

AMENDMENT TO THE ANDOVER LITTLE LEAGUE BYLAWS

Pursuant to Article VII of the Andover Little League (“ALL”) Bylaws, the following Amendment is to be incorporated into and made a part of the ALL Bylaws upon the date of acceptance by a 2/3 majority vote of the Board.

Complaint and Disciplinary Procedure

Andover Little League, in an effort to ensure that the Andover Little League Code of Conduct and objectives of Little League International are upheld, will implement a complaint procedure to be managed by the Player Agent(s) and a Disciplinary Committee, both of which will receive, review and address complaints or issues with respect to parents, players, coaches and or board members, in the manner described below:

I. The Player Agent(s) shall have the following additional duties:

- (a) Be responsible for receiving any and all complaints regarding the safety, security and or well-being of any member, player or person participating in or affiliated with ALL, including complaints related to players, coaches, parents, officials and or other league officers or Board members. As part of the above duties, the Player Agent(s) shall be responsible for documenting any and all complaints received, communicating those complaints to the Board, and communicating with the complainant in writing to ensure closure of the issue presented to the Player Agent(s).
- (b) If the Player Agent(s) feel that an issue or complaint brought to the Player Agent(s) cannot be resolved by the Player Agent(s), then it shall be their duty to escalate the issue or complaint to the Disciplinary Committee (See Section II of this Amendment). Any issue or complaint that cannot be resolved by the Player Agent(s) shall also require the Player Agent(s) to facilitate the completion of a written Complaint Form to be filled out by the complaining party, a copy of which shall be maintained by ALL.
- (c) Participate in any meeting of the Disciplinary Committee. In discharging those duties, it shall be the responsibility of the Player Agent(s) to enforce any and all action taken by the Disciplinary Committee with the assistance of the Board of Directors and or others persons affiliated with ALL as necessary.
- (d) Prepare a Report for distribution to the Board at the monthly meetings with a summary of any complaints or issues received and or dealt with since the prior meeting. The Report shall include the nature of the complaint or issue and how it was handled. The report shall not include the name of the person against whom the complaint was made and or any other identifying information regarding the parties involved in the complaint unless same is deemed absolutely necessary by the Board and or for another reason deemed prudent by the Player Agent(s).

II. Disciplinary Committee:

Andover Little League shall establish a Disciplinary Committee whose duty it shall be to rule on any potential disciplinary issues which may arise with respect to players, coaches, parents, members and or Directors. While the majority of issues presented to the Disciplinary Committee shall be received from the Player Agent(s), the Board of Directors may, by a majority vote, submit to the Committee any disciplinary issue it deems necessary or appropriate for resolution.

Any and all meetings of the Disciplinary Committee shall be closed to the public, and anything said, discussed or raised during said meetings shall be confidential. Should anything discussed during such meetings be disclosed by a Board Member, coach or Commissioner, said disclosure shall be grounds for removal.

The Chairman of the Committee shall be the Vice President, and the Committee shall consist of one or more Player Agents, a coach from an unaffected League as selected by the Vice President, the Commissioner of the affected League, the Vice-President and or such other person(s) whom the Vice President may deem necessary or prudent for the determination of the issue being decided. Notwithstanding the above, any meeting of the Committee shall consist of an odd numbers of persons (not less than 5), and a majority vote of those persons hearing the issue shall constitute the decision of the Disciplinary Committee, subject to the provisions below:

- (a) The Committee shall have the power to suspend, remove and or otherwise discipline as it sees fit, any member, player, parent, director, coach and/or person whose actions affect Andover Little League for up to 2 games.
- (b) Any decision of the Disciplinary Committee which would result in a suspension or other action of greater than 2 games shall be referred to the full Board of Directors for Approval, but in no event, may the Board issue a disciplinary action of less than 2 games.

Any and all disciplinary actions taken by the Disciplinary Committee and or the Board pursuant to (a) and (b) above, shall be enforced by the Player Agent(s) who heard the matter, and any person who refuses to accept the Decision of the Committee or Board shall be subject to immediate removal from their position with ALL, or in the event of a parent or player action, removal of the player from the league.

Approved by a 2/3 Majority Vote of the Board on April 14, 2019.