

## PPYSA Zero Tolerance Policy

The PPYSA/Corporation has adopted a zero tolerance policy regarding physical violence and/or threatening behavior at any PPYSA/Corporation sponsored or approved activity. Physical or verbal attacks or threats from members, coaches, commissioners, volunteers, officers, committee members, visitors, referees, parents, participants, fans are violations of this zero tolerance policy, and shall subject the offender to suspension from PPYSA/Corporation sponsored or approved activities for a period of at least one year. Other actions which may subject offenders to suspension or permanent removal include, but are not limited to the use of profanity, alcohol, illegal drugs, or tobacco products during PPYSA/Corporation sponsored or approved activities, interrupting game play, or committing any violent act. Loss of self-control is never acceptable.

The following statements represent PPYSA/Corporation's position on the zero tolerance policy from this point forward:

1. All persons involved with the PPYSA/Corporation including parents/guardians, players, managers/coaches, Board Members and umpires/officials/referees shall abide by the Zero Tolerance Policy and all the rules governing the league.
2. It is the duty of all managers/coaches to control their players and spectators at all times.
3. Coaches should teach their players to respect the dignity of the game, the authority of its officials, the value of the opponent and the institutions they represent.
4. Coaches shall confine their discussions with the opposing team and game officials to interpretation of the rules and NOT challenge an umpire/referee's judgment call.
5. Cursing, obscene or threatening gestures or language, harassment of any kind, malicious or personal remarks between opponents, players, spectators or officials on or off the field of play will not be tolerated and will be subject to disciplinary action. Anyone in violation will be immediately removed from the field/gym and forbidden to return until disciplinary action(s)/decision(s) have been made.
6. Improper use of, or deliberate damage to the equipment or property by anyone will not be tolerated and will be grounds for disciplinary action.
7. Officers, directors, umpires/referee's and all coaching staff are responsible for enforcing the rules and regulations on and off the field of play.

8. Telephone/Verbal/Email/Social Media/In-person assaults, harassment and/ or threats are strictly forbidden. Coaches/Parents with sensitive questions, coaching/player problems or moral/ethical issues that may require board intervention, will not email, call, text, Facebook, or Tweet team parents, or coaches, Violation of this policy will result in immediate disciplinary action.

The following classifications provide an example outline of violations of the PPYSA/Corporation Zero Tolerance Policy. The examples include, but are not limited to the following:

Class A Classification:

- Inappropriate verbal or non-verbal abuse not covered in Class B or Class C during PPYSA/Corporation sanctioned events, and any PPYSA/Corporation related function and/or team activity.

-Open disputing or arguing with the decision of an umpire/referee, coach, spectator or player whether on or off the field of play. Discussion of said decisions is encouraged to the extent that it is constructive and non-threatening and helps to resolve current and potential issues.

-Visual or verbal sign(s) of dissatisfaction with any umpire/referee, coach or administrator's decision.

Class B Classification:

-Confrontation, inappropriate verbal or non-verbal reaction to specific events during PPYSA/Corporation related function and/or team activity.

-Obscene or vulgar language or the use of a physical act that is vulgar or obscene, racial or swearing.

-Encouraging abusive or unsportsmanlike behavior in any player, coach, umpire/referee, or spectator.

-Taunting or ridiculing of umpires/referee, coaches, players, or spectators.

- Not stopping Zero Tolerance conduct once advised to do so.

-Not voluntarily leaving a facility once advised to do so by any umpire or league official

### Class C Classification

- Complete loss of self-control during PPYSA/Corporation sanctioned events or any PPYSA/Corporation related function and/or team activity.
- Intentional physical contact using the body or any other instrument.
- Off-field physical violence or fighting, or abusive physical contact
- Threats of any nature.
- Returning to facility after being ejected.
- Any actions that require the use of third parties to control the conduct or situation, such as an umpire/referee, league officials, or security personnel.
- Intentional throwing of any object directed at a spectator or at a person in the playing area (including dugout area) on the field that create the potential for a safety hazard or issue.

In the event of a violation of the zero tolerance policy, the following measures will be enforced based on the classification of the offense:

### Class A Violation

- First Offense: 1 game suspension for any player, parent or spectator; 2 game minimum suspension for any coach with right of appeal, starting with the first game subsequent to the next PPYSA Board of Directors meeting.\*
- Second Offense: 2 game suspension for player, parent or spectator; 4 game minimum suspension for any coach with right of appeal, starting with the first game subsequent to the next PPYSA Board of Directors meeting.\*
- Third Offense: Suspension for the remainder of the season, starting with the first game subsequent to the next PPYSA Board of Directors meeting.\*

*\* For Class A Violations above for First and Second Offenses, if the offense occurs late in the season where the number of game suspensions cannot be imposed due to limited amount of remaining games, the suspension will carry forward to the next season. Similarly, for the Third Offense of Class A Violations, the suspension may carry forward to the next season at the discretion of the PPYSA Board.*

Class B Violation

-First Offense: Immediate 2 game suspension for any player, parent or spectator; immediate 3 game for any coach with right of appeal.

-Second Offense: Immediate suspension for the remainder of the season.

Class C Violation

Minimum 1 year suspension pending, starting with the first game subsequent to the next PPYSA Board of Directors meeting.

*Appeals of any PPYSA decision may be made to the Board of Directors. The appeal must be submitted to the President of the PPYSA, in writing, within two (2) calendar days of the Board's decision. In the event the PPYSA President is unavailable, the appeal may be submitted to the respective sport commissioner.*