

CODE OF CONDUCT OF
COVENTRY YOUTH BASEBALL ASSOCIATION, INC.
Approved: June 1st 2009

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 CYBA 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 100 feet from any spectator stands or dugouts.
- Be guilty of discussing publicly with spectators in an abusive manner any play, decision or a personal opinion on any players during 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.
- Shall 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.
- Coaches are expected to make sure their parents, as well as themselves, refrain from yelling at or arguing with the umpires. (Our umpires are in training and occasionally they will make some mistakes. There is not a large pool of umpires to draw from, so please do not run off those that are willing to help.)

PARENTS AND SPECTATORS PLEASE, REFRAIN FROM

- A. Smoking, using alcohol or using foul language at both the practice and game fields.
- B. Bringing dogs, unless leashed, to both the practice and game fields.
- C. Leaving trash on the practice and game fields.
- D. Yelling at the umpires or opponent's players.

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 contrary to the Code of Conduct. Depending on the seriousness or frequency, the board may assess additional disciplinary action up to and including expulsion from the league.

CODE OF CONDUCT POLICY

Overview:

Coventry Youth Baseball League is concerned about the safety and well being of the children participating in league 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 involved with 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 Volunteer Evaluator. 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, Vice President and three other board members. The Conduct Review Committee will be nominated and accepted by the League's Board of Directors at the beginning of each season. Two Alternative Conduct Review Committee Members will be nominated in case a conflict of interest is determined in the review of a specific incident.

Three Strike Policy:

All participants in the 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 1 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, Board Member or Volunteer Evaluator. Evaluators will be sent out to monitor and evaluate games throughout the season. The Volunteer Evaluator will file a Game Report Summary for each game he/she attends. A Code of Conduct Incident Form may be filed if the Volunteer Evaluator feels that a Manager, Coach, Umpire, Fan or Player has not adhered to the Code of Conduct as outlined in **Figure 1**. A Volunteer Evaluator may not use a game that his/her son/daughter participates in for evaluation purposes.

Conduct Review Process:

The Conduct Review Committee must meet to remediate each Code of Conduct Incident within 48 hours of its submission. The Committee should rule in a manner that preserves a safe and healthy environment for all CYBA participants. The Committee should review a severe incident as immediately as possible.

Notice of Infraction:

The Conduct Review Committee will send via the United States Post Office a certified Notice of Conduct Infraction to the offending party with a description of the offense, resulting penalty and date the penalty is to be observed. If the resulting penalty must be enforced immediately, the offending party will be notified by a member of the Conduct Review Committee in person or by phone to insure that the penalty is enforced. Examples of applicable penalties are included in **Figure 2** below as a reference.

Appeal Process:

The offending party may request to appeal both the "strike" and/or the "penalty". The appeal must be submitted to the Coventry Youth Baseball Association **in writing** within two weeks of receipt of the Notice of Conduct Infraction. The Conduct Review Committee will review the appeal and judge accordingly. The Conduct Review Committee will send via the United States Post Office a certified Notice of Conduct Appeal letter to the offending party with a description of the offense and resulting penalty based upon the appeal.

Conclusion:

As Board Members, Managers, Coaches and Volunteers we are entrusted with the well being of the participants in 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 associated with the Coventry Youth Baseball League.

REFERENCE CHARTS AND DOCUMENTS:

Reference Chart and Actions		
One Strike	Two Strikes	Three Strikes
Foul Language from a Player, Umpire, Fan, Manager or Coach	Manager, Coach, Umpire or Fan criticizing a Player or Umpire in a foul or abusive manner	Physical Abuse or fighting of any kind
Abuse of League or other people's Property		
Player criticizing a participant in a foul or abusive manner		

Figure 1 (above)- Examples of Strike Assignment

Strike One	Strike Two	Strike Three
All Participants will be put on Notice of Infraction	Manager will step down to lesser Volunteer Position	Suspension from League for remainder of year
Player will be suspended for 1 Game	Coach will step down to lesser Volunteer Position	
	Board Member will leave Board Position unless also a Manager or Coach which is covered above	
	Player will be suspended for 2 weeks	

Figure 2 (above) - Action to be Taken based on Strikes

COVENTRY YOUTH BASEBALL CODE OF CONDUCT EVALUATION FORM

Date of Incident: _____ Time of Incident: _____

Visiting Team: _____ Home Team: _____

Home Plate Umpire: _____ Field Umpire: _____

Filed By: _____ Evaluator: ____ Manager: ____ Coach: ____ Other: ____

Individuals Involved: _____

Witnesses: _____

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1. Was there any physical abuse? Yes No
 2. Did this involve a single player? Yes No
 3. Was the player embarrassed or upset by this action? Yes No
 4. Did it involve an umpire? Yes No Umpire # _____
 5. Did the incident involve a parent? Yes No
 - a. Was the incident directed at his/her son or daughter? Yes No
 6. Did the incident involve a fan? Yes No
 7. Was there any foul language or gestures used? Yes No
 8. Number of players witnessing the Incident? _____
 9. Did the incident occur during the game? Yes No
 10. Did it cause a delay of game? Yes No

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Please provide a brief outline of the specifics of this incident:

Signed: _____

Date: _____