



HILLSBOROUGH BASEBALL LEAGUE **POLICY ON DISQUALIFYING CONDUCT FOR VOLUNTEERS** **(EFFECTIVE MARCH 30, 2016)**

Conduct Resulting In Automatic Disqualification

The following is a list of conduct, all of which are automatic grounds for disqualifying a volunteer from being affiliated with the Hillsborough Baseball League:

- ANY arrest or conviction for a crime against a child (*including but not limited to abandonment, abuse, endangerment, indecency, neglect, sexual assault, pornography, possession or promotion of pornography, enticement, solicitation, indecency*)
- ANY arrest or conviction for a crime involving children as an accomplice
- Any arrest or conviction for a crime resulting from the applicant being in a Position of Trust

Any arrest or conviction for a crime involving any of the following:

- Animal Cruelty
- Arson
- Criminally negligent homicide
- Felony drug crimes
- Financial crimes (*theft, embezzlement, absconding, etc., would automatically disqualify an individual from any board role, or any role involving the handling of finances or money*)
- Fraud
- Indecent exposure
- Injury to elderly or disabled
- Kidnapping
- Manslaughter (involuntary or voluntary; including while intoxicated or under the influence)
- Murder
- Multiple DUI/DWI/Domestic Violence offenses (*more than 1 in past 10 years*)
- Obscenity
- Prohibited sexual conduct
- Public lewdness
- Rape
- Robbery
- Sexual abuse
- Sexual assault
- Weapons violations

Any arrest for one of the above will result in an automatic suspension of the HBL volunteer until the matter is resolved. Any arrest that results in a conviction or plea bargain to one of the above offenses will result in automatic termination of the HBL Volunteer. No prior vote of the Board of Directors shall be required to institute a suspension or termination on these grounds. No appeal shall be permitted.

Conduct Resulting In Potential Disqualification

An HBL volunteer may be disqualified from being a manager, assistant manager, assistant coach, HBL Board member or from otherwise being affiliated with HBL as a result of an arrest or conviction for any other crime, offense, or traffic violation (including but not limited to driving under the influence of alcohol or drugs). The Board may vote to suspend or terminate any HBL volunteer by a majority vote on these grounds.