

Community Youth Softball Association

cavansoftball@gmail.com / pontypoolyouthbaseball@gmail.com / bethanybearssoftball@gmail.com / carla_leanne@hotmail.com

Discipline Policy

1. Introduction

The Community Youth Softball Association is to be referred to as CYSA in this document. CYSA believes in fostering a safe, welcoming, and respectful environment for all participants. As part of creating a safe environment, CYSA must hold individuals accountable for their conduct when it is in violation of CYSA policies. The purpose of this policy is to create a fair process for investigating accusations of misconduct, administering discipline, and to communicate the range of disciplinary sanctions individuals may face. The CYSA reserves the right to independently investigate and address any disciplinary or code of conduct matters, regardless of whether an Umpire has made a decision during the game. While Umpire decisions on the field are final and binding with respect to game play, this does not limit the CYSA's authority to conduct further review of incidents involving behavior, misconduct, or violation of CYSA policies. Such investigations may result in additional disciplinary actions, separate from penalties imposed during the game, to insure adherence to CYSA standards of conduct.

2. Application of this Policy

This Policy applies to all Individuals involved with the CYSA. This Policy applies to discipline matters that may arise during CYSA business, activities, and events including, but not limited to, competitions, practices, tryouts, training clinics, associated with CYSA activities, and any meetings.

3. Reporting a Complaint

- 3.1 Any Individual may report any complaint to their home Director of the CYSA. Such a complaint must be in writing and signed and must be filed within 24hrs of the alleged incident. Written statements that include time and date are to be submitted by any persons involved in a complaint up to and including the player(s), the parent(s) of any minor aged player, the Coach, and Umpire(s).
- 3.2 A CYSA Director may act as the complainant and initiate the complaint process under the terms of this Policy.
- 3.3 It is the duty and obligation of all CYSA Directors to report fully and immediately any violation of the CYSA policies and procedures.
- 3.4 An investigation must be carried out by the CYSA Directors and must ensure procedural fairness is respected at all times.
- 3.5 Mediation will take place between the CYSA Directors who are not the immediate Director(s) of the person(s) named in the original complaint to determine the proper sanction with intent to reach unanimous vote.
- 3.6 Should mediation not resolve the dispute, CYSA will appoint a Case Manager to oversee management and administration of complaints submitted in accordance with this Policy and such appointment is not appealable. The Case Manager is not required to be a member of CYSA.

4. Complaints

- 4.1 Any team found guilty of using any player that is not on the original roster and not approved by the community Director and is also found to be overage, the Coaches are responsible and subject to suspension.
- 4.2 Complaints based on Umpire's calls during game play will not be permitted. (Eg. Strike zone, out)

5. Suspensions

- 5.1 Minor infractions are *single incidents* of failing to achieve expected standards of conduct that generally do not result in harm to others, CYSA, or the sport.
- 5.2 Major infractions are instances of failing to achieve the expected standards of conduct that result, or have the potential to result, in harm to other persons, to Softball Ontario, or to the sport.
- 5.3 If an incident occurs where multiple offences are committed by the same person, the discipline actions may be compounded.
- 5.4 Any adult offences against a minor under the age of 19, the recommended sanctions of this document will be tripled. Failure on the part of the adult to correctly identify the age of the minor will not be considered a mitigating factor.
- 5.5 Recurring offences by the same person in the same year will result in discipline automatically being doubled.
- 5.6 Any person who is ejected from a game shall immediately vacate the playing field and is not permitted to sit on the team bench, or in spectator areas.
- 5.7 When a suspension is under review, the person shall not participate in any practices, or games until a conduct review is complete. Any missed games will count as time served towards the suspension.
- 5.8 If a suspension is given, the person shall serve the suspension immediately and not return to play until the suspension is served in full.
- 5.9 Any suspension ruling will be handed down in writing.
- 5.10 Players or Coaches ejected from any game at any time by an Umpire are suspended for the remainder of the game and may be subject to further discipline based on a CYSA Committee review.

5.11 Game infraction possible disciplines include, but are not limited to:

Minor Offence		Action
Derogatory comments of any kind		Game Ejection
Disrespectful conduct such as outburst of anger		Game Ejection
Conduct contrary to rules and values of CYSA		Game Ejection
Intentionally throwing/kicking equipment		Game Ejection
Arguing with Umpire, or Coach		Game Ejection
Unsportsmanlike conduct		Game ejection
Major Offence		
Intentional body contact	Game ejection and	1 game suspension
Any person behaving aggressively or violently to others	Game ejection and	1 year suspension
Fighting	Game Ejection and	Minimum 1 game suspension
Initiating a fight	Game Ejection and	Minimum 1 game suspension
Fighting in immediate area of field	Game Ejection and	Minimum 1 game suspension
Continued Abuse of officials	Game Ejection and	1 game suspension
Sexual harassment		CYSA lifetime ban

6. Appeals

6.1 Not every decision may be appealed. Decisions may only be appealed, and appeals may only be heard, on procedural grounds. Procedural grounds are strictly limited to the Respondent:

- i) Making a decision for which it did not have authority or jurisdiction as set out in governing documents.
- ii) Failing to follow procedures as laid out in the By-laws or approved policies of Softball Ontario.
- iii) Making a decision that was influenced by bias, where bias is defined as a lack of neutrality to such an extent that the decision-maker is unable to consider other views or made a decision that was influenced by factors unrelated to the merits of the decision.
- iv) Making a decision that is grossly unreasonable or unfair.

6.2 If an appeal is made, a new Committee will be made up of members who may not be involved in the CYSA and cannot be in direct relationship with the affected parties. Whatever the outcome of the appeal, the ruling will be considered FINAL, and no other action will be taken.

- 7 Discretionary Authority of the CYSA Directors in the event of any incidents or situations not covered by this policy, or in cases where the interpretation of rules or offences are unclear or subject to ambiguity, the CYSA Directors reserves the right to exercise its discretion in determining appropriate actions. The CYSA Directors may review any matter on a case-by-case basis and implement decisions that align with the principles and intent of this policy, ensuring fairness and the protection of the integrity of the organization.