

SPRING GROVE BASEBALL ASSOCIATION DISCIPLINE POLICY

CREATED 10/30/2021


REVISED 10/30/2021

The following policy has been created to support the Spring Grove Baseball Association (SGBA) By-Laws and apply to all members of the SGBA organization. Members are defined in Article III of the SGBA By-Laws.

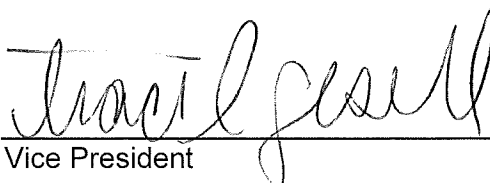
If any member conducts themselves in such a way that does not support the SGBA principal objectives in Article II and/or violates the rules and regulations set forth by the leagues listed in Article I, then the member will be subject to disciplinary action as outlined below, up to and including termination of membership.

1. The Board of Directors will follow a 3-step plan for most disciplinary situations – Written warning, suspension and termination of membership.
 - a. The Board can decide to skip steps if for a safety, excessive absenteeism or harassment/bullying violation
2. If a member is suspended, this means that the member is not permitted to participate or attend practices, games or any SGBA events for a time period defined by the Board.
 - a. Suspension can occur if the member is under investigation or for disciplinary reasons.
3. If membership is terminated, this means that the member is no longer permitted to participate or attend practices, games or any SGBA events.
4. Members under investigation will be given the opportunity to meet with the Board prior to the final decision unless the violation is deemed serious.
5. Meetings with the member under investigation will take place within 2 weeks of the incident to discuss the incident and future actions with the organization.
 - a. If an action plan is not defined at the first meeting, a second meeting will take place within 2 weeks of the first meeting.
6. The Board's decision following the investigation will be submitted in writing to the member under investigation and a copy will be kept on file with the Compliance Officer and/or the Board of Directors.


This policy is approved and accepted by SGBA Membership on 1/25/22 (date).



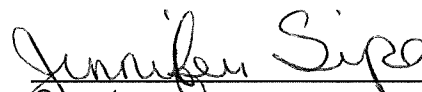
President



Vice President



Treasurer



Secretary