



# Disciplinary Policy

Northwest 45 Little League (NW45LL) expects all participants to exhibit exemplary behavior both on and off the field while involved in any NW45LL associated events. NW45LL reserves the right to discipline any manager, coach, parent, or volunteer of player who violates the League's conduct codes during any Little League associated game, practice or event. Disciplinary action will be taken according to the procedure and policy outlined below:

## **COMPLAINTS:**

- ◆ Complaints must be communicated to a NW45LL Board Member on duty and in writing to [info@nw45ll.com](mailto:info@nw45ll.com) and [president@nw45ll.com](mailto:president@nw45ll.com) Anonymous complaints cannot result in formal discipline.
- ◆ In the event the complaint is against the League President, the complaint shall be forwarded to [info@nw45ll.com](mailto:info@nw45ll.com) and [vp@nw45ll.com](mailto:vp@nw45ll.com) and will be shared with the Executive Board, minus the President.
- ◆ The League President will conduct an informal discussion with the Executive Board whether the complaint should be sent to the Disciplinary Committee. The President has the discretion to send the complaint to the committee without consulting with the Executive Board.
- ◆ Individuals accused of violating the disciplinary policy shall be informed of the complaint and will have the opportunity to respond before disciplinary action is taken.
- ◆ In cases in which the complaint is referred to the Disciplinary Committee, the President of the League reserves the right to suspend the manager, coach, spectator, volunteer or player from further participation until the Disciplinary Committee can perform its due diligence to determine the punishment.
- ◆ ALL participants determined to be involved in unacceptable behavior will be disciplined.
- ◆ At any time, the Executive Board may overrule the option for a Disciplinary hearing and step in to enforce action.

## **DISCIPLINARY COMMITTEE REVIEW AND ACTION:**

- ◆ The Disciplinary Committee will be comprised of three members of the Northwest 45 Little League Board of Directors, to be appointed by the League President before the beginning of each season. Should the complaint be against or directly involve a member of the Disciplinary Committee, the President shall appoint a replacement, or alternative for the specific complaint.
- ◆ In cases in which the complaint has been referred to the Disciplinary Committee, the Disciplinary Committee will review the case and present its recommended action to the League President and Executive Board. This will be done as expeditiously as possible.
- ◆ Once the League President and Executive Board have received the recommendation of the Disciplinary Committee, they will vote to follow recommendation or modify it as seen fit.

◆ A summary of the disciplinary action(s) will be delivered in writing to the subject of the complaint. This may take the form of email, U.S. mail, or other means.

### **"3 STRIKES, YOU'RE OUT" POLICY:**

Northwest 45 Little League's "3 Strikes, You're Out" disciplinary policy establishes the range of discipline to be used for any/all violations of the League's Code of Conduct. This disciplinary policy applies to both the general and player memberships, as well as to parents, guardians, volunteers, spectators and fans.

#### **Strike 1**

1. In the event of a first violation, a penalty to be imposed based upon the severity of the infraction, ranging from, but not limited to:

- a. Warning
- b. Game(s) suspension (which includes all other NW45LL activities during the period, including practices/events)
- c. Expulsion

#### **Strike 2**

1. In the event of a second violation, a penalty to be imposed based upon the severity of the infraction, ranging from, but not limited to:

- a. Game(s) suspension (which includes all other NW45LL activities during the period, including practices/events)
- b. Expulsion

#### **Strike 3**

1. In the event of a third violation, a penalty to be imposed based upon the severity of the infraction, ranging from, but not limited to:

- a. Expulsion

#### **PLEASE NOTE:**

◆ Expulsion is an option, even after the first violation, depending on the severity of the violation. Also, in accordance with Little League International rules, any person suspended from Little League activities is not allowed to be present at any Little League event or function including practices and games. This includes being in the dugout, or any spectator areas (bleachers, outfield, etc.).

◆ Little League International rules state that any player, manager, or coach ejected from a game is automatically suspended from the next game.

◆ Any disciplinary action that results in removal from the League for the remainder of the season must be approved by two-thirds of the NW45LL Board of Directors. The person, or their parent(s), subject to removal for the remainder of the season, will have an opportunity to address the Board before a vote is taken.

- ◆ In the event the complaint is against one or more members of the NW45LL Board of Directors, they will not be allowed to observe or participate in the proceedings.
- ◆ In the event the complaint is against a member of the disciplinary committee, they will not be allowed to observe or participate in the proceedings, and the League President will appoint a substitute.

### **Disciplinary Review Process:**

- The review process shall be conducted as expeditiously as possible.
- The committee will informally review the complaint and discuss next action points which consists of:
  - Determining if further action is required.
  - Notify the other party that a complaint has been made and allow them to make a statement on their behalf.
  - The Committee shall select one or more members of the Committee to investigate the complaint by gathering as much information as possible regarding the incident and returning to the full Committee with the information collected. This may or may not include conducting phone calls, interviews or collecting email accounts from eyewitnesses or others that may have seen or are aware of the incident.
  - Once all information is gathered, the Committee will hold an informal meeting to discuss if a formal hearing will be required. If no hearing is determined, they will make a recommendation to the President of a verbal warning. Verbal warnings do not require further review or approval by the Board of Directors.
  - If it is determined that a formal hearing is required, then proceed to the next step: Hearing procedures.

### **Hearing Procedures:**

- Hearings shall be conducted privately and confidentially in an informal but orderly setting.
- The person who is subject of the hearing shall have the right to attend the hearing where all the information gathered shall be presented and is to be considered by the Committee.
- The subject of the hearing shall have the right to present evidence.
- Once all evidence has been provided, the Committee shall close the hearing and dismiss all witnesses, the complainants, and the subject of the hearing if present.

### **Recommendation:**

- The Committee, upon completing its review of the complaint, including the hearing, shall discuss the evidence and shall consider the following prior to making a recommendation of Disciplinary Action:
  - The nature and severity of the violation.
  - Whether the violation is a first offense or if other documented violations have previously occurred.
  - The individual's acknowledgement of responsibility and extent of remorse.
  - The age, maturity or experience of the individual.
  - The individual's prospects for rehabilitation.

- The Committee, upon majority vote shall present its recommendation to the President and Executive Board.
- Once the President and Executive Board has received the recommendation of the Committee, the President shall present the recommendation to the Board of Directors for approval.
- In conformance with the Code of Conduct and By-Laws (Article III, F.) the Board of Directors is the sole authority that may approve and implement any Disciplinary Action.
- A record summary of the Discipline Action shall remain on file with the Board and in addition, a copy shall be delivered in writing to the subject(s) of the complaint.

**Action:**

The Disciplinary Committee may apply any and/or a combination of the following sanctions:

- Verbal Reprimand
- Written Reprimand to be held on file with League
- Request for a verbal or written apology (letter or email)
- Suspension of Manager/Coach Duties
- Suspension from attending games, practices, events, etc.
- Termination of League Membership and Expulsion from the League
- Other sanctions as may be considered appropriate for the violation

\*Note: At any point during a game, including at the official start of a game, the umpire presiding over the game may remove a Manager, Coach, Player or Spectator independent of this policy. The umpire will provide a written Incident Report to the Umpire Coordinator and the Division Director who in turn will refer the incident to the President for forwarding to the Committee. Also, Little League International rules state that any Manager, Coach, or Player ejected from a game is automatically suspended from the next game. Sanctions as a result of Disciplinary Action by the Board of Directors shall commence immediately following the vote of the Board.