GRIEVANCE POLICY AND PROCEDURES

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Germantown Baseball League provides the youth in our community the opportunity to play recreational or competitive baseball, in order to promote the ideals of teamwork, good sportsmanship, good citizenship, and honorable character.

The Board of Directors, Executive Director, League Directors, Coaches, volunteers, players, parents/guardians, and any other participants engaged in, or present at, any GBL sanctioned event are expected through their conduct, to promote the standards set forth by GBL and abide by all of the behaviors traditionally associated with such ideals.

The GBL, as a legally recognized and properly formed corporate entity, takes a strong position against any conduct which the GBL Board of Directors considers out of line of the ideals of teamwork, good sportsmanship, good citizenship, and honorable character, as associated with the development of the youth participants. To that end,
upon any report to any member of the Board of Directors, League Commissioner, League Director, Coach, volunteer, or parent/guardian of a participant by an eye-witness of a personal misconduct demonstrated by any individual(s) participating in any GBL activity or function regarding any behavior which defies such ideals, will be subject to disciplinary action by the Board of Directors, in its sole discretion, including suspension, dismissal, or expulsion (whether temporary or permanent) from participation in the League in whatever capacity. All decisions of the Board of Directors shall be final and binding.

1. Immediately upon witnessing or receiving an eye-witness report of improper conduct (to include violation of Titles VI, Title IX and ADA) of any of the aforementioned persons, the person taking the report shall contact the associated Coach(es) and/or the Executive, League Director or member of the GBL Board of Directors.
2. The individual receiving the report will take immediate action to remedy the situation at hand (e.g. if there is improper conduct on the field or in the game that must be immediately addressed). Coaches and Directors have the right to require an individual to leave the premises if deemed necessary to gain immediate control of the situation. If the issue of concern involves a member of the Executive Director, a member of the GBL Board of Directors, League Director or Coach, the party should notify another one of the GBL's Board of Directors, League Commissioner or League Director immediately for follow-up.
3. Once there is assurance that the immediate situation is under control, a written report must be filed with the GBL Executive Director, within 3 days of the event. Reports should be completed on the GBL form labeled “Grievance Form”. The committee will consist of the GBL Executive Director, the President of the GBL Board and the League Director responsible for that division.
4. Once in receipt of a written report, the GBL Grievance Committee will be required to take the following steps:
    a. Personally interview the involved parties within one week of the report.
    b. Upon reviewing the complaint and evidence, the Grievance Committee will determine the proper action to be taken.
    c. Within the same week following the report, the GBL Grievance Committee must conduct a meeting with the Board of Directors. Such meeting shall be called and convened in accordance with the GBL By-laws.

d. For cases not involving termination/expulsion, the Grievance Committee will review the case with the GBL Board and explain their disciplinary actions.
e. Where termination/expulsion is considered, the Committee will present the case to the Board and recommend the discipline with complete explanation/justification.
f. The Board will discuss and vote on the action to be taken. The Board vote must achieve a majority of the 2/3 quorum of all Board of Directors currently holding GBL Board positions at the time the incident occurred. All such Board meetings will be closed to the public unless the GBL Board agrees otherwise.
g. If the GBL Board is unable to achieve a majority vote, the GBL Board will default to the action that is recommended by the Grievance Committee and this will be regarded as the GBL Board's final decision and will be binding.
h. For warnings or game suspensions, the GBL Board will determine how the party involved will be notified and follow-up will occur within 24 hours of the Board's decision. For termination or expulsion, the member must be given written notice of the termination along with an effective termination date and the specific reasons for the termination. The member will have an opportunity to be heard by the GBL Board, orally or in writing, not less than 5 days before the effective date of termination.

At no time should this policy or procedure and/or any associated decision of any kind be understood to conflict with the GBL's Bylaws, which are the foundation of the organization.

Failure of any member of the Executive Director, Board of Directors, or League Director, to act on this procedure in a timely manner may result in immediate dismissal from their position within the association.

Possible temporary suspension or permanent expulsion form the GBL, at the sole discretion of the GBL Board of Directors, may be warranted.

Germantown Baseball League wants to be timely informed about any misconduct of all of its members, and participants, including but not limited to coaches, volunteers, parents/guardians, players, League Directors, Executive Director and members of its Board of Directors. If you are witness to an incident and do not want to file a grievance but still want to make the GBL Executive Director aware of the event, please contact the Executive Director so that a verbal report can be made.