

CONFLICT RESOLUTION

1. When a situation arises that causes you, or your child, a concern, it must first be brought to the attention of the Head Coach. If you are unable to communicate with the Head Coach, talk to an Assistant Coach and ask that it be relayed/ resolved. If you're unable to talk to any of the coaches on your child's team for some reason, then bring it to the attention of a board member. If a regular board member is unavailable, bring it to the attention of the Executive Board. Once exhausted, proceed to Step 2.

2. If the issue(s) cannot be resolved as outlined in Step 1, and/or with that coach, we can work together to arrange a team transfer to another team or another coach, if that is a reasonable solution, within our league. Once Step 2 is exhausted, proceed to Step 3.

3. At this point, on a new team, with new coaches, the process starts at Step 1 again. And then proceeds to Step 2. If we run out of Step 2 options, the Executive Board must be apprised and we will call all the coaches and the parents to a meeting to talk about what is going on with the child and/or the coaches in each instance, on each level, with any/ all of the issues brought forth, discussing what was done, what can be done, and any possible ways to resolve the issue. If this does not resolve the issue, proceed to Step 4.

4. Based upon the results of our collective decision, and the assessment of any results, we will once again hold another meeting with all parties to discuss what happened, what was the plan, what worked, what didn't work, and try to come up

with any reasonable solutions. If there are no reasonable solutions that can be derived, we can begin to consider transferring the player to another league. A meeting will be held with that league, discussing all the internal issues that transpired, and all of our courses of action, so that the receiving league is apprised and try to ensure any of the aforementioned issues are avoided, if possible. If the intended receiving league determines that a league transfer would not resolve any of the aforementioned issues, both league executive boards will meet with the coaches and parents involved, and discuss all aspects and what can be done to resolve the issue, if anything. If the determination is made that the intended receiving league can/ will help to resolve those issues, and all parties are in concurrence, the league transferring the player will generate the “Request for Exemption to Little League Policy” and submit it through the echelons of Little League’s structure, until it reaches the decision-making authority in Williamsport. Upon receipt of the decision, we will share it with all parties.

It is the Head Coach’s responsibility to communicate with the children on their team, their parents, and to assist in resolving issues, or addressing concerns. If an issue cannot be resolved by the Head Coach, the Head Coach (not another third party) is to provide a detailed report to the Board with the specifics of the incident and it will be investigated fully to arrive at a reasonable conclusion. Failure to comply with this process can result in disciplinary action or removal.

Refer also to the Code of Conduct SOP.