



Sliders Baseball and Softball Code of Conduct

Effective August 1, 2024

As a condition of participation with Sliders Baseball and Softball (abbreviated herein as SLIDERS), it is understood and agreed that the following Code of Conduct must be adhered to at all times. This Code of Conduct applies to any individual associated with the SLIDERS organization, including players, parents, coaches, managers, sponsors, board members, and spectators. The code applies to conduct before, during, and after all SLIDERS events or while wearing SLIDERS logo apparel. The Code of Conduct will also be enforced should criminal action occur, regardless of location. Every SLIDERS participant is bound by this Code of Conduct, regardless of their acceptance.

Each team manager (head coach) will ensure that all his/her players, fellow coaches, and spectators know and adhere to the Code of Conduct. The team manager is also responsible for verbally controlling their players, fellow coaches, and spectators. Failure to *attempt* to control disruptive individuals may result in a disciplinary penalty.

Upon the Board of Directors receiving notification of a behavior or action that violates this Code of Conduct, the offender will be suspended from participating in SLIDERS activities until his/her case has been considered. The SLIDERS President or Vice-President will communicate board decisions.

Anyone who enters the field of play or any game participant who leaves their offensive position, defensive position, dugout, or field of play to engage in an altercation with other participants or spectators is immediately suspended for no less than one game. The Board of Directors may elect to alter this penalty upon review.

Sliders Baseball and Softball is dedicated to developing our youth and their baseball and softball skills and knowledge through a higher level of competition. Playing time and position placement are assigned at the coach's discretion based on a player's skill, attitude, and team needs. Playing time and position opportunities may vary among players and may not always be equitable. SLIDERS participants must respect the coach's decisions regarding playing time and position assignments. If a parent or guardian believes that adequate opportunities are not being provided to their child, they are asked to follow the reporting procedures outlined herein.

1. NO PLAYER / COACH / MANAGER / SPECTATOR / PARENT / BOARD MEMBER SHALL:

Verbally abuse or physically attack any player, official, director, parent, manager, coach, or any other person. This includes negative or unsportsmanlike comments or gestures directed at the opposing team, same team, game umpires, officials, or directors.

MISCONDUCT may also include but is not limited to:

- Excessive profanity or aggressive language
- Inappropriate berating, shouting, or arguing with umpires or opposing teams/spectators
- Taunting or reckless behavior/actions
- Unnecessary roughness
- Ejection from a game by an umpire or other official
- Smoking or vaping on the field or dugout during a practice, game, or tournament
- Players intentionally throwing at batters or base runners with intent to injure
- Players or Coaches misusing equipment or improper wearing of the uniform after being warned, i.e., throwing helmets in frustration

MINIMUM PENALTY FOR MISCONDUCT:

Team Managers (head coaches) may penalize a player who continues to misuse equipment or other misconduct after a verbal warning by requiring him or her to sit on the bench in uniform for an entire game. This penalty is to be served at the next scheduled game. The head coach may issue this penalty, without prior Board of Directors approval. Player participation at SLIDERS practices, games, tournaments, or other events will not be resumed until this penalty is served.

Misconduct carries a minimum penalty of a one-game suspension and/or probation for the remainder of the season. If the season does not have a complete game remaining, this suspension will be served at the beginning of the next season of play.

MAXIMUM PENALTY FOR MISCONDUCT:

Misconduct may result in a suspension term set by the Board of Directors and a possible more significant penalty. Participants removed for the remainder of a season will forfeit all funds paid.

SEVERE MISCONDUCT is defined as but not limited to:

- Verbal threats, i.e., "I know where you live," "I better not see you," etc.
- Aggressive physical contact: pushing, punching, striking, kicking, assaulting anyone
- Any negative contact with an umpire (verbal or physical) before or after a game
- Throwing a ball or other object in the general direction of anyone intending to injure
- Players intentionally throwing at batters or base runners with intent to injure (second offense)

SEVERE MISCONDUCT Continued:

- Instigating a fight through gesture or verbal expression, such as "Let's go," "Take this outside," "Make me," etc.

- Intimidation, retaliation, or malicious conduct
- Cheating, stealing, or fraud of any kind
- Use or possession of alcohol or any other substance before or during practices, games, or tournaments by a player or coach
 - SPECTATORS of legal drinking age may consume alcohol if it is done responsibly and adheres to other aspects of the Code of Conduct. Alcohol consumption will not be tolerated as justification for misconduct, and playing facility rules for alcohol apply.
- Use or possession of narcotics before or during a practice, game, or tournament.
- Destruction of equipment, uniform, or public or private property
- Illegal activity as defined by state and federal law

MINIMUM PENALTY FOR SEVERE MISCONDUCT: Two-game suspension and/or probation for the remainder of the season. If the season does not have two games remaining, this suspension will be served at the beginning of the next season of play.

MAXIMUM PENALTY FOR SEVERE MISCONDUCT: The Sliders Baseball and Softball Board of Directors may choose to suspend an offender for a term or lifetime ban from the program and future invitational tournament events. Participants removed for the remainder of a season will forfeit all funds paid.

During all misconduct reviews all parties will be removed from SLIDERS activities until a determination is made.

2. **NO PLAYER / COACH / MANAGER / SPECTATOR / PARENT / BOARD MEMBER SHALL:** Refuse to abide by organization policies/procedures or officials or Board of Directors decisions. Deliberate refusal may result in removal from the organization.
3. **ALL COACHES/MANAGERS/BOARD MEMBERS/SLIDERS PARTICIPANTS SHALL:** report suspected physical or sexual abuse of a player or other youth immediately to the appropriate authorities. The organization will not reprimand reports made in good faith.
4. **NO PLAYER / COACH / MANAGER / SPECTATOR / PARENT / BOARD MEMBER SHALL** discriminate against another person for age, race, religion, sex, gender, or nationality. The Board of Directors will review all allegations of discrimination, which may result in removal from the organization.
5. **ZERO TOLERANCE FOR ABUSE OR BULLYING**
Given the severe effects that bullying has on youth and organizations, the SLIDERS organization has adopted a ZERO-TOLERANCE position regarding abuse or bullying.

Physical, emotional, psychological, sexual, virtual/cyber, or verbal abuse or bullying will not be tolerated. Should a manager, coach, parent, or Board of Directors Member be aware of abuse or bullying and fail to deter and prevent the behavior or protect the victim, that individual may also face an organizational penalty.

Bullying is defined as repetitive and intentional behavior to harass, insult, shame, blame, abuse, threaten or intimidate another. Should an incident occur at a SLIDERS event, both parties will be removed until the Board of Directors can investigate.

If the Board of Directors determines that any individual has engaged in the above-defined bullying behaviors or commits an act of violence, intimidation, retaliation, or abuse, the individual will be prohibited from participation in SLIDERS and future invitational events. This ban will be in effect for no less than two (2) full baseball/softball seasons or a lifetime ban at the Board of Directors' discretion.

6. REPORTING CONCERNS

Managers and coaches should and are encouraged to address all concerns within the team. Should an individual feel uncomfortable raising concerns with their manager, another coach, or a team representative, the Board of Directors' contact information is included in the registration materials and listed on the organization's Facebook page, and all team managers will provide this information upon request.

While everyone is encouraged to consult their team representative (if applicable) first, anyone may contact any Board member to address their concerns. Board members are expected to report those concerns to the entire board even if they can be resolved without engaging the Board.

Any instances of bullying should be promptly reported to a Board of Directors member for further investigation. The Board Member receiving the report is responsible for bringing the allegation to the entire Board of Directors for review.

Erik Cravens, President

Dan Mendenhall, Vice-President

Michelle Bock, Secretary

Carrie Grunloh, Treasurer

Annie Bailey, Team Representative

Casey Pearson, Team Representative

Rachel Jung, Team Representative

MANAGER/COACH EXPECTATIONS:

To foster a program that develops youth baseball/softball players in the game fundamentals and overall knowledge of the sport; teaches sportsmanship, confidence, respect, leadership, and a love of the game. Managers and Coaches are expected to do the following:

- Adhere to the Code of Conduct and hold their players, fellow coaches, player parents, and spectators accountable for abiding by the Code of Conduct.
- Complete Coach training as provided by the organization. Continue to grow as a coach and accept help as needed.
- Communicate with players, parents/guardians timely and respectfully.
- Demonstrate positive sportsmanship by supporting all players, coaches, and officials at every practice, game, or event.
- Place the emotional and physical well-being of their players above a personal desire to win.
- Remember that this sport is for youth, and I am to be an example for their players.
- Refuse to tolerate bullying and report bullying to the Board of Directors immediately.
- Self-report incidents, confrontations, ejections, etc., to the Board of Directors immediately.
- Encourage full participation by all players at all practices, games, and team events.
- Hold players accountable for poor sportsmanship and disrespectful or destructive actions.
- Treat all players, coaches, spectators, and officials with respect regardless of race, sex, nationality, gender, religion, age, or ability.
- Refrain from using excessive profanity or abusive language.
- Protect player health and prevent injuries by encouraging rest/recovery, adequate sleep, healthy eating habits, and limiting overuse. For example, Monitor pitch counts.
- Be mindful of weather advisories and act accordingly. i.e., excessive heat/cold warnings or severe weather.
- Abide by park/facility rules for field use or closures.
- Hold regular, structured practices that develop players in both physical and mental skill
- Develop a practice/game/tournament schedule that considers all player commitments, honors religious beliefs, and considers the importance of family.
- Refrain from questioning an umpire's "judgment" call or behaviors that may undermine the umpire's authority.
- Complete a background check provided by the organization.
- Positively support & represent the organization.

PARENT/GUARDIAN EXPECTATIONS:

To encourage a safe, fun, educational, and player-centric environment that is not solely focused on winning, parents/guardians are expected to do the following:

- Adhere to the Code of Conduct and explain the code to their participating child.
- Always be supportive of their child, their teammates, and coaches.
- Demonstrate good sportsmanship towards all players, coaches, and officials at every practice, game, or other event.
- Hold the physical and emotional well-being of their child(ren) ahead of a personal desire to win.
- Remember that the game is for youth – not for adults.
- Never badger another team or argue with their supporters.
- Remember that youth will make mistakes, and growth takes time.
- Do their best to make youth sports fun for their child(ren).
- Refuse to tolerate bullying or abusive behaviors/actions.
- Treat everyone with respect regardless of race, sex, nationality, gender, religion, age, or ability.
- Teach their child and expect their child to treat everyone with respect regardless of race, sex, nationality, gender, religion, age, or ability.
- Allow the manager and coaches to coach and be respectful of their leadership.
- Address all concerns with the head coach, team representative, or Board of Directors Member.
- Refrain from social media posts that are negative or have the intent to hurt, intimidate, or humiliate any player, coach, official, or spectator. These posts will be considered a violation of the ZERO TOLERANCE portion of the Code of Conduct.
- Assist their child in attending all team practices, games, tournaments, and activities. Also, to immediately communicate absences with the team manager/coach.
- Volunteer and participate in at least one fundraiser and one team event per season.
- Help their child to honor their commitment to their team.
- Remember that they are setting an example for their child.
- Remember that every player on the team is a contributing player.
- Refrain from questioning an umpire's "judgment" call or behaviors that may undermine the umpire's authority.
- Positively support & represent the organization.

PLAYER EXPECTATIONS

As a baseball/softball player for the SLIDERS organization, all players are expected to:

- Be respectful of other players, coaches, managers, officials, directors, parents and spectators.
- Follow the Code of Conduct and any other team rules the team manager establishes.
- Have a willingness to learn, grow, develop, and lead.
- Do their best to participate in every practice, game, event, or fundraiser.
- Listen to their coach/manager and follow their guidance.
- Demonstrate positivity and good sportsmanship.
- Report bullying or other concerns to a manager, coach or parent immediately.
- Support and encourage their teammates.
- Protect their health by getting good sleep, eating well, making good choices, and following rules regarding playing time, pitch counts, etc.
- Be respectful and take care of their equipment, uniform, and the field/facilities.
- Positively support & represent the organization.
- Treat everyone with respect regardless of race, sex, nationality, gender, religion, age, or ability.
- Refrain from social media posts that are negative or have the intent to hurt, intimidate, or humiliate any player, coach, official, or spectator. These posts will be considered a violation of the ZERO TOLERANCE portion of the Code of Conduct.