



Grievance Process Document

In the event a dispute arises as to the conduct, action, or procedures of a coach, adult member, BOD member, committee chairperson or player of this league, there shall be a prescribed means of disciplinary action.

The Grievance Committee will hold a hearing in which both sides of a dispute shall present their case. This committee shall be comprised of the Vice President, the Player Agent, Umpire-in-Chief and the Commissioner of the division in which the dispute occurred, or another available divisional commissioner, if needed. In the event any of the named positions is directly involved in said dispute, then the President will appoint an alternate.

Hearing Procedure:

1. The complainant must notify the Player Agent (PA) and division commissioner, in writing, within 48 hours of his/her complaint. The PA shall notify the grievance committee and the accused of the complaint within 48 hours. The Vice President may fulfill this responsibility in the absence of the PA.
2. Both the complainant and the accused shall prepare written statements as to the events that occurred. Date, time and events leading to the dispute, witnesses and any supporting data shall be included in the statements. Hearsay shall not be accepted.
3. After receiving such statements, the Grievance Committee shall meet and determine if the dispute has merit to proceed to a hearing.
4. If needed, the PA, or his/her alternative, will schedule a hearing and notify the complainant and the accused of the time and place of this hearing. It is the complainant and the accused parties' responsibilities to notify all of their witnesses of the hearing and its time and place.
5. At the hearing, all parties, including witnesses, (a notarized statement from a witness is acceptable) will present their case. After the presentation, the committee shall decide whether there has been an infraction of the Code of Conduct and action will be taken according to the rules set forth in the disciplinary guidelines. Each member of the Grievance Committee shall have one vote.
6. The committee will determine the disciplinary action and report to the general BOD the results of such disputes. Disciplinary action may include a written warning, suspension from the league for a stated period of time, or possible expulsion. Disciplinary action may also include monetary restitution if said dispute involved use of funds and/or expenditures not authorized by the league.
7. A summary of the dispute and its resolution shall be submitted to the league Secretary and kept in the official league records for a period of two (2) years.