

Dimond West Little League

Discipline Policy

Purpose

The Dimond West Little League Disciplinary Policy's purpose is to provide guidance to our members for the procedures for Disciplinary Review and Action as it relates to violations of the League's Code of Conduct.

Expectations

Dimond West Little League is committed to providing an environment in which all individuals are treated with respect. All Dimond West Little League Members and their guests are subject to the Code of Conduct and Discipline Policy. Anyone partaking or observing a Dimond West Little League activity that commits an act of aggressive, inappropriate, or unacceptable behavior shall be subject to the Discipline Policy and may be subject to Disciplinary Action. In general, any complaint, which includes the use of profanity, obscene or derogatory language that is audible to the players and/or observers of a game, practice or event and/or the use of physical contact with the intent to harm or intimidate, will result in a disciplinary action by the Disciplinary Committee.

Responsibilities

The Board of Directors shall appoint a Disciplinary Committee of no less than 3 members which shall review all complaints that may be subject to Discipline Action. Should a complaint be made against or directly involving a member of the committee, the President shall appoint a temporary replacement for the review of the complaint.

Procedures

Complaints:

- Complaints must be communicated to the Board of Directors. Complaints can initially be made verbally, however, in order to review the complaint, a written Incident Report must be completed within 72 hours of incident. Anonymous complaints shall not result in formal discipline.

- Complaints shall be forwarded to the President. If the complaint is against the President the Vice President will temporarily act as the President in the matter of the complainant.
- The President will inform the Disciplinary Committee members of the complaint and forward the complaint to the committee for review.

Review:

- The review shall be conducted as soon as possible after a completed Incident Report is received.
- The committee shall:
 - Notify the complainant of the receipt of the completed Incident Report
 - Meet to discuss the received report
 - Make a recommendation of further action, such as investigation, verbal warning, no action needed, or other disciplinary action
- The review shall be conducted privately and confidentially

Recommendation:

- The Committee, post review, shall consider the following prior to making a recommendation of Disciplinary Action:
 - Nature & Severity of the violation
 - Whether the violation is a first offense
 - The individuals acknowledgement of responsibility
 - The age, maturity or experience of the individual
- The Committee shall present their recommendation to the Board of Director for approval
- A record of the Discipline Action shall remain on file with the Board of Director and a copy shall be delivered in writing to the subject(s) of the complaint.

Action:

The Disciplinary Committee may apply any or a combination of the following sanctions:

- Verbal Reprimand
- Written Reprimand
- Request for a verbal or written apology
- Suspension of Manager/Coach duties
- Termination of League Membership and expulsion from the League
- Other sanctions as may be considered appropriate for the violation