



CODE OF CONDUCT ENFORCEMENT POLICY

VERSION DRAFTED: 10.23.24

NORTH VENICE LITTLE LEAGUE PHILOSOPHY

It is the goal of North Little League (NVLL) to provide a safe, fun and enjoyable environment for our children to play and learn the game of baseball. It should be the primary objective of every Board Member, Manager, Coach, Parent and Visitor to ensure that this goal is achieved and maintained in our League.

NVLL has implemented the [Parent Code of Conduct](#) and [Manager / Coach / Volunteer Code of Conduct](#) for the important message it holds about the proper role of every Board Member, Manager, Coach, Parent and Visitor in supporting the children in sports at NVLL. It is the goal of the League that everyone feel empowered to remind those not in adherence to the "Code" that they need to be, for the sake of the kids.

ENFORCEMENT OF THE CODES

NVLL is focused on the safety and well being of all the children participating in our Little League Sports Activities. This includes both the physical and mental well being of each participant. NVLL is committed to making our league one where our kids play and practice in a safe, supported environment. As a result, whenever there is an alleged violation of the Code of Conduct, the Code of Conduct Committee will evaluate the reported incident to determine the appropriate action to be taken.

A formal [Code of Conduct Incident Report](#) is required to report any alleged violation of NVLL's Code of Conduct; and it may be filed by any manager, coach, umpire, board member, parent or community member. Any reporting of an alleged violation must take place within 7 calendar days of witnessing the incident in order for the Code of Conduct Committee to take appropriate action. All Code of Conduct Incident Reports must be submitted through the online form [HERE](#). This method of reporting alleged infractions of the "Code" should remove the subjective nature from evaluating a Code of Conduct incident.

When a coach, manager, or player is ejected by an Umpire, the individual must leave the premises immediately and will be suspended for one (1) subsequent game per Little League Regulations. The Umpire will be required to submit a formal online NVLL Ejection report within 24 hours of the ejection and email the UIC immediately after the game to report the ejection. Any ejection from a game cannot be protested nor can the one (1) game suspension be lifted.

CONDUCT REVIEW COMMITTEE

The Code of Conduct Committee will be composed of five members from the Board of Directors, with one of the five being selected as the Committee Head. There will also be two Alternative Code of Conduct Committee Members in case a conflict of interest is determined in the review of a specific incident. The Code of Conduct Committee will meet when a formal Code of Conduct Incident Report has been received.



The Code of Conduct Committee will meet independently from the rest of the Board and will conduct their investigations / meetings outside of the regularly planned Board meetings. The Code of Conduct Committee shall report to the Board of Directors regarding any and all Code of Conduct Incident Reports or Ejection Reports submitted removing all confidential personal information and the Code of Conduct Committee's resolution of the report(s) submitted. The Code of Conduct Committee is permitted to issue warnings and / or "strikes" at their discretion. If the Code of Conduct Committee recommends punitive action such as suspensions, expulsion, or ejections from NVLL for a reported incident, the Code of Conduct Committee will present the recommendation to the Board of Directors for approval prior to notifying the individual. Confidential personal information will be shared with the Board of Directors if an individual has multiple reports / violations or a punitive action is recommended due to findings during an investigation.

THREE STRIKES & YOU'RE OUT POLICY

All individuals, from board members, managers, coaches, parents, players, or visitors of North Venice Little League will be subject to the "Three Strikes and You're Out" policy. The Code of Conduct Committee, after receiving a formal Code of Conduct Report, and determining a Code of Conduct violation had occurred, will assign "Strikes" according to the severity of each incident. Any individual receiving their third "Strike" during a season, is "Out", and will no longer be able to participate in or attend any of North Venice Little League games, practices or events for the remainder of that season.

- The penalty for the first "Strike" against an individual ranges from a verbal and / or written warning to a two (2) game (maximum) suspension.
- The penalty for the second "Strike" will carry a minimum two (2) game suspension. Any individual that has received their second "Strike" will also receive a written notice that they are one (1) "Strike" away from expulsion from all NVLL activities for the balance of the season.
- Depending on the severity of the incident, for any single violation, the Conduct Review Committee can determine the violation to be a one (1) "Strike", two (2) "Strike" or three (3) "Strike" violation.

Note: Not all Code of Conduct Reports will result in a violation or "strike". It is at the Code of Conduct Committees' discretion to determine the validity of the reported complaint.

INCIDENT EVALUATION PROCEDURE

After receiving the formal Code of Conduct Incident Report, the Code of Conduct Committee will investigate the alleged incident. As a part of the investigation, witnesses of the incident as well as the individual being accused will be interviewed. All information gathered during the investigation will be factored into the decision. Once the decision is made by the Code of Conduct Committee and approved by the Board of Directors as needed, that decision is final. There is no appeal. "Strike(s)" will only be filed against an individual if a majority of the Code of Conduct Committee determines that an infraction has been committed. Strikes are cumulative each season and will not carry over into the next season. Assigned Strikes will be used by the Board in evaluating and accepting any and all Volunteer Positions (Manager, Coach, Board Member, etc) for following years.



NOTICE OF INFRACTION

If the Code of Conduct Committee determines that an infraction of the Code of Conduct has been committed, the Code of Conduct Committee will immediately notify the offending individual of their penalty both verbally and in writing.