

MVUDSS PLAYER DISCIPLINE POLICY/PROCEDURE

- 1) The MVUDSS league will follow the Senior Softball USA (SSUSA) Code of Ethics and the disciplinary guidelines related to those Code of Ethics as found in the most current SSUSA Rulebook.
- 2) While the MVUDSS league will follow the above referenced Code of Ethics, the list identified therein is not all inclusive. As such, and at its sole discretion, the Board can determine that an incident/infraction, not specifically identified in the SSUSA Code of Ethics, is, in fact, a violation of the spirit and intent of the Code of Ethics and will take action as warranted by the infraction in question.
- 3) Additionally, the MVUDSS Board of Directors, at its sole discretion, and based on individual circumstances, may impose the following step rules/guidelines when a player violates the Code of Ethics.
 - a) The first incident will result in a verbal warning to the offending player. The Board will make note of this verbal warning in Board meeting minutes for possible future reference. The manager of the offending player will be notified of this action.
 - b) The second incident will result in a written warning to the offending player. The written warning will include possible additional disciplinary action if there is another similar incident.
 - c) A third incident will result in a game suspension of 1-4 games. The suspension will be for dates for which the offending player's team are scheduled to play AND for which the offending player is scheduled to play. The offending player will not be permitted at the game or field during the suspension period. The suspension will be in writing and will include possible additional disciplinary action if there is another similar incident.
 - d) A fourth incident will result in the offending player's suspension from the league for the remainder of the season, including playoffs, and could, depending on the seriousness of the infraction, and at the sole discretion of the Board, result in the offending player being permanently removed from the Monday league.
 - e) **At its sole discretion, and based on the severity of the infraction, the Board may bypass any step(s) identified above in determining the level of discipline to be administered to the offending player.**
 - f) In each case from b) through d) above, the disciplinary action will be put in writing, a copy of which will go to the offending player and his manager.
- 4) A Board member who is directly involved in an incident, either as the aggrieved or offending party (other than as a witness to the incident) must recuse himself from any vote(s) taken by the Board in resolving the matter in question.
- 5) A manager is not authorized to unilaterally dispense disciplinary action against a player, but may recommend a course of disciplinary action to the Board, which will take such a recommendation under advisement.
- 6) In adjudicating any such matter, the Board should make every attempt (including attempting to contact missing Board members by telephone) to convene the full Board when voting on such a matter. If that is not possible/practicable, a quorum of Board members is sufficient to adjudicate such a matter and the matter will be resolved by a simple majority vote of the Board.
- 7) A player who is suspended from playing, as a result of invoking this policy, is ineligible to play in ANY of his team's regularly scheduled games and as a pickup player for the full duration of his suspension.

8) Permanent Removal of a Player From the MVUDSS League

Consideration to permanently ban a player from the MVUDSS league for a serious infraction of rules, policies, behavior, etc. is a matter that, after evaluating all facts, will be handled carefully, deliberately, and thoughtfully by the Board. A manager of a player involved in such disciplinary consideration, and who is a Board member, or a Board member who is involved in such disciplinary consideration, must recuse himself from any vote on the matter. A final vote to permanently ban a player from the MVUDSS league must be carried unanimously. A Board member(s) who is recused from such a vote because of some level of involvement in the incident(s) in question, is not considered as part of the unanimous vote requirement.