

# CODE OF CONDUCT

## IPSWICH TRAVEL SOFTBALL (ITS) & ECWSL

2020

### **Code of Conduct (ECWSL)**

Each team will be held wholly responsible for the actions of their players, coaches and fans. Excessive unsportsmanlike manner at any game can be brought to the ECWSL board of directors for review and may result in forfeiture of the game, possible banishment of player, coach, or parent, or expulsion of the town from the league if deemed appropriate.

Guidelines for teams/coaches: only 1 coach per team is designated to interact with umpire. If the game becomes heated: Umpire will give 1 warning to both teams, umpire will announce that the next incident will result in an ejection. If after an ejection, turmoil does not stop, the game will be forfeited. An umpire can issue an immediate ejection (no warning) if warranted. Umpires will notify ECWSL presidents of all ejections.

Any player using social networking sites to make inappropriate remarks, comments or posting of pictures or even appearance of inappropriate remarks or comments will be suspended for 2 games. If a second offense occurs, that player will be suspended for the remainder of the season and playoffs.

### **Additional ITS Policies:**

#### **Players, Coaches and Caregivers:**

Every player, coach, and caregiver is expected to behave in an appropriate manner at all times. Unsportsmanlike behavior at any game or practice will not be tolerated.

- First offense will result in a one game suspension and probation for the remainder of the season as determined by the ITS President and/or ITS Board.
- Second offense will result in expulsion from the league for the remainder of the season with no refund if applicable determined by the ITS President and/or ITS Board. This will include summer ball.

#### **Zero Tolerance for Bullying:**

What is bullying: <https://www.stopbullying.gov/what-is-bullying/index.html>

What is cyberbullying: <https://www.stopbullying.gov/cyberbullying/what-is-it/index.html>

#### **Player Education & Reporting Procedures:**

Coaches are encouraged to discuss the problems of bullying openly with their players in order to promote a “*Telling Atmosphere*”. Players should be encouraged to do the following to stop and discourage bullying tactics:

1. If a player is bullied at softball practice/game, they should be encouraged to immediately tell their team coach and/or caregiver. Telling is not tattling and the player should be reassured that no consequences will result for them for coming forward. If necessary, players should write down what happened, when it happened, and identify who bullied them.
2. If players are concerned or nervous about coming forward, they should be encouraged to talk with a friend, teammate or trusted adult.
3. Players should be encouraged to not fight back when confronted by a bully. They should calmly tell the player to stop, or say nothing and walk away. Again, they should report the incident to their team coach and/or caregiver.

**Procedures for Caregivers, Coaches and ITS Board Members:**

1. Caregivers should report bullying incidents to the team coach, ITS President and/or ITS Board Member. In cases of bullying, the coach or ITS Board Member who was contacted shall submit a written report outlining the reported bullying to the ITS President and/or ITS Board Member. If necessary and appropriate, police may be consulted.
2. In all cases of reported bullying, caregivers of the player who was allegedly bullied shall be informed immediately and may be asked to meet with the respective team coach, ITS President and/or ITS Board Member to discuss the incident. In all cases, strict confidentiality shall be maintained and respected.
3. If a caregiver, coach, or game volunteer violates confidentiality of the alleged incident, that ITS Member can be voted out of the league by the ITS Board.
4. If an ITS Board Member violates confidentiality of the alleged incident, the ITS Board Member can be voted out of the ITS Board and ITS league by a majority vote of the remaining ITS Board.
5. The bullying behavior or threats of bullying must be investigated and the bullying stopped immediately. The caregiver of any player who is reported to be bullying will be contacted immediately by the respective team coach, ITS President and/or ITS Board Member and asked to meet to discuss the incident. Depending on the severity of the situation, the caregivers may be asked to meet with representatives of a neutral review board, approved by the ITS Board members via majority vote.
6. If the allegation is in regards to the ITS President or an ITS Board Member, they will need to recuse themselves from the investigation.

### **Consequences of Bullying:**

1. In a first offense situation involving bullying, an attempt will be made to encourage the bully (bullies) to modify their behavior for their benefit, for the benefit of the person bullied and other team members. The bully (or bullies) will be asked to genuinely apologize to those players affected, including all team members. An attempt will be made by the coach, manager, or parent to reconcile the situation between the players (age and level of maturity and or severity of offense must be considered). Other consequences or disciplinary alternatives to stop the bullying may also be considered by the ITS Board once reported by the caregiver and/or coach
2. If the bullying persists, disciplinary action against a player may be taken by the team coach, ITS President and/or ITS Board which may include, but are not limited to, immediate suspension from participation in the softball practice or game(s) for a period of time. The ITS Board reserves the right to suspend or otherwise discipline any player for bullying in addition to any action taken by the coach. In severe cases, the ITS President and/or ITS Board Member reserves the right to prohibit further participation in the softball program by any player deemed to be involved in the bullying other players.
3. After the incident/incidents have been investigated and dealt with, the situation will continue to be monitored by the respective team coach and player caregiver to ensure repeated bullying does not take place.
4. Any and all incidents of bullying, whether first offense or other, deemed minor or severe, will be reported to the ITS President and/or ITS Board Member immediately and in writing within 24 hours.
5. If the allegation involves an ITS Board Member, it is the right of the ITS President and/or ITS Board Member to recuse that member from the investigation due to the conflict of interest.

### **Conduct Towards Umpires:**

Zero tolerance policy on threats and bad behavior. No one can question the umpire on balls and strikes. If there is an issue, talk calmly with the umpire between innings.

ECWSL tells the umpire assignors to instruct their umpires to:

- Give a warning early if they are getting too much chirping
- If they hear a 'threat' from dugout, bleachers, etc...then immediate ejection
- If that does not settle things down, then umpire calls for a forfeit. Game Over

- Any issues should be reported to the ITS President and/or ITS Board Member to be reviewed