



Yucaipa Calimesa Girls Softball Disciplinary Policy



Individuals or groups found to be in violation of the established Bylaws of the Yucaipa Calimesa Girls Softball Organization, and referred to the Board of Directors, shall be disciplined in accordance with the procedures below.

The Yucaipa Calimesa Girls Softball Board of Directors shall oversee the appropriate corrective and/or disciplinary actions. The goal of all disciplinary action undertaken by the Yucaipa Calimesa Girls Softball Board of Directors is to ensure the safety of all involved and the integrity of the organization. The end purpose of all discipline is that of correction and restoration whenever possible. Any action deemed to be a safety concern and or breach of the Bylaws could be cause for the immediate removal of the offending individual or group within the organization. Reinstatement will be at the sole discretion of the Yucaipa Calimesa Girls Softball Board of Directors.

All violations referred to the Board of Directors, regardless of the nature, shall require written documentation to be filed with the Secretary.

The following procedures shall be used when addressing alleged violations. Incidents or situations of a very serious nature may require certain steps to be bypassed at the sole discretion of the Yucaipa Calimesa Girls Softball Executive Board.

Reporting an incident

1. Issues should be first brought to the Board of Directors in writing, within 72 hours of the occurrence of the incident.
2. All details of the incident will be reviewed, and disciplinary action decided upon, within 7 business days of the receipt of the information.
3. The violating individual or group will be made aware of the disciplinary action in writing within 48 hours of a decision being made.
4. A permanent record of the incident will be placed in file with the detail of the said individual or group action and the incident resolution.

1st Incident- The Board of Directors, or its designee, shall conduct an oral counseling session with the individual or group in violation regarding the appropriate behavior and will review future expectations. Written notes will be taken during the session. These notes shall be filed with the Secretary.

2nd Incident- The Board of Directors, or its designee, shall develop a disciplinary action plan, and provide a written warning for the individual or group in violation and place a copy in board file.

3rd Incident- The Board of Directors, or its designee, shall develop a disciplinary action plan that shall be placed in the violating individual or group file, recommending suspension for a determined period. The Board of Directors, or its designee, will also conduct a counseling session with the violating individual or group. If the action is criminal in nature, then a report will be filed with the police and the individual or group would be suspended from Yucaipa Calimesa Girls Softball pending the outcome of the criminal investigation. A decision to continue the suspension, or to permanently ban the violating individual or group will be at the sole discretion of the Yucaipa Calimesa Girls Softball Board of Directors. If once removed, the individual or group continues to violate the Bylaws, the violator will be suspended from any Yucaipa Calimesa Girls Softball fields and/or Yucaipa Calimesa Girls Softball functions for a set amount of time to be determined by the Board of Directors.