commissioner. All participants will have an opportunity to share information. A ballot vote will be conducted to consider removing the coach from the team
- If a Head Coach is removed from the team, the Commissioner will appoint an assistant to act as Head Coach for the balance of the season.
- In addition to being banned from coaching, the offending individual is banned from attending any games for the remainder of the season.
- The SBA Board President will file a report. This report will be included in the coach's file and will be shared with future commissioners and coach selection committees. The offending individual will be banned from coaching in subsequent years unless he/she brings a successful appeal before the officers of the Board.
- The offending party may provide transportation for a player to and from games and practices, but is not to be within visual proximity of any games or practices. If the offending individual were to attend a game or practice, the police are to be called to remove the individual from the area.

III. Parent/Guardian Discipline

A. First offense:

Upon notice, the Commissioner will investigate the complaint and if determined to be valid, will warn the offending party, verbally and by email, of the violation of this policy and of the ramifications thereof.

B. Second offense:

- Upon notice, the Commissioner will immediately investigate and if the complaint is determined to be valid, upon written notice by registered mail shall suspend the offending party from attending any further SBA events until a hearing can be conducted.
- The Commissioner will notify the SBA Board President of the second offense and ask for a hearing to consider a motion to suspend the offending party from attending further SBA events.
- The President will call a special meeting of the officers of the SBA board and invite the offending party, any complainants, the Commissioner. All participants will have an opportunity to share information. A ballot vote will be conducted to consider banning the offending party from attending any further SBA events for the remainder of the season.
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- If banned from attending any further SBA events, the President will: a) file a report with the Sartell Police Department that details the process and explains the reasons for removal; and b) notify the offending party of the ban and its terms via registered mail.
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- During the period of the ban, the offending party may provide transportation for a player to and from games and practices, but is not to be within visual proximity of any games or practices. If the offending party were to attend a game or practice in violation of the ban, the police are to be called to remove the individual from the area.

C. Further offense:

- Upon notice, the Commissioner will notify SBA Board President of the further offense and ask for a hearing to consider a motion to remove the offending party's player from the team.
- The President will call a special meeting of the officers of the SBA board and invite the offending party, all parents/guardians of the involved player, any complainants, the Commissioner to participate. All participants will have an opportunity to share information. A ballot vote will be conducted to consider removing the player from the team.
- If the vote favors removal of the player, the SBA Board President will: a) file a report with the Sartell Police Department that details the process and explains the rationale for removal. This report will be included in the Commissioner's file and will be shared with future commissioners; and b) notify via certified mail the offending party (and also the removed player if the player does not reside with the offending party) of the removal, the basis of the SBA Board's decision, and the terms of the removal.
- Any player that is removed from a team pursuant to this policy may apply for reinstatement in any subsequent season.

IV. Discipline for Egregious Acts or Behaviors

- A. In the event any coach, player, parent/guardian or fan engages in an "egregious act or behavior", the SBA board reserves the right to, on its own motion, review the offending party's conduct and administer discipline without regard to the policies and procedures described in Sections I, II, and III above.

- B. "Egregious acts or behaviors" include, but are not limited to:
 - 1) physical abuse or battery;
 - 2) physical assault;
 - 3) violent behavior likely to place another in fear for his or her own physical safety;
 - 4) criminal acts or behaviors;

- 5) acts or behaviors which could reasonably be interpreted as those that create civil and/or criminal liability for the SBA or any of its members; or
- 6) acts or behaviors which have caused or reasonably could cause serious harm, not described by subparts 1-5 above, to: a) coaches, players, parents, guardians, members of the SBA Board or other persons associated with the SBA; or b) the achievement of the SBA's stated goal of maintaining the highest standard of sportsmanship and ethical behavior of all members and participants at all times.

C. If an egregious act or behavior consistent with this policy occurs during an SBA sponsored or sanctioned event or activity, the senior non-offending coach has the discretion to ask the offending party to leave the field and premises. Further, if he/she deems it necessary, the coach also has the discretion to contact the local police/authorities for assistance.

D. If a coach, player, parent/guardian or fan reasonably believes he/she has witnessed or has knowledge of an egregious act or behavior consistent with this policy, the conduct shall be reported as soon as possible to the Commissioner. The Commissioner shall immediately report the conduct to the SBA President and shall include pertinent information surrounding the conduct and the persons involved. The SBA board shall immediately determine whether the reported conduct warrants a suspension of the offending party from all SBA sponsored or sanctioned events/activities until such time as the SBA Board concludes a final vote determining and specifically setting forth any discipline pursuant to this policy. The Commissioner shall then conduct an investigation. This investigation shall be completed as soon as possible, and a report shall immediately thereafter be provided to the President and board. The President and board shall review the investigation report and, at its discretion, gather further evidence, interview witnesses, invite any interested parties to appear before the Committee, or take any other action which it deems appropriate to make the necessary findings to support an informed

disciplinary recommendation. At the conclusion of its review, the President and board review its findings and any recommendations for discipline and vote--determining and specifically setting forth any discipline.

- E. The discipline available to the SBA Board includes, but is not limited to suspension from participation, expulsion from the SBA, terminations of any positions with the SBA, banning any offending party from attendance at any and all SBA events, or other disciplinary action which the Board deems appropriate. The Board also reserves the right to vary the time period of the discipline imposed, up to and including discipline which applies to an offending party for his/her lifetime.

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