



CYB Code of Conduct

Participation in Chandler Youth Baseball is a privilege that should elicit great pride in both the athletes and their family. It is also a responsibility that demands hard work, an extra commitment once a child decides to wear the CYB uniform, to represent their teammates, coaches, and community. Standards of behavior are high and a willingness to live up to them is part of being a member of our league.

CYB PLAYER'S PLEDGE

I, a player in Chandler Youth Baseball, know that as a CYB player I have the rights to:

1. Participate in baseball, regardless of my race, sex, creed or ability.
2. Play as a child and not as an adult.
3. Play at a level determined to match my maturity and ability.
4. Have a good role model as a coach.
5. Express my opinion in a proper manner to my coaches.
6. Be properly prepared to play in games.
7. Have equal opportunities to develop my skills.
8. Be talked to and treated fairly and with respect.
9. Play in safe and healthy environments.
10. Have fun in sports.

- I will treat each athlete, coach, parent and official with respect and dignity.
- I will give my personal best efforts at all times to help my team and coaches.
- I will do my best to attend all practices and games, to work on the fundamental skills, and be attentive to coaches teaching me game strategies.
- I will accept the calls of the officials and will play to the rules of the game.
- I will treat all equipment, fields, and facilities with respect and adhere to all rules of these areas.
- I will control emotional and verbal outbursts that are detrimental to myself or those around me, to the best of my ability.
- I will not use profanity.
- I will promise to conduct myself in manners consistent to the Code of Conduct at all times, understanding that there will be consequences if violated.

CYB COACH'S PLEDGE

- I, as a Coach in CYB, will encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice or other CYB event.
- I will place the emotional and physical well-being of my players ahead of a personal desire to win.
- I will treat each player as an individual, with rights as aligned above.
- I will teach all children to play fair and do their best.

- I will praise a good effort above all.
- I will remember that I am a youth sports coach, and that the game is for the kids, not for the adults.
- I will do my best to provide a safe playing situation for my players.
- I will do my best to organize practices that are fun and challenging for all of my players.
- I will be knowledgeable in the rules for the division in which I coach, and I will teach these rules to my players.
- I will insist my players and spectators treat other players, coaches, fans and officials with respect, regardless of age, race, sex, creed or ability.
- I will insist that my players abide by their code of conduct on and off the field.
- I will insist that their guardians be informed of the expectations of being a CYB parent, and that they uphold the Parent's Pledge.
- I will promise to conduct myself in a manner consistent with the Code of Conduct at all times, understanding that there will be consequences if violated.

CYB GUARDIAN'S PLEDGE

- I, the guardian of a CYB player, agree that the most important outcome of any game is for my child to have fun.
- My child needs my approval and support, regardless of what happens in the game.
- I will encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice or other CYB event.
- I will place the emotional and physical well-being of my child ahead of a personal desire to win.
- I will do my best to assure my child's participation in practices, games and other league events.
- I will support coaches and officials working with my child in order to encourage a positive and enjoyable experience for all.
- I will refrain from the use of tobacco or tobacco products (including e cigarettes), drugs, and alcohol at all CYB events.
- I will also refrain from using any foul or vulgar language while attending CYB events.
- I will insist my child treat other players, coaches, fans and officials with respect, regardless of age, race, sex, creed or ability.
- I will insist that my child's coach be trained in the responsibilities of being a CYB coach, and that the coach upholds the Coaches' Code of Ethics.
- I will promise to conduct myself in a manner consistent with the Code of Conduct at all times, understanding that there will be consequences if violated.

CYB participants, in any capacity, understand that these pledges carry the weight of the league against all violations, and that they are intended to protect childhood innocence, childhood enjoyment, child betterment, and child safety.

I. PLAYER CODE OF CONDUCT

Players' responsibilities are simple: be respectful of one's self and others, be responsible, play fair, always try your best, and always exhibit good sportsmanship. The pledge reflects some of the expectations that players must strive to adhere to at all CYB events both on and off the fields, however it is not all encompassing. Players must also:

- Encourage and support teammates.
- Be on time.
- Be communicative with coaches.
- Work hard to improve my skills.
- Encourage parents to be involved with my team in some capacity.
- Refrain from using violence, unfriendly language, or insults to others.
- Be generous when winning and gracious when losing.
- Accept the decisions of the officials with grace and never challenge or question calls.
- Conduct one's self with honor and dignity.

If I fail to abide by the pledge, aforementioned playing rules and guidelines, or any policy meant to guide and protect CYB, I will be subject to disciplinary action levied by the Board of Directors, that could include but is not limited to the following:

- Verbal warning
- Written warning
- Suspension for games
- Suspension for season and/or postseason
- Expulsion from the league

While any player in the league has the right to discuss an incident or violation with The Player Agent, the Board retains the sole authority to determine what, if any, disciplinary action is appropriate for any conduct infraction.

II. COACHES CODE OF CONDUCT

Youth sports programs play an important role in promoting the physical, social, and emotional development of children. As managers and coaches in the league you should be models of good sportsmanship and behavior for your child and all children in the community, including participants and spectators alike.

The Board asks that you pledge to be responsible for your words and actions while coaching, officiating, and participating in league events, and that you conform your behavior to the Code of Conduct. While the pledge reflects some of the expectations that coaches must strive to adhere to at all CYB events both on and off the fields, it is not all encompassing. Coaches must also:

- Understand that the objective is to promote the ideals of good sportsmanship, respect for authority and team building.
- Assist in developing happy, well-adjusted children who will evolve into good citizens.
- Treat each player as an individual, realizing the large range of development for the same age group.
- Realize that statistics are secondary to a positive, enriching experience.
- Lead by example.

- Commit to providing significant personal time.
- Organize play that is fun and challenging for all players.
- Provide a safe playing environment, free of drugs, alcohol and tobacco.
- Review and practice basic first aid principles needed to treat injured players.
- Be responsible for the proper use of all assigned equipment, facilities and uniforms.
- Return all equipment on the date specified by the Equipment Manager at the end of the season.
- Understand that the Board is committed to assisting coaches/volunteers while running a program based on what is best for all participants.

Any violations of this code or demonstration of lack of integrity, by intentional manipulation of the policies or rules, will be subjected to disciplinary action levied by the Board that may include, but is not limited to the following:

- Verbal warning
- Written warning
- Suspension for games
- Suspension for season and/or post season
- Removal from all league activities
- Expulsion from the league

The Board retains the sole authority to determine what, if any, disciplinary action is appropriate for any conduct infraction.

III. GUARDIAN CODE OF CONDUCT

We, the Board of CYB, have implemented the following Guardian Code of Conduct for the important message that it holds about the proper role of adults in supporting the youth of our community and their child in sports. The essential elements of character building and ethics in sports are the foundations of sportsmanship and are demonstrated by the core principles of respect, responsibility, fairness, and good citizenship.

As a CYB Guardian, you have a duty to provide positive support, care, and encouragement for each child participating in CYB by adhering to the pledge and code of conduct. While the pledge reflects some of the expectations that guardians must strive to adhere to at all CYB events, both on and off the fields, it is not all encompassing. Guardians must also:

- Demonstrate positive support at all times.
- Promote that doing one's best is more important than winning.
- Respect the officials and their authority during games.
- Refrain from confrontation with coaches in front of players.
- Respect the coach, as the coach, during games.

Guardians who fail to abide by the aforementioned rules and guidelines, I will be subject to disciplinary action levied by the Board, that could include, but is not limited to the following:

- Verbal Warning
- Written Warning
- Suspension for games
- Suspension for season and/or post season

- Removal from all league activities
- Expulsion from the league

The Board retains the sole authority to determine what, if any, disciplinary action is appropriate for any conduct infraction.

IV. CYB MISCONDUCT DURING GAME PLAY

Enforcement of playing rules at CYB games shall be the sole responsibility of the umpire(s) who have been assigned to the game. Enforcement of the league Code of Conduct rules shall be the joint responsibility of the umpires assigned to that game, Division Coordinators, any Board Members present at the game, and any other League officials who have been given authority by the Board. For any incidents regarding a player, the Division Coordinator shall inform and consult with the Player Agent within 24 hours.

If a player, coach, guardian, or fan is EJECTED from a game, he/she must leave the playing field immediately. At the discretion of the umpire, he/she may also be required to leave the park within 10 minutes of the ejection. The ejected person can only return to the park to pick up a player once the game is completed.

- Failure to act accordingly will result in the forfeiture of the game and suspension from the league for the remainder of the season.
- 2nd offense: suspension for the team's next game
- 3rd offense: suspension for the remainder of the season and possible lifetime expulsion from CYB.

The Head Coach must notify the Division Coordinator or league President of the ejection of any coach, player, parent or fan associated with his team within 24 hours.

- Failure to do so will result in a one-game suspension, in addition to any pending penalties stemming from the ejection.

Multiple violations over multiple seasons may result in further suspensions and possible lifetime expulsion.

Physical threats of any kind to a coach, player, umpire, fan or league official will be grounds for immediate suspension from the league for the remainder of the season, possible lifetime expulsion, and possible filing of a police report.

Any physical contact (e.g. pushing, shoving, wrestling, kicking or punching) from a coach, player, parent, or fan with the intent to harm, threaten or bully another person shall be grounds for immediate suspension and possible lifetime expulsion from CYB. This applies to activities before, during and after any CYB event.

V. CYB ZERO TOLERANCE FOR AGGRESSION TOWARD AN UMPIRE

This Zero Tolerance Policy is an effort to decrease the abuse of any baseball Official (Home Umpire, Field Umpire, Line Umpire, or other). We must all work together to deter and eliminate all levels of verbal abuse or negative criticism of officials. We would not tolerate such behavior towards our children, we must not tolerate the same towards our officials.

This policy is not intended to label officials as always right and spectators and/or coaches as always wrong. Just as players make mistakes during play and coaches may err in strategy or methodology, officials will make mistakes in officiating, particularly in the younger divisions where they may be learning how to officiate. In all cases, our officials must receive only positive support from coaches and spectators to continue to grow as an official.

The current state of affairs regarding chronic shortages of qualified officials will likely be with us for some time. We simply cannot afford to experience the high levels of attrition of officials that have occurred in the past. This Zero Tolerance Policy applies to all players, coaches, parents, spectators, and other supporters and officials participating in CYB.

The Head Coach is responsible for ensuring all spectators associated with their team follow this Zero Tolerance Policy relating to communications with an Official.

- A coach or spectator may not express any disagreement or dissatisfaction whatsoever with the officiating to any Official, directly or indirectly.
- A coach or spectator may not, before, during, or after a match, discuss with, or voice within earshot of an Official, any critique of the Official's performance.
- Any critiques may ONLY be voiced or communicated through the league's reporting channels.

Abusive or obscene language, violent conduct, fighting, and other negative or derogatory behavior (such as sarcasm or taunting) directed to, or about, the officials will not be tolerated.

This policy applies before, during, and after the game and its immediate surrounding areas.

A. Guardians & Spectators

No guardian or spectator shall address the Officials at any time. This includes, but is not limited to:

- Guardians and spectators shall not dispute calls.
- Guardians and spectators shall not make remarks to the Official(s) or advise the Officials(s).
- Guardians and spectators shall never yell at the Official(s), including criticism, sarcasm, harassment, intimidation or feedback of any kind before, during or after the game.

The only allowable exceptions to the above are:

1. Guardians and spectators may only respond to an Official who has initiated a conversation, until such time as the Official terminates the conversation.
2. Guardians and spectators may point out an emergency or safety issue.
3. Guardians and spectators may compliment the Official after the match.

Consequences (for Guardians & Spectators)

In the opinion of the Official, depending on the severity of the offense, the Home Plate Umpire may take any of the following actions:

1. Issue a verbal warning to the Head Coach of the offending party's team and have the coach address the guardian or spectator to cease their actions.
2. Stop the game and instruct the coaches to direct the guardian or spectator to leave the field.
3. Eject the guardian or spectator directly.
4. Suspend or terminate the game if the guardian or spectator does not leave the field. The offending team shall forfeit.

B. Players

The conduct of the players is governed by the official league rules of the game, any divisional rules of the game, and the Code of Conduct.

The Code of Conduct describe some of the consequences associated with violating the rules.

The officials have sole discretion to address a player violation and consequence during game play. At no time shall a player appeal any violation with the officials. All post game investigations into an incident shall involve the Head Coach, the Division Coordinator and the Player Agent. The Home Umpire may be contacted for clarifications during investigation, but no direct communication shall be initiated between the player, their guardians, and the officials. Violation of this policy by player or guardians, will result in immediate suspension for the season.

C. Coaches, Assistant Coaches, & Bench Personnel

It is the responsibility of all coaches to maintain the highest standards of conduct and respect for themselves, their players and supporters, as well as the other team, in all games. (Please refer to our Coaches Code of Conduct). Failure to do so undermines the Official's authority and the integrity of the game resulting in a hostile environment for players, the officials, coaches, assistant coaches, bench personnel, and spectators.

CYB will not tolerate negative behavior exhibited either by demonstrative actions and gestures, or by ill-intentioned remarks, including those addressed toward the officials, any player or members of an opposing team. Coaches exhibiting hostile, negative, sarcastic, or otherwise ill-intended behavior toward officials, opposing players, or opponent's coaches will be subject to immediate ejection by the Home Umpire. Additional sanctions may be imposed by the Division Coordinator and the Board, after an investigation into the incident.

- Coaches shall not interact directly or indirectly with the coaches or players of the opposing team in any manner that may be construed as negative, hostile, or sarcastic.
- Coaches shall not offer objection to any call made by the officials at any time.
- Coaches are not to address the Officials during the game, except to:
 1. Respond to an Official who has initiated a conversation.
 2. Point out emergency or safety issues.
 3. Make substitutions.

The Head Coach MAY, after a dead ball, ask ONE question in clarification of the rule directly pertaining to the play, in a polite and constructive way. They MAY NOT ask for justification or judgment used to

make a call. If the polite tone of the conversation changes, the Official may eject the head coach immediately.

- Absolutely no sarcasm, harassment, or intimidation is allowed.

It is recommended that coaches or other bench personnel do not engage in any conversation with the officials, once the game has concluded. Rather, any incident or rule clarification should be filed with the Division Coordinator through regular league communication.

Consequences for Coaches, Assistant Coaches, & Bench Personnel

In the opinion of the official, depending on the severity of the offense, the Home Umpire may take any of the following actions:

1. Issue a verbal warning to the offending coach, assistant coach, or bench personnel.
2. Eject the offending coach, assistant coach, or bench personnel. Once ejected, the individual will be required to leave the field area immediately.
3. Suspend or terminate the game, if the coach, assistant coach, or bench personnel do not leave the field area, after having been instructed to do so.

VI. UMPIRE ABUSE OR ASSAULT

Definition of “referee abuse” and “referee assault” is as follows:

Official Abuse: a verbal statement or physical act not resulting in bodily contact which implies or threatens physical harm to an official or the official’s property or equipment.

Abuse includes, but is not limited to the following acts committed upon an official:

- using foul or abusive language that implies or threatens physical harm
- spilling any beverage on an official’s physical property
- spitting at (but not on) the official

Official Assault: an intentional act of physical violence at or upon an official. For purposes of this Policy, “intentional act” shall mean an act intended to bring about a result which will invade the interests of another in a way that is socially unacceptable. Unintended consequences of the act are irrelevant.

Assault includes, but is not limited to the following acts committed upon an official:

- hitting
- kicking
- punching
- choking
- spitting on
- grabbing
- “slamming” or bodily running into a referee
- head butting
- the act of kicking or throwing any object at a referee that could inflict injury
- damaging the referee’s uniform or personal property, e.g. car, equipment, etc.

All cases of alleged abuse or assault of an official shall be reported (by anyone) to the Division Coordinator within 2 hours after the incident. An investigation, if necessary, will commence

immediately. Any investigation material pertaining to the abuse or assault that CYB collects, will also be forwarded to local law enforcement.

Regardless of the person or persons responsible for the violation, the Board insists that these minimum sanctions shall be applied to any instance of Umpire Abuse or Assault:

The Division Coordinator shall assure that the required sanctions are imposed and fulfilled quickly, or that a timely appeal is filed.

- **1st Offense:** The Division Coordinator will file an immediate report within the league's Board. The Investigation Committee will begin contacting parties involved immediately. The offender shall be registered with the Board as a ZIT Offender, and the Board may impose any sanctions as they find appropriate. A copy of the report and sanctions shall be forwarded to local law enforcement.
- **2nd Offense:** in addition to the above, the Board will require a minimum of an acceptable* letter of apology from the offender, addressed to the official, sent to the Board within 7 days of the incident, for forwarding on to all involved parties by CYB.
 - NO DIRECT COMMUNICATION BETWEEN THE OFFENDER AND THE OFFICIAL WILL BE TOLERATED.
 - If the required acceptable apology is not received from the offender within the seven days, then the sanction automatically escalates to include the addition of a one game suspension.
- **3rd Offense:** in addition to the above, the Board will require a minimum of a one-game suspension for both the offender and his/her associated player. The offender is suspended from participating in any CYB events until their sanction is complete, including the receipt of an acceptable apology letter.

Repeat offenses across seasons and teams, including all Level 1 violations, will be taken into account when determining any additional sanctions.

* An acceptable apology letter must include:

- an acknowledgment that the action in question was inappropriate,
- regret that the action happened,
- confirmation of an understanding of the CYB Code of Conduct,
- a commitment to ensure that more appropriate action and adherence to the policy will be in place in the future.