Rossville Baseball Softball Summer Recreation League (RBSSRL)

**Disciplinary Process**

The purpose of this document is to define the disciplinary process to be followed when a violation of the code of conduct is reported.

The Code of Conduct states that violations are to be brought to the program coordinator, league president, or league vice-president. Reports of a violation may occur via face-to-face conversation, text, call, or email. Once a violation is reported the following steps will occur:

1. If program coordinator is first point of contact, they shall report the incident to the league president and vice-president
2. The league president and vice president will interview the following individuals in a private setting
   1. Person(s) reported to have broken the code of conduct
   2. Person(s) reporting violation
   3. Witnesses as identified through interview process
3. League president and/or vice president will report summary of situation and findings to the entirety of the RBSSRL Board
   1. This may occur virtually with individual board members rather than a full board meeting if scheduling conflicts prohibits a timely resolution of issue
4. RBSSRL board will vote to determine if a violation has occurred based on report from president and vice president
   1. Majority rule vote will apply
   2. Voting will be anonymous with only the President and Vice President knowing the vote details
5. If a violation is determined to have occurred, potential consequences shall then be reviewed that may include the following:
   1. Probation for remainder of season (including all stars) and the following season of play: Probation shall not be anything other than a warning that behaviors are being closely watched and that further violations will lead to additional consequences. This does not prevent an individual from coaching or participating in RBSSRL activities
   2. Removal from RBSSRL activities including coaching, attending games/practices for the current season or current season and next season
      1. Individuals may drop players off for activities, but must then leave the facility until pickup time
   3. Permanent Ban from RBSSRL Activities and Facilities
6. RBSSRL Board will vote for final consequence
   1. Majority rule vote will apply
   2. Voting will be anonymous with only the President and Vice President knowing the vote details
7. League President and/or Vice President will communicate RBSSRL Board’s final decision to individual(s) in private setting
8. If at any time a RBSSRL Board member is directly involved in a Code of Conduct Violation as the violator or as part of the event that triggered the investigation, they will not be involved in the process other than to be interviewed by the President or Vice President