

Palmyra Civic Baseball Association Coaches Agreement

The time and effort that is given by all coaches is greatly appreciated. To ensure that our coaches continue to be positive role models for our communities' youth, the Palmyra Civic Baseball Association requires all coaches to agree to and abide by these coaches conduct guidelines:

Conduct Guidelines

1. Coaches are expected to comply with all League and Association rules, regulations and guidelines in their conduct at all Association activities.
2. Coaches will set an example of good conduct and sportsmanship at all times.
3. Reported or observed conduct unbecoming a coach during any activity sponsored by the Palmyra Civic Baseball Association shall be in violation of this agreement. Such conduct includes, but is not limited to, the following examples of interactions with players, umpires, parents, spectators or other coaches:
 - Inappropriate physical contact;
 - Swearing or verbal abuse;
 - Use of alcoholic beverages;
 - Use of controlled substances;
 - Use of all tobacco products;
 - Ejection from a game.

Grievance Process

A grievance for an alleged offense shall be presented to the Board, preferably in written form, within two weeks of the event. The Board's objective will be to resolve the issue with the active support and participation of all parties involved, and assure the rights of the alleged offender to present his or her position. (If a member of the Board is involved in an issue as the alleged offender, he or she may not participate in the Board's deliberation on that grievance) In accordance with Association rules, the Board will proceed as follows:

1. Investigate the grievance.
2. Obtain in writing or through discussion the position of the alleged offender.
3. Determine the validity of the grievance. If the grievance is determined to be valid, the Board will take action, according to the Remedies Schedule stated below.

At the request of the offending coach, the Board will provide an opportunity for the coach to present his or her position at a Board meeting. The ruling of the Board on any grievance shall be final.

Remedies Schedule

The following remedies shall be used to guide the Board in determining its' course of action:

1. The first violation will result in a written warning explaining the consequences of further similar action, and a one game suspension from participation in the next scheduled game.
2. The second violation will result in a written warning explaining the consequences of further similar action, and a four game suspension from participation in the next four scheduled games.
3. The third violation will result in permanent expulsion from participation in any events associated with the Palmyra Civic Baseball Association.

Signature

Print Name

Date