



# GRIEVANCE FORM

*(to be filed within 10 days of occurrence)*

My name is \_\_\_\_\_ and I wish to file a grievance with Meadows Place PONY Baseball against \_\_\_\_\_ regarding actions that occurred on \_\_\_\_\_ (date) at the following location: \_\_\_\_\_

The facts and circumstances regarding my complaint are as follows:

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*(Please attach as many pages as is necessary)*

I request that following action be taken as a result of my complaint:

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My contact information is:

Phone #s \_\_\_\_\_

Address \_\_\_\_\_

Email \_\_\_\_\_

Return this form to:  
Meadows Place PONY Baseball  
Grievance Officer – Kim Francis  
[Rasta77@att.net](mailto:Rasta77@att.net)

## **Article XVIII GRIEVANCE PROCEDURE**

**18.01 Any person (player, coach, manager and/or spectator) attending or participating in a Meadows Place PONY Baseball (MPPB) event will demonstrate sportsmanlike conduct. Any person acting unsportsmanlike is subject to verbal warning and possible ejection from a game under discretion of the umpire. Additionally, any affected party may file an official complaint/grievance as per this Grievance Policy. In the event that conduct is criminal in nature, the local police will be called.**

**18.02 Examples of prohibited unsportsmanlike conduct include, but are not limited to:**

- a) Displays Of Temper – includes, but is not limited to, throwing, kicking or abusing equipment, expressions of rage, shouting or screaming at the opponent from across the field, not shaking hands after a game, etc.**
- b) Bad Language – includes, but is not limited to, swearing and cursing in the presence of a player, coach, manager, umpire or spectator.**
- c) Taunting – includes, but is not limited to, verbal or visible body expressions with the intention to belittle or show disrespect for an opponent.**
- d) Physical Violence – includes, but is not limited to, rough or injurious physical force, action, or treatment.**
- e) Substance Abuse – includes, but is not limited to, consumption of alcoholic beverages by a minor, use of tobacco products by a minor and/or use of illegal substances by any person.**
- f) Any other action or behavior believed to be in violation of the MEADOWS PLACE PONY BASEBALL CONSTITUTION AND BYLAWS.**

**18.03 Grievance Procedure**

- a) All parties should make every attempt to resolve grievances informally. However, informal resolution may not resolve all conflicts and may not be appropriate under the circumstances**
- b) Formal complaints must be submitted to the Grievance Officer no more than 10 days after the occurrence that is the subject of the grievance.**
- c) Grievances must be in written form and include the following information:**
  - 1. The name, telephone number and email address of the person filing the grievance;**
  - 2. The name of the person against whom the grievance is filed;**
  - 3. The nature of the complaint;**
  - 4. The relevant dates and locations;**
  - 5. The desired resolution**
- d) The Grievance Officer will investigate the complaint and will submit a written recommendation to the Board which will be voted on at the next regularly scheduled Board meeting.**

- e) **The Grievance Officer may recommend:**
  - 1. **Dismissing the complaint as without merit;**
  - 2. **Written warning from the Board President;**
  - 3. **Suspension from one or more games or practices;**
  - 4. **Recommendation against select team participation;**
  - 5. **Removal from League position;**
  - 6. **One-year suspension from League; and/or**
  - 7. **Referral to local police for criminal investigation**
- f) **The Board will vote to accept, amend or reject the Grievance Officer's recommendation by 2/3 vote of the Board. The Grievance Officer will send a written notification of the Board's decision to all affected parties.**
- g) **The decision of the Board is final.**

#### **18.04 Retaliation is prohibited**

- a) **No person filing a grievance will be subjected to retaliation, regardless of the disposition of the claim.**
- b) **Retaliation may include, but is not limited to an observed change in playing time, position, batting order, or disposition.**
- c) **Anyone found to have retaliated against a grievant may be suspended indefinitely.**