



Parkway Little League

Volunteer Code of Conduct

It is the mission of Parkway Little League to make baseball fun – for the children. Unfortunately, many parents, fans & coaches don't realize that their actions, whether verbal or nonverbal, can have a lasting emotional effect on children. Too many children are leaving sports activities because the fun is unfairly taken away by adults. Parents, fans and coaches who follow this simple code can help reinforce what sports are all about...BEING FUN FOR EVERYONE.

The Board of Directors would like to thank all league volunteers that conduct themselves with exemplary and ethical behavior. To be clear, all participants that contribute to Parkway Little League are volunteers and subject to the following code of ethics. In an effort to encourage the continuation of our values and expectations, the outline below will provide a brief, but certainly incomplete, list of unacceptable behavior, as well as consequences for misconduct. While the below serve as examples, the Board of Directors has the right to decide if they believe any action is a violation.

Examples of Unacceptable Behavior

- Use of curse words or sexually explicit language. Mandatory ejection from the Complex.
- Comments to an umpire. Comments must only come from the team manager in a conference with the umpire following a timeout. These conferences may only be in the form of questioning a rule's interpretation and not of any judgment call.
- Refusing to shake hands or recognize an opponent's good performance or attempts.
- Berating, commenting or ridiculing any player for making mistakes, performing poorly or not meeting a coaches expectations.
- Promoting a "win at all costs" attitude and not building a teamwork-win approach amongst your players.
- Not being properly prepared for games or practices. Each team is a reflection of their coach including equipment, uniform appearance, player attendance, & team demeanor. Unexcused absence or tardiness for practices or games is unacceptable. All league-mandated meetings must be attended. The league reserves the right to determine that a coach is not sufficiently preparing a team, whether through practices or poor coaching, and to take appropriate action.
- Laughing, name calling or causing any motion to distract an opponent.
- The use of explicit language, or displays of anger towards a child in any way.
- The use of social media outlets, private or public, to make negative comments.
- The use of cell phones within the playing field during games.
- Sharing confidential player or parent/family information with anyone other than league officials.
- Any abuse of power as decided by the Board of Directors, including any gesture that is believed to not promote the well-being of a player, team or the league.

Consequences for Misconduct

- 1. First Verbal Offense:** Any volunteer who verbally or electronically communicates or gestures in a manner that abuses, threatens, intimidates, is flagrantly rude, or cannot control their language or actions with players, coaches, officials, volunteers or spectators will be asked to leave the event immediately. Parkway Little League Board of Directors will investigate to its own level of satisfaction, the incident that occurred and issue a first written warning regarding the unacceptable behavior. The coach will immediately be placed on probation throughout the remainder of season and a suspension is possible. The coach will then be required to sign and return the warning to keep on file with the league. It will also be the sole discretion of the league to allow the coach to remain involved in other Little League activities, including post-season involvement during that year.
- 2. Second Verbal Offense:** Any volunteer that commits any misconduct as described above will be asked to leave the event immediately. This second offense comes with a minimum, mandatory suspension for the remainder of the season including any and all postseason and all-star games. Based on the severity of the conduct, it will be the league's discretion to increase the suspension up to a lifetime ban. Parkway Little League will then issue a notification to be kept on file.
- 3. Third Verbal Offense:** Any volunteer that commits any misconduct as described above will be asked to leave the event immediately. This third offense comes with a minimum, mandatory 2 year suspension from the date of the offense. Based on the severity of the conduct, it will be the league's discretion to increase the suspension. Parkway Little League will then issue a notification to be kept on file.
- 4. Any Physical Offense:** Any volunteer that physically assaults any player (including their own child), official, coach, volunteer or other spectator will be asked the leave immediately and will be banned from all events for a minimum of one year from the date of the offense. Upon evaluation, the league may choose to extend the ban. Parkway Little League will issue a written notification and keep on file. A physical assault may include, but is not limited to hitting, slapping, pushing, spitting, kicking, striking or throwing of any objects.
- 5. Appeal:** Any appeal of the above must be filed in writing with the President or Secretary of the league within 48 hours of the incident. The Board of Directors shall hold a full meeting, subject to quorum, in order to hear the appeal and make a determination, by vote of those present, on validity of the appeal. The filing of an appeal does not delay, supersede, or in any way invalidate any mandatory or league imposed suspensions.

6. **The Code of Conduct**, as stated above, is meant to supplement any regulations or rules within the Little League Operating Manual or Little League Baseball Rule Book. In the case of any conflict, the Parkway Little League Code of Conduct shall supersede all other documents with relation to volunteer conduct.