

MBA: Coaches Misbehavior Policy

Coaching is truly a privilege. It is the prerogative of the Mitchell Baseball Association to select and approve the coaches and assistant coaches with the advice of the Board of Directors. No coaching applicant or volunteer, regardless of baseball knowledge or previous baseball coaching experience, is guaranteed a coaching position with the association. Coaches are expected to be ambassadors of the association and their action is a reflection on the association and therefore behavior both on and off the field is of utmost concern to the association.

The primary description of acceptable behavior for coaches is given in the Coaches' Ethics Statement distributed to and signed by all coaches (head and assistant) at the beginning of the year. Generally, we have few or no problems with coaches behaving in a manner contradictory to that described in the Code of Ethics. However, occasionally a situation does arise where the behavior of a coach becomes unacceptable. This policy is intended to describe the procedure that the MBA Board of Directors will follow to address such instances.

An occurrence of misbehavior must be documented before the Board will address the matter. Documentation consists of one of two forms:

- 1) A Board member personally witnesses the misbehavior and brings the matter before the Board.
- 2) An eyewitness has observed the misbehavior and submits a written complaint. Within 3 days of having received the documentation of the incident, the President of the Board will appoint a Review Committee made up of the President, the Director of Baseball Operations, and a Board Representative. The Review Committee will interview those filing the complaint, seek to interview others present who witnessed the behavior, and interview the coach and or coaches whose actions are in question.

The Review Committee may determine that the event was not a serious violation of the behavior code, or that circumstances dictate that the event be ignored. If such is the case, the matter will be dropped and all participating parties will be notified.

The Review Committee may determine that the violation was serious and calls for punitive action by the Board. In its discretion, if the Review Committee determines the violation warrants a letter of warning it will generally follow the procedure set forth in the paragraph.

The first step in such action is for the Board to issue a letter of warning to the coach indicating the Board's disapproval of the indicated behavior, and to advise the coach that he is being placed on probation for the remainder of the season. The warning letter will also advise the coach that subsequent occurrences will result in further disciplinary action including but not limited to the suspension of the coach from a part of or all of the remaining season. The letter will be signed by the three members of the Review Committee and delivered to the offending coach for his acknowledgment and signature. Refusal of coach to sign the letter will result in the coach being suspended from coaching. A copy will be given to the coach, and the Board President will present the action and a copy of the letter to the Board at its next regularly scheduled meeting.

Those filing the complaint will also be notified of the actions taken by the Board. In the event that the Review Committee finds the first offense to be serious enough to warrant a punitive action greater than a warning, the Review Committee shall call an emergency meeting of the Board of Directors to discuss the situation. At that meeting the Review Committee will present their evidence and recommendation for punitive action up to and including immediate suspension.

Upon a two-thirds vote of the Board of Directors, that coach shall be reprimanded as recommended and suffers all consequences as determined by the Board of Directors.

If a coach behaves in such a manner as to create a second event of misbehavior during his or her probationary period, the Board will react to implement further disciplinary action. The Review Committee will investigate the incident and report its findings and recommendation to the Board. If the behavior is found to warrant action, the Review Committee will recommend suspending the coach for any or all of the remainder of the season. Written notification of the suspension will be presented to the offending coach. If it is necessary that the coach be suspended for the remainder of the season, the Board will appoint a replacement coach and the Review Committee will meet with the parents and players of the team to advise them of the Board's actions.

Any coach that is suspended for the year will not be allowed to take a coaching position the following year. It is our hope that these procedures will never have to be used, but as our Association grows so does the possibility that someone will abuse the privilege of being a coach. Because our main concern is for the enjoyment and recreation of the parents, coaches, and children who are out to enjoy team and family time together, we will not be tolerant of continued violations of the Coaches' Code of Ethics.