

DISCIPLINE POLICY

PURPOSE

This section ensures that all managers, coaches, board members, volunteers, parents, and players uphold the values of teamwork, community, inclusion, fun, and integrity as outlined in the WCALL Constitution. Any behavior inconsistent with these values or detrimental to the league, players, or Little League Baseball is subject to disciplinary action.

AUTHORITY

The Board has the authority, by a two-thirds vote, to discipline, suspend, or terminate the membership or volunteer status of any individual—including managers, coaches, or Board Members—whose conduct violates these Bylaws, the League's Code of Conduct, or Little League regulations. The Executive Board (EB) may issue temporary suspensions in urgent safety-related matters until the full Board can review the case.

DISCIPLINARY ACTIONS

Disciplinary measures include, but are not limited to:

- Verbal Warning: For minor first-time infractions.
- Written Warning: Documented notice of violation and required corrective action.
- Game Suspension: One (1) or more game suspensions for violations such as ejections or unsportsmanlike conduct.
- Probation: Conditional participation subject to behavior improvement.
- Removal or Termination: Permanent removal from league positions or membership for serious or repeated violations.

The level of discipline will correspond to the severity of the offense and any prior history of violations.

AUTOMATIC SUSPENSIONS AND EJECTIONS

- First Ejection: Automatic minimum one (1)-game suspension.
- Second Ejection: Immediate removal from managing or coaching duties for the remainder of the season.
- Ejected individuals must be at least 500 feet from the playing field and may not communicate with their team by any means during the suspension.
Note: If a coach or manager is ejected from a game, the ejected manager/coach should not be replaced by another person residing outside the field boundaries.
- Using ineligible players, unauthorized equipment, or knowingly violating Little League rules will result in immediate suspension pending review by the EB. Any Manager who intentionally advises his/her team to forfeit a game in an effort to conserve a pitcher(s) **will** be suspended for no less than one game for the first sustained violation. Any Manager who uses another player from another league, team, or division to fill a roster position to play a league game **will** be suspended for no less than one game for the first sustained violation.

Safety and respect for players, umpires, and volunteers remain zero-tolerance priorities.

CONDUCT STANDARDS

All participants are expected to:

- Demonstrate sportsmanship and respect toward umpires, players, coaches, officials, and spectators.
- Refrain from aggressive behavior, verbal abuse, threats, or inappropriate language at any time.
- Avoid consumption or possession of alcohol, drugs, or tobacco on league property.
- Sign and Adhere to WCALL's Code of Conduct and all training requirements. Violations of these standards constitute grounds for disciplinary action by the BOD.

DISCIPLINARY PROCEDURE

1. Complaint Filing
 - Any member may submit a written complaint to the President or Safety Officer within seven (7) days of the incident.
 - The complaint must describe the event and identify witnesses or evidence.
2. Preliminary Review
 - The President and Safety Officer conduct an initial fact-finding within five (5) business days to determine if further action is warranted.
3. Hearing and Notice
 - If discipline is deemed necessary, the individual will receive written notice of the charges and hearing date.
 - The member has the right to attend, present evidence, and call witnesses.
4. Board Determination
 - The Board will review all evidence and vote on disciplinary action.
 - A two-thirds majority of those present is required for suspension or termination.
5. Documentation
 - All disciplinary actions must be documented and filed by the Secretary and Safety Officer for record keeping.

APPEAL PROCESS

- A player, coach, or Board Member may file a written appeal within seven (7) days of receiving the disciplinary decision.
- The Appeals Committee—three (3) impartial Board Members not involved in the original decision—shall:
 - Review the appeal within five (5) business days.
 - Conduct a hearing if necessary.
 - Issue a final ruling within seven (7) business days.
- The Appeals Committee's decision is final and binding.

ZERO-TOLERANCE PROVISIONS

Immediate suspension and possible removal will apply to any member who:

- Engages in physical altercations or threatening behavior.
- Uses profanity or aggressive language toward umpires, players, parents, or Board Members.
- Displays discriminatory conduct based on race, gender, religion, or disability.
- Harasses or retaliates against anyone involved in a disciplinary investigation.

RECORD KEEPING AND CONFIDENTIALITY

All disciplinary records and appeal rulings will be kept confidential and maintained by the Secretary and Safety Officer for at least five (5) years. Summaries of final decisions may be shared with Little League District 19 or Little League International for compliance purposes.