

# **CABBAGETOWN GROUP SOFTBALL LEAGUE ETHICS POLICY**

## **Purpose**

The Ethics Policy identifies the behaviour/actions that has been defined as unacceptable and which can be reported and investigated as a possible ethics violation. It also defines the associated penalties should an offending member be found to be in violation of this Ethics Policy.

## **Amendments**

The Ethics Policy may be amended or re-written by a majority vote of the Executive Committee members voting at any properly convened meeting, as provided in the Bylaws.

## **Effective Date**

The Ethics Policy takes effect immediately.

## **Periods Covered**

The Ethics Policy is in place throughout the current year that a member has paid his/her dues.

The Ethics Policy will continue to remain in effect in perpetuity.

The Ethics Policy covers inappropriate behaviour and actions even during off-season periods.

## **Individuals Affected**

The Ethics Policy governs the behaviour and actions of all:

- Players
- Non-players
- Coaches
- Managers
- Executive Committee members
- Spectators
- Scorekeepers
- Umpires
- Members Emeritus.

## **League Functions**

The Ethics Policy covers all league functions including:

- League games
- League practices
- League sponsored events
- Fundraisers
- After-game social events
- Tournaments
- Gay Softball World Series events.

## **Unethical Behaviour and Actions**

### *Un-sportsman-like Conduct*

Examples include, but are not limited to:

- Profanity or profane gestures
- Throwing objects
- Demeaning, prejudicial or racial comments
- Harassing behaviour
- Intimidating behaviour
- Unwarranted comments/yelling
- Overly aggressive behaviour on the playing field.

Recommended Penalties:

Offence	Minimum Recommended Guideline	Maximum Recommended Guideline
First	Verbal warning	5 game suspension
Second	1 game suspension	5 game suspension
Third	5 game suspension	5 game suspension
Fourth	-	One calendar year suspension

The Executive Committee will make the determination if a suspension should carry over to the following season, if the current season ends before a player's game suspension is completed.

### ***Physical Contact***

Examples include, but are not limited to:

- Unwanted physical contact
- Pushing
- Striking
- Throwing object(s)
- Using an object(s) as a weapon.

***First Offence:*** Immediate ejection from the game and a five (5) game suspension of the next five (5) scheduled games

**Note:** The Arbitration Committee will review and determine if a player is eligible to play in the Gay World Series.

***Second Offence:*** Lifetime expulsion from league play.

### ***Theft***

Any member of the league that steals money, equipment, personal property, and/or team property shall be subject to penalty and possible membership termination by the Arbitration Committee.

### ***Criminal Offences***

Any member of the league that has been formally charged through the police department of a criminal act/activities (e.g. sexual harassment) by another member of the league will be subject to a possible penalty including termination of membership by the Arbitration Committee.

### ***Providing false information***

Any member of the league that provides false information during an arbitrary process will be subject to penalty by the Arbitration Committee.

### ***Damaging or destroying property***

Any member of the league that damages or destroys league, team, member or City of Toronto property will be subject to penalty by the Arbitration Committee.

### ***Intoxication***

No member of the league shall appear on the field of play at any time in an intoxicated condition or under the influence of any other type of drug, or will be subject to penalty by the Arbitration Committee.

### *Alcohol & Drug Violations*

There is a **ZERO** tolerance of alcohol and drug use on the fields. As stated in the park permits, "Alcoholic beverages are not allowed on the premises and/or parklands". This may result in the CGSL losing the permits for the remainder of the season. Penalties will be decided by the Arbitration Committee.

### *Interfering with an Ethics Violation Investigation*

Under no circumstances should any league member, engage in a confrontation or intimidation tactics with anyone involved in either reporting or witnessing the incident or any subsequent investigation of the incident. Such confrontation would include, but are not limited to, physical acts, verbal, written or electronic (e-mail) comments. The member will be subject to penalty by the Arbitration Committee.

### **Reporting an Ethics Violation**

Any league member can report an ethics violation as defined in this policy. When practical, a league member should report an ethics violation within 72 hours after becoming aware of the incident.

Reported violations shall be done in either written (paper) or electronic (e-mail) format that include:

- Name of individual(s) writing the complaint
- Name of the individual(s) that have violated this policy
- Team manager's name of the individual that has violated this policy
- Circumstances of the situation.

The violation should address the type of ethics violation and the supporting facts that are available at the time the violation is reported.

The violation can be reported to any Executive Officer or team manager. If the report is brought to the team manager, they are to contact their respective divisional representative immediately.

The Arbitration Committee shall make every effort to review the incident and if determined to be a violation as defined by this policy, complete the investigation in a timely manner, not to exceed seven business days.

If circumstances such as the NAGAAA Gay World Series prevent the committee from completing their review within that time, the chairperson will notify the involved parties within 24 hours.

Reporting members should only describe the facts related to the reported violation and should not attempt to sway or influence any member of the Arbitration

Committee or other League members who may be involved or who are identified as witnesses to the incident.

### **Spectators (non-league members attending games)**

While the league appreciates non-playing members enjoying game play, the spectators will be held to a standard of conduct consistent with good sportsmanship. If inappropriate behaviour or fighting creates a hinder to game play, the umpire can give a verbal warning to the team manager of the team in which the spectator is supporting. If the conduct continues, the spectator will be asked to leave the park.

### **Recommended Penalties**

The penalties for each type of ethics violation are guidelines for each level of offence. Depending upon special or unusual circumstances regarding the reported ethics violation and any supporting evidence such as statements from umpires, players, and/or witnesses, the Arbitration Committee may impose lesser or more severe penalties.

It is the responsibility of the Arbitration Committee to check previous infractions to verify the appropriate level of the penalty with the league Secretary. The actual penalty determined by the Arbitration Committee will be recorded and submitted to the Secretary/Membership Chair. The decision will be communicated to the Executive Committee and the affected league member(s) by the committee chairperson, within 72 hours of the Arbitration Committee's final determination.

The Arbitration Committee is the absolute authority in determining the final resolution (either disciplinary action or dismissal as a non-violation), of a reported ethics violation. Once a determination has been made by a majority of the committee members and is communicated to the affected individuals, if there is any disagreement with that determination, it should be addressed in an appeal.

An appeal can only be filed if new and relevant information is provided that was not raised during the initial investigation.

Notes: If an individual or team is fined at the World Series, they will be responsible for paying the fine(s).

Merely reporting an ethics violation is not cause for a player to be suspended from playing in any game or attending a league function. The exception being, if an umpire or tournament official ejected the player from the game or tournament.