

Policy name: Behaviour and Discipline Policy

Date approved: December 2011

Purpose: to provide guidance and expectations for the behaviour of all involved with Dundas Little League both directly and indirectly, and to define criteria and rules governing disciplinary procedures

BEHAVIOURAL GUIDELINES POLICY

It is our collective responsibility as coaches, umpires, volunteers and parents to ensure a happy, safe and positive environment for every child participating in or watching any games or practices in our league. The ideals of sportsmanship, fair play, camaraderie and just plain fun can only be maintained by all of our efforts.

The privilege of participation in our league is contingent upon all of us adhering to the principles of respect and dignity for all and setting a good example for the children.

The Dundas Little League Executive is always accessible to hear your concerns and suggestions to make our league better. We are committed to providing an environment in which all individuals are treated with respect, and we support equal opportunity while prohibiting discriminatory practices at all times.

Members are expected to conduct themselves at all times in a manner consistent with the values of the league. Membership in Dundas Little League brings with it many benefits and privileges. At the same time, members are expected to fulfill certain responsibilities and obligations, including but not limited to, complying with the policies, rules and regulations of the league.

This policy applies to all categories of members of Dundas Little League, including but not limited to directors, league executives, players, coaches, umpires, volunteers, team managers and administrators. All members are expected to adhere to their respective Dundas Little League Codes of Conduct for Coaches, Parents and Players. These are available on our web site.

Also, please note that the City of Hamilton Zero Tolerance Policy is also in effect at all Dundas Little League Facilities. It is available here: <http://www.hamilton.ca/CityDepartments/PublicWorks/Parks/Programs/ZeroTolerancePolicy.htm>



DISCIPLINARY POLICY

Types of Infractions

- Harassment or incidents of disrespectful, offensive, abusive, racist or sexist comments or behaviour
- Verbally or physically abusing anyone at any time
- Unsportsmanlike conduct such as angry outbursts, arguing, throwing equipment
- Showing disrespect to officials including foul language or offensive gestures
- Repeated incidents of being late or absent from league events at which attendance is expected
- Non-compliance and/or deliberate disregard for the rules, regulations and policies
- Failure to abide by and respect previous decisions of the Disciplinary Committee
- Failure to respect and accept the decisions of the Dundas Little League Executive
- Playing under an assumed name, falsifying an affidavit or roster, or giving false information to league or tournament officials
- Behaviour which interferes with a competition or with any player's preparation for competition
- Repeated attempts to foster an environment of negativity with complaining, ridicule and criticisms
- Pranks, jokes or other activities which endanger the safety of others
- Use of alcohol which impairs the individual's ability to act safely and legally
- Usage of tobacco products at any Dundas Little League event
- Any use of illicit drugs or narcotics
- Any use of alcohol by minors

Disciplinary Procedures

All incidents can be reported verbally to any member of the Dundas Little League Board of Directors who may then request a written report. The incident will be assessed by the Disciplinary Committee consisting of any three of the five members of the Board of Directors. The offending individual will be informed of the report by phone, letter or email and given the opportunity to respond. Infractions will be dealt with as soon as possible taking into consideration the league schedule and any other relevant factors.

The Disciplinary Committee may apply the following sanctions singly or in combination:

- Verbal reprimand
- Request for a verbal or written apology (letter or email)
- Suspension of coach/manager duties
- Suspension from Dundas Little League parks, events, games, practices etc
- Termination of league membership and expulsion from the league
- Other sanctions as may be considered appropriate for the offense

Disciplinary sanctions will commence immediately following a decision. In applying the sanctions, the Disciplinary Committee may have regard to the following circumstances:

- The nature or severity of the offense
- Whether the incident is the first offense or has occurred repeatedly
- The individuals acknowledgment of responsibility and extent of remorse
- The age, maturity or experience of the individual
- The individuals prospects for rehabilitation