

Calgary West Little League



Calgary West Little League Zero Tolerance Policy

Calgary West Little League believes all participants in Little League baseball deserve to be treated with respect. Players and game officials are learning the game. Coaches and managers are volunteers. In order to create an environment that allows all participants to learn and grow, CWLL will impose and enforce a Zero Tolerance Policy with respect to abuse of any participant, coach, manager, official, player or parent/fan.

Abuse will be defined as any form of physical, emotional and/or sexual mistreatment or lack of care which causes physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust. In Alberta a person is considered a child up to the age of 18 years.

Emotional abuse is a chronic attack on a child's self-esteem; it is psychologically destructive behavior by a person in a position of power, authority or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child's needs.

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.

The CWLL Zero Tolerance policy will include any abuse against adults including that which may cause emotional distress for our players, officials and fans.

Any ejection for abuse will automatically result in a 3-game suspension, with the game in question counted as the first game. In the event the abuse comes from outside the playing field, a written complaint must be formally lodged with league executive. The complaint may be lodged by any player, coach, game official, or observer and the offending party will be asked not to attend the next three games.

Any confrontation that escalates to physical violence defined as "intentional physical contact with force" will result in a suspension, the minimum being one-year suspension from all little league parks within the CWLL boundaries to a maximum lifetime suspension. Physical violence shall include but not be limited to pushing, punching, tripping, kicking or hitting with any object including a person's hand or any part of their body.

The Zero Tolerance Policy is enhanced in 2020 due to COVID-19. We expect all persons to respect social distancing guidelines and any other health protocols required when you are in attendance in any capacity at a Little League function. You will be asked to leave the facility if you do not respect these safety protocols that have been put in place.

Any person subject to a suspension shall be entitled to a hearing before a committee convened to rule on the validity of the complaint. At such a committee meeting the ejected party shall have the right to hear all charges, read any written complaints and defend his / her position to the committee. In the event that any individual cannot attend the hearing, that individual may designate someone to speak on their behalf or provide a written statement to the committee. Should any individual pass on attending or participating in the opportunity to defend him / herself the committee reserves the right to rule based on the material before them. The committee retains the right to impose

sanctions for the good of CWLL Baseball, including its' players, coaches, managers, game officials and fans. The decision of the hearing committee will be final.

The hearing committee will consist of the following representatives or their designates;

- The League Safety Officer
- CWLL Umpire in Chief
- CWLL Treasurer
- CWLL Board Members with independence from Division in question

The disciplinary hearing should take place within 5 days of the incident.

The following parties shall be entitled to attend the disciplinary hearing to answer questions from the committee;

- The parties involved in the incident under review
- Witnesses on behalf of each party.
- Any game or league official who witnessed the incident
- In the event a player is involved a parent will be encouraged to attend.

The hearing will proceed as follows;

- The committee members will convene and select a chair from among the members present
- The accused or his/her representative will be asked to be present
- The official complaint shall be read into the record or heard from the accuser
- The accused party shall have an opportunity to respond
- The accuser will be allowed to call witnesses one at a time who the hearing committee chair shall ask for his / her evidence.
- The accused will be allowed to call witnesses one at a time who the hearing committee chair shall ask for his / her evidence.
- Once the hearing committee is satisfied it has the information it requires the hearing will be adjourned
- The committee will reconvene without any witnesses to render a decision in the matter within five days, the decision will be delivered in writing to the accused and copied to the executive of the league involved
- All non-party witnesses must remain outside.

The decision will be final and binding. Should new information come to light the committee reserves the right to recall the issue based on a majority vote of the original members of the hearing committee.