

## **Greater Sealy Little League Violence and Harassment Policy**

In order to protect the climate of safety and security for all participants and to make clear Greater Sealy Little League's long standing position toward any threat or harassment toward any League participant, the League's Board of Directors has chosen to document this policy as Violence and Harassment Policy.

The Greater Sealy Little League (GSSL) hereby adopts a zero-tolerance policy toward any form of violence and harassment, understood as: physical hitting, shoving, kicking, throwing of objects, unwanted sexual advances, all forms of physical assault; abusive language or e-mails, threats, harassment and intimidation; any attitude or action that can be reasonably construed as violence or harassment toward another.

The GSSL Board will immediately communicate this policy to all GSSL members and stakeholders, including managers, coaches, umpires, parents, and players, and advise them of their responsibility to report all incidents that can reasonably be construed as violence or harassment.

Upon receipt of any report of alleged violence or harassment, the President of GSSL or his lawful representative and an appointed sub-committee, will conduct an investigation to determine if the allegations are substantiated. The investigation will commence within seven (7) days of the report.

If the allegations of misconduct are substantiated, the sub-committee will recommend one or more of the following consequences to the Board:

- Individual to be given a verbal or written warning that the action/behavior must stop immediately.
- Individual to be reprimanded verbally before the Board and in writing and placed on probation for one (1) year.
- Individual to be suspended from managing/coaching/umpiring any GSSL team for any length of time determined by the Board, and/or restriction from any and all activity associated with Greater Sealy Little League.

It is the intent of Greater Sealy Little League to ensure a safe, productive, and professional baseball/softball environment and the Board will render decisions with these principles in mind.

Final decisions must be approved by the Board of Directors. If any consequences are given by the Board, the aforementioned sub-committee will appropriately inform the person(s) involved. Violation of any terms of consequence will result in a more severe consequence.

Approved by Greater Sealy Little League Board of Directors 03.23.2021