



## **CORONA PONY YOUTH BASEBALL CODE OF CONDUCT & DISCIPLINARY POLICY**

This Code of Conduct and Disciplinary Policy has been adopted by the Corona PONY Youth Baseball League in order to provide to each individual a better understanding of their responsibility and required conduct.

One measure of a successful non-profit organization is the ability to police itself. It is for this reason that Corona PONY Youth Baseball has established the following Code of Conduct and Disciplinary Policy in which all violations will be reviewed and/or enforced by the Board/Disciplinary Committee.

**This Code of Conduct and Disciplinary Policy applies to all members of Corona Pony Youth Baseball, including, but not limited to, managers, coaches, assistant coaches, team representatives, players, parents, CPYB Board, umpires and spectators.**

### **CODE OF CONDUCT**

It is the responsibility of CPYB officials, managers, coaches, assistant coaches, team moms, parents and players to:

1. Notify CPYB officials of injuries sustained by a player within 24 hours of such an incident.
2. Properly protect all League equipment and promptly return the same when asked to. Teach protection of League owned equipment.
3. Exemplify the highest moral character.
4. Recognize the individual worth and reinforce the self-image of each team member.
5. Provide a safe environment for practice and competition.
6. Respect the integrity and judgment of game officials.
7. Be modest in victory and gracious in defeat.
8. Before the game, introduce yourself to the opposing coach and umpire.
9. Encourage players through positive feedback and do not humiliate, taunt or degrade your own team players or opposing team players.
10. Teach and abide by the rules of the game in letter and spirit.
11. Managers must review the Coach's Code of Conduct. They also must review the Corona Pony Baseball Code of Conduct and Disciplinary Policy with their coaches, assistant coaches, team moms, players and player's parents. The Board/Disciplinary Committee will hold managers accountable for the conduct of their coaches, assistant coaches, team moms, players and player's parents.

### **DISCIPLINARY POLICY – GENERAL**

**Recognizing the difficulty of establishing specific penalties for all violations of acceptable conduct, the following penalties or disciplinary action will be taken:**

- a) **WARNING** - The offending person is to be advised, in writing, of the offense, and further advised that repetition of the offense shall result in a more severe penalty.

b) **SUSPENSIONS** - The offending person is to be advised in writing that he or she has been suspended from all league activity for a specific number of games. Level 1, Level 2 or Level 3 disciplinary actions may be applied (see below).

c) **DISMISSAL OR EXPELLED** - The offending person is to be advised in writing that he or she has been dismissed or expelled from the league for the remainder of that current year.

d) **BARRED OR EXPELLED FROM CPYB** - The offending person is to be advised in writing that he or she has been dismissed or expelled from present and future participation in the league, permanently, or for a specific number of years.

## **DISCIPLINARY POLICY - SPECIFIC**

The following list of violations is **not all-inclusive** and the Board/Disciplinary Committee reserves the right to amend the violations and disciplinary actions as necessary. The Board/Disciplinary Committee reserves the right to enforce the appropriate disciplinary action as deemed necessary and may include any of the above listed general actions. The Board/Disciplinary Committee also reserves the right to enforce the following disciplinary actions on individuals/members for specific violations listed below:

### **SOCIAL MEDIA MISCONDUCT OR CYBERBULLYING**

The Board/Disciplinary Committee has the authority to issue a warning, suspension, or expulsion of any player, manager, coach, parent, umpire, or CPYB Board Member participating in any act of social media misconduct or cyber bullying that is considered detrimental to the best interest of our league and participants. Such behavior includes but is not limited to the following:

1. Harassment
2. Intimidation
3. Humiliation
4. Threaten
5. Racist

CPYB also prohibits any cyberbullying behavior that attempts to diminish any participants/members based on physical, emotional, ethnicity, or sexual preference.

### **LEVEL 1 DISCIPLINARY ACTION**

Level 1 action, which may lead to the suspension of the manager, coach, assistant coach, team mom, player, parent, spectator or any member of CPYB from participation in CPYB activities, are listed below including length of suspension. The Board/Disciplinary Committee will notify the violator in writing of disciplinary action. There is no appeal of Level 1 Suspensions.

<b><u>VIOLATION</u></b>	<b><u>DISCIPLINARY ACTION</u></b>
1. Use of swearing or of any nature.	Minimum 1 league game or more subject to Disciplinary Committee.
2. Use of abuse or vilifying language toward anyone on the ball field.	Minimum 1 league game or more subject to Disciplinary Committee.
3. Verbal abuse/heckle any opposing players or umpires directly OR indirectly.	Minimum 1 league game or more subject to Disciplinary Committee.

4. Continuing to dispute after warning from the umpire.	Minimum 1 league game or more subject to Disciplinary Committee.
5. Willful disregard for City ordinances by manager, coaches, team representatives, parent, player, spectator or any member of CPYB	Minimum 1 league game or more subject to Disciplinary Committee.

### **LEVEL 2 DISCIPLINARY ACTION**

Level 2 actions, which may lead to the suspension of manager, coach, assistant coach, team mom, player, parent, spectator or any member of CPYB from participation in CPYB activities, are listed below including length of suspension. Level 2 Suspensions are reviewed by the Board/Disciplinary Committee and can be appealed to the Executive Board. The Board/Disciplinary Committee must notify the violator in writing of disciplinary action. The violator should be afforded a review hearing with the Board/Disciplinary Committee if the violator requests such hearing.

<b><u>VIOLATION</u></b>	<b><u>DISCIPLINARY ACTION</u></b>
6. Any comment perceived as a threat of violence towards umpires, board members, players, managers, coaches or any other CPYB members.	Minimum 3 league games or more subject to Disciplinary Committee.
7. Persistent misconduct after a warning.	Minimum 3 league games or more subject to Disciplinary Committee.
8. Dangerous play/intent to harm another player.	Minimum 3 league games or more subject to Disciplinary Committee.
9. <i>Second Offense</i> - Use of abusive or vilifying language toward anyone on ball field	Minimum 3 league games or more subject to Disciplinary Committee.
10. <i>Second Offense</i> - Verbal abuse/heckle any opposing players or umpires directly OR indirectly.	Minimum 3 league games or more subject to Disciplinary Committee.

### **LEVEL 3 DISCIPLINARY ACTION**

“Major” Actions which may lead to the suspension of manager, coach, assistant coach, team mom, player, parent, spectator or any member of CPYB from participation in CPYB activities for the remainder of the season or expulsion from CPYB are listed below. The Board/Disciplinary Committee reviews Level 3 suspensions and approval from the Executive Board is needed for any expulsion. A review hearing is mandatory for this level of disciplinary action and should be conducted within a reasonable amount of time after the offense has occurred.

<b><u>VIOLATION</u></b>	<b><u>DISCIPLINARY ACTION</u></b>
11. Any <i>attempt</i> to physically harm an umpire, coach, manager or player.	Minimum 6 league games up to expulsion from CPYB

12. Any manager, coach, parent, player or other member willfully striking or fighting with any other manager, coach, parent, player or other member at any CPYB league game or function.	Minimum 6 league games up to expulsion from CPYB
13. Causing any physical harm to an opponent due to any act of violence.	Minimum 6 league games up to expulsion from CPYB
14. <i>Second offense</i> - Persistent misconduct after a warning.	Minimum 6 league games up to expulsion from CPYB
15. <i>Second offense</i> - Dangerous play/intent to harm another player.	Minimum 6 league games up to expulsion from CPYB/
16. Any acts of vandalism to the ball field facilities or equipment.	Minimum 6 league games up to expulsion from CPYB
17. Any willful disregard for City ordinances that causes harm to any individual at the ball field.	Minimum 6 league games up to expulsion from CPYB

### **SERVING DISCIPLINARY ACTIONS**

1. Players must serve their suspensions in uniform on the bench. If the player does not come to the next league game in uniform and sit on the bench, then the suspension has not been served.
2. Managers, coaches, team representatives, parents, guardians or any other member must serve their suspension at home. They are not allowed to serve their suspensions at the ballpark.

### **DISCIPLINARY COMMITTEE**

The disciplinary committee shall have the authority to suspend, discharge, or otherwise discipline any player, manager, coach, team representative, umpire, Board Member or other member whose conduct is in violation of the Rule and Regulations of Baseball, PONY Baseball, the CPYB Code of Conduct, or is considered detrimental to the best interests of the League.

### **Responsibility and Role of the Disciplinary Committee**

1. The disciplinary committee consists of 2 executive board members, 1 division director, and 2 non-cpyb members.
2. The disciplinary committee shall hear and judge matters resulting from a complaint regarding the actions of any member of the CPYB organization.
3. The disciplinary committee is required to hear and discuss incidents that may require disciplinary action.
4. Discussions will be called by the Vice President as needed. The Vice President will conduct the disciplinary committee in a manner such that parties are accorded:
  - a) A discussion before a disinterested and impartial body of fact finders.
  - b) Notice of specific charges or alleged violations in writing and the possible consequences if the charges are found to be true.
  - c) Reasonable time, between receipt of the notice of charges, to have time to prepare a defense
  - d) A written decision, with reasons for decision, based solely on the evidence of record, issued in a timely manner
5. As part of the investigation, the disciplinary committee as well as the Vice President will assemble evidence from all sides and review the evidence and make a determination as to the charges. If credible evidence is NOT found, then the complaint will be dismissed. The alleged party will be notified in writing of the dismissal.

6. If, during the disciplinary committee investigation, compelling information is found that allowing the violator to continue participation in the league could be damaging to the League, then the violator may be suspended pending the completion of the investigation.
7. Once all relevant information regarding the complaint is assembled and reviewed by the disciplinary committee, it will make its final decision and notify the violator.
8. **Decisions of this committee are final and do not require the Executive Board vote with the exception of permanent expulsion. If the offending person is suspended for three games or more, the offending person may appeal to the Executive Board.**
9. A database of complaints will be kept and a status report of pending complaints presented at each Board meeting.
10. All records are kept in secure and confidential files by the Vice President.
11. In some cases disciplinary committee deliberation is not needed. This occurs when a court of law finds a person guilty of a felony or a crime of moral turpitude.

## **DEFINITIONS**

1. **BALLPARK:** Intended to be all encompassing and includes bleacher areas, the parking lot and street immediately adjacent to park.
2. **VILIFYING LANGUAGE:** To speak in an abusively disparaging manner
3. **HECKLE:** Interrupt with derisive or aggressive comments or abuse
4. **TAUNT:** A remark made in order to anger, wound, or provoke someone.

## **REPORTING AN INCIDENT TO THE DISCIPLINARY COMMITTEE**

1. While people can call in with complaints of alleged violations, those investigated must be received in writing regarding the incident that took place along with the date of incident and description of incident.
2. Anyone, including members, the public and League members, may make a written complaint.
3. If the complaint provides credible evidence of a violation, the violator of the complaint is notified. In the event the allegation involves a player, or other person under the age of 18, that person's parents shall be notified.
4. Once the disciplinary committee receives the complaint, investigate and respond in writing to the alleged violator regarding knowledge and receipt of the complaint as soon as possible.