

Smyrna Baseball League

PO Box 936

Smyrna, TN 37167

### **Volunteer Code of Conduct**

Smyrna Baseball League expects the following standards of conduct and behavior for its volunteers. All volunteers in Smyrna Baseball League must adhere to this code of conduct.

1. Encourage your players to play by the rules. Children learn best by the examples set by their coaches, so applaud play by both teams.
2. Be a positive role model to coaches, players, and parents on and off the field by showing good sportsmanship, a positive attitude and remembering the real reason for the game: the real reason we're here: to learn the fundamentals of baseball and to have fun!
3. Do not ridicule or yell at players, coaches, umpires or parents.
4. If there is a question on an umpire's ruling the head coach ONLY should call time out and get with the umpire and the opposing head coach out of earshot of players, parents and spectators. Once the conversation is finished, get back to the game. Do not continue to discuss the matter.
5. Emphasize skill development for all players at all practices and games.
6. No smoking or vaping while coaching. No alcohol before a game or practice. Absolutely no alcohol at the field before, during or after a game or practice. SBL has a no smoking/vaping policy at all fields during all practices and games.
7. Do not hold practices at your residence. Use fields and times allotted to your team by the league.
8. Abide by the decisions and policies of the SBL Board.

### **Violence and Harassment Policy**

In order to protect the climate of safety and security for all participants and to make clear Smyrna Baseball League's long standing position toward any threat or harassment toward any league participant; the League's Board of Directors has chosen to document this policy as a code of conduct.

The Smyrna Baseball League (SBL) hereby adopts a zero-tolerance policy toward any form of violence and harassment, understood as: physical hitting, shoving, kicking, throwing of objects, unwanted sexual advances, all forms of physical assault; abusive language or e-mails, threats, harassment and intimidation; ejection from a game; any attitude or action that can be reasonably construed as violence toward another.

The SBL Board will immediately communicate this policy to all SBL members and stakeholders, especially coaches, umpires, parents, and players, and advise them of their responsibility to report all incidents that can reasonably be construed as violence.

Upon receipt of any report of alleged violence, the President of SBL or his/her lawful representative and an appointed subcommittee, will conduct an investigation to determine if the allegations are substantiated. The investigation will commence within 7 days of the reported incident.

If the allegations of misconduct are substantiated, one or more of the following consequences will be recommended to the board.

- Be given a verbal/written warning that the action/behavior must stop immediately.

- Be reprimanded verbally before the board and in writing and placed on probation for one year.
- Be suspended from coaching/umpiring any SBL team for any length determined by the board, and/or restriction from any and all activity associated with Smyrna Baseball League.

It is the intent of Smyrna Baseball League to ensure a safe, productive, and professional baseball environment and the board will render decisions with these principles in mind.

Final decisions must be approved by the board of directors. If any consequences are given by the board, the aforementioned sub-committee will appropriately inform the person(s) involved. Violation of any terms of consequence will result in a more severe consequence.