

GYBA ZERO TOLERANCE CONDUCT POLICY - UPDATED 12/03/2025

1. Scope of Policy

The GYBA Zero Tolerance Conduct Policy applies at all GYBA-related activities, including but not limited to:

- Games, practices, scrimmages, tournaments
- Team meetings, league events, fundraisers
- Board meetings and volunteer activities
- Parking lots, concession areas, and any location where GYBA teams or representatives are present
- All digital communication and social media activity involving or referencing GYBA, GYBA Board Members, coaches, players, and umpires.

This policy remains in effect year-round, regardless of season status.

2. Who This Policy Applies To

This policy applies to anyone participating in, attending, or influencing a GYBA event or environment, including:

- Players
- Coaches, assistant coaches, team parents
- Parents, guardians, and extended family
- Spectators and visiting teams
- Volunteers
- Umpires
- Board members
- Commissioners
- Committee Members

No one is exempt.

3. Prohibited Conduct

The following behaviors are strictly prohibited and will result in disciplinary action:

A. Verbal or Physical Misconduct

- Abusive, threatening, or profane or derogatory language
- Yelling at players, umpires, coaches, or spectators
- Harassment, bullying, or intimidation
- Any physical altercation or aggressive posturing
- Verbal attacks, mocking, taunting, or instigating conflict

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B. Safety & Property Violations

- Destruction or abuse of equipment, fields, or facilities
- Interference with gameplay or official decisions
- Entering restricted areas or dugouts without permission

C. Substance Use

- Use or possession of alcohol, illegal drugs, vaping devices, or tobacco at any youth sports event ●
- Being under the influence while acting in a volunteer, coaching, or supervisory role

D. Discrimination & Inappropriate Commentary

- Hate speech
- Discriminatory remarks (race, gender, religion, disability, etc.)
- Sexualized or inappropriate communication
- Cursing

E. Behavior Damaging to League Reputation

- Disorderly conduct
- Loss of temper
- Attempts to undermine coaches, umpires, volunteers, or league leadership

4. Social Media Code of Conduct

ALL online interaction referencing GYBA(Georgetown Youth Baseball Association) is subject to this policy, including posts, comments, messages, photos, videos, TikToks, reels, and group chats.

Prohibited online actions include:

- Negative, disparaging, or inflammatory commentary about players, coaches, umpires, or league operations
- Sharing private team issues publicly
- Posting images or videos of minors without consent
- Using social media to harass, intimidate, or retaliate against anyone in the league ● Stirring up drama, encouraging conflict, or attempting to influence public opinion against volunteers or board members or the league

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5. Authority Hierarchy for Enforcement

To eliminate the “You can’t tell me to leave” argument:

1. Umpires have immediate authority over game conduct, including removing spectators and coaches.
2. Division Commissioners enforce rules at practices, games, and events.
3. Executive Board Members have final authority to remove any individual from any GYBA environment, on or off the field.

Failure to comply with an order to leave will result in police involvement.

6. Mandated Cooling-Off Period

No individual may confront or contact a coach, umpire, team parent, commissioner, or board member for 24 hours following an incident or contentious situation.

Violation of this rule is treated as a Zero Tolerance offense.

7. Reporting Process (Defined & Documented)

Who Logs It?

The following individuals may initiate an incident report:

- Umpires
- Coaches
- Commissioners
- Board members
- Any adult witness who observed the incident firsthand

What Must Be Documented

- Names of involved individuals
- Description of the incident
- Location, date, and time
- Witness statements
- Whether removal occurred
- Any video/photo evidence (if available)

When It Must Be Submitted?

Within 24 hours of the incident.

Who Reviews It?

The Code of Conduct Committee (at least three members not directly involved in the incident) , Parliamentarian, or the Executive Board Members not directly involved in the incident (if severity requires escalation).

A written summary of the action taken will be recorded and stored in the league's compliance records.

8. Appeals Process.

How to Appeal

- Must be submitted in writing (email)
- Must be received within 48 hours of the disciplinary notice

What Happens Next?

- The Executive Board reviews the appeal
 - Appeals meeting attendance - ONLY the individual who submitted the appeal and the Executive Board •
- The decision is final
- Suspensions remain in effect during the appeal review

Appeals cannot be used to attack or harass officials or volunteers. Any verbal attacks during the appeals meeting will result in immediate suspension with NO appeal.

9. Disciplinary Actions

Level I Violation

- Automatic suspension from the next scheduled game or event

Level II Violation

- Multi-game suspension determined by the Code of Conduct Committee

Level III Violation

- Season-long suspension or permanent ban from GYBA determined by the Executive Committee

Factors include severity, impact on safety, circumstances and prior behavior. The GYBA Board reserves the right to escalate or downgrade violations at any point.

10. Law Enforcement Clause

If an individual refuses to leave, threatens another participant, or engages in illegal behavior, GYBA will contact the Georgetown Police Department to enforce park rules and ensure safety.

By signing below, I acknowledge that I have fully read and understand GYBA's Zero Tolerance Policy. I understand that if I have any questions or concerns to reach out immediately to my Commissioner and discuss.

Coach Signature: _____

Team Name and Division: _____

Date: _____