

Disciplinary Policy

The primary description of acceptable behavior for Players, Coaches, Parents and Spectators is given in the Code of Conduct Statement distributed to all coaches at the beginning of the year. Generally we have few to no problems with behavior in a manner of contradictory to that described in the Code of Conduct. However, occasionally a situation does arise where the behavior of an individual becomes unacceptable. This policy is intended to describe the procedure that the Bloomingdale Baseball and Softball Association Board of Directors will follow to address such instances.

An occurrence or misbehavior must be documented before the Board will address the matter. Documentation must consist of one of two forms:

1. A Board member personally witnesses the misbehavior and brings the matter to the Board;
2. An eyewitness has observed the misbehavior and submits a written or verbal complaint to any Board member.

After receiving the documentation of the incident, the Board will appoint a Review Committee made up of the President, 1st and 2nd Vice Presidents, the Board member in charge of Umpires and the Player Agent of the League to which the offending individual belongs. The Review Committee will interview those filing the complaint, seek to interview others present who witnessed the behavior, and interview the individual whose actions are in question.

The Review Committee may determine that the event was not a serious violation of the behavior code, or that circumstances dictate that the event be ignored. If such is the case then the matter will be dropped and all participating parties will be notified.

The Review Committee may determine that the violation was serious and calls for punitive action by the Board. The first step in such action is for the Board to issue a letter of warning to the individual indicating the Boards disapproval of the indicated behavior, and to advise the offender that he or she is being placed on probation for the remainder of the season. The warning letter will also advise the individual that subsequent occurrences will result in further disciplinary action including, but not limited to, the suspension from part or all of the remaining season. The letter will be signed by the five members of the Review Committee and delivered to the offending individual for their acknowledgement and signature. A copy will be given to the coach and the Player Agent from the Review Committee and will present the action and copy of the letter to the Board at its next regularly scheduled meeting. Those filing the complaint will also be notified of the actions taken by the Board.

In the event that the Review Committee finds the first offense to be serious enough to warrant a punitive action greater than a warning, the Review Committee shall call an emergency meeting of the Board of Directors to discuss the situation. At that meeting the Review Committee will present their evidence and recommendation for punitive action up to and including immediate suspension. Upon a majority vote of the total Board members present, the offending individual shall be reprimanded as recommended by the Board of Directors.

If a Player, Coach, or spectator behaves in such a manner as to create a second event of misbehavior during their probationary period, the Board will react to implement further disciplinary action. The Review Committee will investigate the incident and report its findings and recommendations to the Board. The Review Committee will recommend suspending the individual for any or all of the remainder of the season. Written notification will be presented to the offending person. If it is necessary to suspend a coach for the remainder of the season, the Board will appoint a replacement coach and the Review Committee will meet with the parents and players of the team to advise them of the Boards actions. Any coach that is suspended for a year will not be allowed to take a coaching position the following year.

It is our hope that these procedures will never have to be used, but as our league grows so does the possibility that someone will violate the Code of Conduct. Because our main concern is for the enjoyment and recreation of the hundreds of parents, coaches and children who are out to enjoy team and family time together, we will not be tolerant of continued violations of the Code of Conduct.