

## **ROCKETTES FASTPITCH SOFTBALL ASSOCIATION DISCIPLINE POLICY**

The following policy has been created to support the Rockettes Fastpitch Softball Association (RFSA) By-Laws and apply to all members of the RFSA organization. Members are defined in Article III of the RFSA By-Laws.

If any member conducts themselves in such a way that does not support the RFSA principal objectives in Article II and/or violates the rules and regulations set forth by the leagues listed in Article I, then the member will be subject to disciplinary action as outlined below, up to and including termination of membership.

1. The Board of Directors will follow a 3-step plan for most disciplinary situations - Written warning, suspension and termination of membership.
  - a. The Board can decide to skip steps if for a safety, excessive absenteeism or harassment/bullying violation
2. If a member is suspended, this means that the member is not permitted to participate or attend practices, games or any RFSA events for a time period defined by the Board.
  - a. Suspension can occur if the member is under investigation or for disciplinary reasons.
3. If membership is terminated, this means that the member is no longer permitted to participate or attend practices, games or any RFSA events.
4. Members under investigation will be given the opportunity to meet with the Board prior to the final decision unless the violation is deemed serious.
5. Meetings with the member under investigation will take place within 2 weeks of the incident to discuss the incident and future actions with the organization.
  - a. If an action plan is not defined in the first meeting, a second meeting will take place within 2 weeks of the first meeting.
6. The Board's decision following the investigation will be submitted in writing to the member under investigation and a copy will be kept on file with the Board of Directors.
7. Individuals currently subject to disciplinary action are not eligible to serve as head coach.
  - a. If this occurs mid season with a head coach, the board of directors will meet to discuss a plan of action.