

ORLEANS LITTLE LEAGUE BASEBALL INCORPORATED
POLICY AND OPERATING PROCEDURE #01

CODE OF CONDUCT

Version: 07 Feb 0520 Aug 03

1.The intent of the Orleans Little League Baseball Inc. (OLLB) Code of Conduct is to define acceptable behaviour and the actions which may result should an individual not adhere to the Code.

APPLICATION

2.Through the action of joining or volunteering, everyone associated with OLLB agrees to be bound by this Code of Conduct.

DEFINITIONS

3.For the purpose of this policy, conduct is any physical or verbal behaviour exhibited by or directed to anyone connected with the OLLB organization.

4.Inappropriate conduct is defined as conduct that:

a. is contrary to any of the rules and regulations promulgated by Little League at any level above OLLB and which we are bound to respect as a condition of receiving a Little League Charter;

b. is physically or verbally abusive to anyone connected with the OLLB organization, especially a player;

c. harms, in any manner, the reputation of OLLB and its Board of Directors, Officers, members, Team Officials and Managers/Coaches;

d. disrupts the good order and discipline of OLLB;

e. causes a member to abuse his/her authority or position of trust;

f. fails to show respect towards OLLB, Team Management, Coaches, Players, Parents and to the Competing Teams and their Organizations;

g. insults or is physically or verbally abusive to the Umpires or Game Officials;

h. is inappropriate, especially when representing OLLB Teams in out-of-town tournaments, and that is deemed harmful to the reputation of OLLB; and

i. presents any other action that in the opinion of OLLBI is deemed to be inappropriate.

5.The OLLBI Sanctions Committee is a Standing Committee of OLLBI consisting of three Directors appointed by the Board.

APPLICATION

6.This Code of Conduct will apply to all persons associated with OLLBI including, but not limited to, members of the Board of Directors, Officers, Team Managers/Coaches, Umpires, Players and Parents.

COMPLAINT AND APPEAL PROCESS

7.OLLBI in its sole discretion may, at any time, implement disciplinary action against a person who, through having behaved with inappropriate conduct, is deemed to be in breach of the Code of Conduct.

8.A complaint must be made in writing addressed to the President of OLLBI, immediately or as soon as reasonably possible after the incident which gave rise to the complaint. A complaint registered more than 14 days after the incident, will not be accepted. The President will immediately refer the report to the Sanctions Committee.

9.If the situation is such that immediate action is required before the Sanctions Committee can review and the Board can act on the situation, the President can, on his own authority, immediately impose such temporary sanctions as he feels are appropriate. This action will be notified to the party involved and to the Sanctions Committee by the speediest means available. Such sanctions must be in within the range of those available to the Sanctions Committee. The temporary sanctions will remain in force until the Board has enacted its decision on the situation.

10.Upon receiving a report of a breach of the Code, the Sanctions Committee will make whatever inquiries it considers appropriate to establish the facts of the situation to the extent it considers necessary. It will then, with a majority vote, decide if there has been a breach of the Code and, if there has been a breach, make a recommendation on the appropriate disciplinary action. The form of disciplinary action can include suspension or any additional sanction including expulsion from OLLBI. The decision and recommendation will be reported to the Board at its next meeting.

11.On receiving a recommendation from the Sanctions Committee, the Board may either vote to authorize the decision and recommended disciplinary action or return the recommendation to the Committee for further consideration. If authorized, the decision and disciplinary action will be delivered in writing to the person involved by regular mail postmarked within seven days of the Board meeting.

12.A person found to have breached the Code of Conduct will have the right to appeal the decision of the Board of Directors. An appeal must be made, in writing, to the President of OLLBI no later than 15 calendar days from the date on which the notice of the disciplinary action is mailed to the party involved.

13.If an appeal is lodged, the President will put this item at the head of the agenda of the next following Board meeting. The appellant will be given an opportunity to attend the Board meeting for this item and address the Board on the matter of the appeal. This agenda item will be held in camera. The Board will review the situation and decide, by majority vote, the final and binding disposition of the matter. This decision will be delivered in writing to the appellant by regular mail postmarked within seven days of the Board meeting.

14.The appellant must be present in person at the hearing. Failure to appear will result in the appeal being dismissed. No further appeal will be allowed.