

## **Bear Country Little League Code of Conduct**

It is the goal of Bear Country Little League to provide a safe, fun and enjoyable environment for our children to play and learn the game of baseball or softball. It should be the primary objective of every Board Member, Manager, Coach and Parent to insure that this goal is achieved and maintained in our League. In order to insure that goal the Bear Country Little League Board has instituted the following guidelines:

### **Volunteer and Parental Code of Conduct**

- I will not force children to participate in Little League.
- I will remember that children participate to have fun and that the game is for youth, not adults.
- I will inform a league official of any physical disability or ailment that may affect the safety of children or the safety of others.
- I will learn the rules of the game and the policies of the Bear Country Little League.
- I (and my guests) will be a positive role model for players and encourage sportsmanship by showing respect and courtesy, and by demonstrating positive support for all players, managers, coaches, officials and spectators at every game, practice or other sporting event.
- I (and my guests) will not engage in any kind of unsportsmanlike conduct with any official, coach, player, or parent such as booing and taunting; refusing to shake hands; or using profane language or gestures.
- I will not encourage any behaviors or practices that would endanger the health and well-being of the athletes.
- I will teach youth to play by the rules and to resolve conflicts without resorting to hostility or violence.
- I will demand that athletes treat other players, coaches, officials and spectators with respect regardless of race, creed, color, sex or ability.
- I will teach my child that doing ones' best is more important than winning, so that my child will never feel defeated by the outcome of a game or his/her performance.
- I will praise athletes for competing fairly and trying hard, and make my child feel like a winner every time.
- I will never ridicule or yell at my youth or other participants for making a mistake or losing a competition.
- I will emphasize skill development and practices and how they benefit athletes over winning. I will also de-emphasize games and competition in the lower age groups.

- I will promote the emotional and physical well-being of the athletes ahead of any personal desire I may have for my players to win.
- I will respect the officials and their authority during games and will never question, discuss, or confront coaches at the game field, and will take time to speak with coaches at an agreed upon time and place.
- I will demand a sports environment for my child that is free from drugs, tobacco, and alcohol and I will refrain from their use at all events.
- I will refrain from coaching my child or other players during games and practices, unless I am one of the official coaches of the team.

**No Board Member, Manager, Coach, Player or Spectator shall:**

- At any time, lay a hand upon, push, shove, strike, or threaten to strike an official.
- Be guilty of heaping personal verbal or physical abuse upon any official for any real or imaginary belief of a wrong decision or judgment.
- Be guilty of an objectionable demonstration of dissent at an official's decision by throwing of gloves, helmets, hats, bats, balls, or any other forceful unsportsmanlike-like action.
- Be guilty of using unnecessarily rough tactics in the play of a game against the body of an opposing player.
- Be guilty of a physical attack upon any board member, official manager, coach, player or spectator.
- Be guilty of the use of profane, obscene or vulgar language in any manner at any time.
- Appear on the field of play, stands, or anywhere on the BCLL complex while in an intoxicated state at any time. Intoxicated will be defined as an odor or behavior issue.
- Be guilty of gambling upon any play or outcome of any game with anyone at any time.
- Smoke while in the stands or on the playing field or in any dugout at any time. Smoking will only be permitted in designated areas, which will be 20 feet from any spectator stands or dugouts.
- Be guilty of discussing publicly with spectators in a derogatory or abusive manner any play, decision or a personal opinion on any players during the game.
- As a manager or coach be guilty of mingling with or fraternizing with spectators during the course of the game.
- Speak disrespectfully to any manager, coach, official or representative of the league.
- Be guilty of tampering or manipulation of any league rosters, schedules, draft positions or selections, official score books, rankings, financial records or procedures.

- Challenge an umpire's authority. The umpires shall have the authority and discretion during a game to penalize the offender according to the infraction up to and including removal from the game.

Any inappropriate behavior by a Fan may be cause for the suspension of a game by the Umpire. Game suspension may continue until such time as the Fan leaves the park.

The Board of Directors will review all infractions of the BCLL Code of Conduct. Depending on the seriousness or frequency, the board may assess additional disciplinary action up to and including expulsion from the league.

### **Improper Conduct**

- Verbal abuse of any player, manager/coach or fan shall be grounds for a warning or ejection.
- Equipment throwing by any player, manager/coach or fan shall be grounds for a warning or ejection.
- Physical contact with another player, manager, coach or umpire not in the spirit of the game by a player, manager/coach or fan shall be grounds for a warning or ejection.
- Smoking at the field by a player, manager/coach or fan shall grounds for a warning or ejection.
- Alcohol/Drug consumption during a game by a player, manager/coach or fan shall be grounds for a warning or ejection.

Any complaint about an umpire abusing his power or unfairly treating any player, manager/coach or fan may be filed with the official scorekeeper. It is the responsibility of the Chief Umpire to report all complaints to the Board

### **Reporting**

It is the responsibly of each umpire and official scorekeeper to log warning and ejections. It is the responsibility of the Chief Umpire to file a Code of Conduct Incident Report if necessary. It is the responsibility of the board to decide if any deviation from the league's ejection policy is to be enforced, modified or revoked.

# **Code of Conduct Policies and Procedures**

## **Overview**

The Bear Country Little League is concerned about the safety and well being of the children participating in Little League Sports Activities. This includes both the Physical and Mental well being of each participant. Managers, Coaches, Parents and Fans need to have a positive influence on our players and will be evaluated accordingly. The Board of Directors has instituted a Code of Conduct Policy that will help enforce an acceptable Code of Conduct for all participants in Bear Country Little League activities. A Conduct Review Committee will evaluate each reported incident to determine the appropriate action to be taken. A Code of Conduct Incident Form may be filed by any Manager, Coach, Umpire, Board Member or Game Monitor. This method of reporting infractions should remove the subjective nature from evaluating a Code of Conduct Incident.

## **Conduct Review Committee**

The Conduct Review Committee will be comprised of the President, Safety Officer and three other nominated board members. If the President or Safety Officer has a conflict of interest with an issue under review, they shall be not be allowed to vote and an Alternate must vote in their place. Managers may not be nominated to the Conduct Review Committee. The Conduct Review Committee will be nominated and accepted by the Bear Country Little League Board of Directors at the beginning of each season. Upon receiving a Code of Conduct Incident Report, the Safety Officer will contact the members of the Code of Conduct Committee to meet in person or via email depending on the severity of the incident.

If either the President or Safety Officer is unavailable for more than a 7 day period, the Vice President may substitute for the absent party.

## **Three Strike Policy**

All participants in the Bear Country Little League will adhere to the "Three Strikes and You're Out" principle. The Conduct Review Committee will assign Strikes according to the severity of each incident. Depending on the incident, an infraction can carry more than one Strike as determined by the Conduct Review Committee. Figure 2 is a guideline for assignment of Strikes by the committee. Strikes may only be filed against an individual if a majority of the Conduct Review Committee determines that an infraction has been committed. All decisions made by the Review Committee are at their discretion and all decisions are final. Strikes are cumulative each season and will not carry over into the next season. Assigned Strikes will be used by the Board in evaluating and accepting Volunteer Positions each year.

## **Evaluation Procedure**

A code of conduct incident form may be filed by any Manager, Coach, Umpire, or Board Member if said person feels that a Manager, Coach, Umpire, Fan, Parent, or Player has not adhered to the Code of Conduct as outlined in Section B. If there is an issue regarding Board Members, Managers, Coaches or Umpires that is potentially harmful either mentally or physically to a child, the President and Safety Officer are immediately notified and a written Code of Conduct Report will be filed.

If any Board Member, Manager, Coach or Umpire is under review by the Code of Conduct Committee for the above mentioned item (i.e. mental or physical harm to a child), they shall be temporarily suspended until the issue is resolved or they receive an email from the President and Safety Officer stating that they can continue with their duties.

## **Notice of Infraction**

The Conduct Review Committee will send via the United States Post Office a Notice of Conduct Infraction to the offending party with a description of the resulting penalty. As a reference, examples of applicable penalties are included in a chart at the end of this document.

## **Conclusion**

As Board Members, Managers, Coaches and Volunteers we are entrusted with the well being of the participants in the Bear Country Little League. It is critical that each child have a positive experience with his/her participation. Umpires, Volunteers, Parents and Players all must be educated in Code of Conduct expectations and enforcement. The Conduct Review Committee must consistently enforce this policy to provide a healthy playing environment for all participants in the Bear Country Little League.

## Reference Chart and Actions

<b>Strike One</b>	<b>Strike Two</b>	<b>Strike Three</b>
Suspension for 1 - 3 games depending on severity	Manager will step down to lesser Volunteer Position	Suspension from League for remainder of year
	Coach will step down	
	Board Member will leave Board Position	
	Player will be suspended for 2 weeks	
<b><i>Figure 1 (above) - Action to be Taken based on Strikes</i></b>		
<b>Assign 1 Strike</b>	<b>Assign 2 Strikes</b>	<b>Assign 3 Strikes</b>
Manager, Coach, Umpire or Fan criticizing an Umpire in a foul or abusive manner.	Manager, Coach, Umpire or Fan verbally abusing an individual Player or Child Umpire	Physical Abuse or fighting of any kind
Abuse of Bear Country Little League or other people's Property	A Board Member, Manager, Coach or Umpire creating an unsafe physical or mental environment for a Player	
Player verbally abusing another player		
<b><i>Figure 2 (above)- Examples of Strike Assignment</i></b>		