

# La Sierra Little League

## Non-Retaliation Policy

### Purpose

La Sierra Little League is committed to providing a safe, respectful, and positive environment for all participants. The purpose of this policy is to ensure that volunteers can report suspected abuse, misconduct, or violations of policy without fear of retaliation.

### Policy Statement

La Sierra Little League strictly prohibits retaliation against any volunteer who, in good faith, reports suspected abuse, misconduct, unsafe behavior, or violations of Little League Baseball® rules, laws, or La Sierra Little League policies, or who participates in an investigation related to such a report.

A report is considered to be made in **good faith** when the volunteer reasonably believes the information reported is true, regardless of whether the report is ultimately substantiated.

### Scope

This policy applies to all individuals involved with La Sierra Little League, including:

- Volunteers
- Managers and coaches
- Board members
- Umpires
- Any person acting on behalf of La Sierra Little League

### Prohibited Retaliation

Retaliation includes, but is not limited to:

- Removal from volunteer duties or team assignments
- Demotion or reduction of responsibilities
- Harassment, intimidation, or threats
- Discrimination or unfair treatment
- Any action that would discourage a reasonable person from reporting concerns

## **Reporting Retaliation**

Any volunteer who believes they have experienced retaliation should promptly report the concern through La Sierra Little League's established reporting channels, including the League President, Player Agent, Safety Officer, or other designated league official.

All reports will be handled as confidentially as possible and investigated promptly.

## **Investigation and Enforcement**

La Sierra Little League will investigate all reports of retaliation in a fair, timely, and impartial manner. If retaliation is confirmed, appropriate corrective action will be taken, which may include disciplinary action up to and including removal from volunteer positions or league participation.

## **False or Malicious Reports**

This policy does not protect individuals who knowingly make false or malicious reports. Such actions may result in disciplinary measures.

## **Commitment**

La Sierra Little League is committed to fostering a culture of safety, accountability, and respect, and encourages all volunteers to speak up in good faith to protect the well-being of players, families, and the league community.

A handwritten signature in black ink, appearing to read 'O. Vazquez', with a large, sweeping loop on the left side and a long, thin tail extending to the right.

Osvaldo Vazquez  
President  
La Sierra Little League