

TYB Grievance Procedure

Updated: September 2017

OPERATING POLICY / PROCEDURE

Subject: GRIEVANCES

Policy

It is the policy of Temecula Youth Baseball to provide a forum for its membership to voice grievances, express concerns or ask questions about its personnel, policy or procedures, to respond to those grievances promptly, and to make remedial action where warranted.

Procedures

1. Temecula Youth Baseball shall adopt and enforce the following policy regarding grievances from its membership. A dispute between a parent and a team manager shall be used below as a means of example.
 - a. Encourage the parent to speak directly with the manager regarding the problem. In many instances, the manager may not be aware of the problem. Most grievances can be solved at this level without Board involvement.
 - b. If the problem still exists, the parent should next contact the division director. The division director shall then speak with the manager regarding the problem. The division director may elect to document this conversation for his or her own records.

Note: Phone calls made by the complainant shall be referred to the division director for investigation. Before contacting the manager, he/she shall encourage the complainant to speak with the manager if not already done.
 - c. The final step shall be to write a letter to the Board describing the incident or problem. This letter should be mailed to the league, but it may also be given to any Board member. This letter shall then be referred to the grievance committee for action.
2. Temecula Youth Baseball shall establish a grievance committee to hear disputes among its membership regarding league personnel (team managers, coaches, board members, etc.), policies, procedures or other members.

2.1

The grievance committee shall be composed of the Board Vice President (as chairperson), Player Agent, all Divisional Directors and the Umpire-in-Chief.

2.2

The committee shall be responsible for reviewing any grievance brought to the league's attention and for recommending action to the Board of Directors. The committee should determine if all actions have been taken to resolve the problem and may solicit input from various parties involved.



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2.3

Recommendations of the grievance committee shall be made in writing and must be approved by the Board of Directors. Grievances shall be made part of the TYB record.

2.4

The grievance committee shall acknowledge receipt of the written complaint and notify the complainant of its final action.

2.5

The grievance committee may recommend sanctions as follows:

- A. Dismiss the action without sanction
- B. Verbal notice to the offending party without blame (informational only)
- C. Verbal warning
- D. Written warning
- E. Suspension from one or more game(s) and/or practice(s)
- F. Recommendation against post-season positions
- G. Removal from the league position
- H. Expulsion from the league for no longer than the remainder of the current season
- I. Any other sanction deemed reasonable and approved by the Board

3.1

In no way shall the league issue sanctions against a player for the actions of his or her parent or manager.

