



Let's Play!

Dear Youth Baseball and Babe Ruth Participants,

Bismarck Park and Recreation District (BPRD) continues to focus on the improvement of the program. We have implemented a Code of Conduct with a Three Strikes and “You're Out” implementation. A copy of this Code of Conduct can be found on our web site. What is unique in our baseball leagues is the implementation of our Three Strikes and “You're Out” guidelines.

Program Coordinators will attend games this season. Program coordinators, managers, coaches, or umpires can file a Code of Conduct Incident Form to be later reviewed by the Code of Conduct Review Committee. If the committee determines that the spectator, player, manager, coach, umpire or volunteer did not adhere to the Code of Conduct, a strike will be assigned to his/her record as outlined. Strike one is a warning/on notice; strike two is one week suspension from games and strike three is suspension from the league/All Stars for the remainder of the season. In addition, umpires have been instructed to halt a game until an abusive fan or parent leaves the field if they are directly involved in a Code of Conduct violation.

Have fun and play it safe! Thank you for your support of BPRD baseball leagues.

Jeremy Dykstra, Recreation Specialist
Bismarck Parks and Recreation District



**BISMARCK PARKS AND
RECREATION DISTRICT**
Est. 1927



Bismarck Parks and Recreation District Baseball Leagues' Code of Conduct:

Bismarck Parks and Recreation District (BPRD) strives to provide a safe, fun and enjoyable environment for children to play and learn the game of baseball. It should be a goal of every manager, coach and parent to insure that this goal is achieved and maintained in the league.

BPRD has implemented the following Code of Conduct. All coaches, umpires, players, and parents will be held to this Code of Conduct.

Parents agree to:

- Not force the children to participate in baseball leagues.
- Remember that children participate to have fun and that the game is for the participants.
- Inform a league official of any physical disability or ailment that may affect the safety of the child or the safety of others.
- Learn the rules of the game for youth baseball and Babe Ruth Leagues.
- Be a positive role model for players and encourage sportsmanship by showing respect and courtesy and by demonstrating positive support for all players, managers, coaches, officials and spectators at every game, practice or other sporting event.
- Not engage in any kind of un-sportsmanlike conduct with any official, coach, player, or parent such as booing and taunting, refusing to shake hands, or using profane language or gestures.
- Teach the child that doing ones' best is more important than winning, so that the child will never feel defeated by the outcome of a game or their performance.
- Praise athletes for competing fairly and trying hard, and make the child feel like a winner every time.
- Never ridicule or yell at the child or other participants for making a mistake or losing a competition. Only constructive criticism will be used.
- Respect the officials and their authority during games.
- Never question, discuss, or confront coaches at the game field. Instead the parent will take time to speak with coaches at an agreed upon time and place after a 24 hour period of time has elapsed.
- Provide a sports environment for the children that is free from drugs and alcohol and the parents will refrain from their use at all events.
- Refrain from smoking in the stands.
- Refrain from coaching the child or other players during games and practices, unless the parent is one of the official coaches of the team.
- Understand that all field positions are important and it is up to the coach to place the child wherever they see fit.
- Believe in the welfare and safety of all children and understand that anyone who violates the Bismarck Parks and Recreation District Baseball Leagues' Code of Conduct will be subjected to the "Three Strikes and You're out" guidelines.

As a team coordinator, manager, coach, spectator, and player believe in the welfare and safety of all children and understand that if they violate the Bismarck Parks and Recreation District Baseball Leagues' Code of Conduct they will be subjected to the "Three Strikes and You're out" guidelines.

Team coordinator, manager, coach, player, umpire, and spectator agree not to:

- Lay a hand upon, push, shove, strike, or threaten to strike an umpire.
- Encourage any behavior or practice that would endanger the health and welfare of the athletes.
- Heap personal verbal or physical abuse upon any official for any real or imaginary belief of a wrong decision or judgment.
- Use unnecessarily rough tactics in the play of a game against the body of an opposing player.
- Physically attack a BPRD staff, official, manager, coach, player or spectator.
- Use of profane, obscene or vulgar language in any manner at any time.
- Appear on the field of play, stands, or anywhere on the facility complex while in an intoxicated state at any time.
- Gamble upon any play or outcome of any game with anyone at any time.
- Publicly discuss with spectators in a derogatory or abusive manner of any play, decision or a personal opinion on any players during the game.
- Speak disrespectfully to any umpire, manager, coach, or representative of the league.
- Tamper or manipulate of any league rosters or schedules.
- Verbally abuse of any player, fan, and manager/coach and understand that this shall be reason for a warning or ejection.
- Throw equipment out of anger or frustration caused by oneself or others, which shall be grounds for a warning or ejection.
- Physically contact another player, manager, coach or umpire not in the spirit of the game by a player, manager/coach or fan. This shall be grounds for a warning or ejection.
- Consume alcohol/drug during a game.
- Challenge an umpire's authority. The umpires shall have the authority and discretion during a game to penalize the offender according to the infraction up to and including removal from the game.
- Smoke while in the stands or on the playing field or in any dugout at any time.
- Allow unruly fans to disrespect umpires, coaches, players, and other spectators before, during or after the game.

Coaches agree to:

- Teach youth to play by the rules and to resolve conflicts without resorting to hostility or violence.
- Expect that athletes treat other coaches, players, officials and spectators with respect.
- Use constructive criticism to provide feedback. Never ridicule, demean or embarrass players or other participants for making a mistake or losing a competition.

- Promote the emotional and physical well being of the athletes ahead of any personal desire to win.

Additional Improper Conduct:

- Any complaint about an umpire abusing their power or unfairly treating any player, manager/coach or fan may be filed with the Program Coordinator. It is the responsibility of the Program Coordinator to report all complaints to the Conduct Review Committee.

Conduct Review Committee and Action:

Bismarck Parks and Recreation District is concerned about the safety and well being of the children participating in the youth baseball and Babe Ruth programs. A Conduct Review Committee will evaluate each reported incident to determine the appropriate action to be taken.

The Conduct Review Committee will be comprised of the Recreation Manager, Recreation Specialist, Program Coordinators, and the Manager, Coach, or Umpire that submitted the incident form (if applicable). If the Conduct Review Committee member has a conflict of interest with an issue under review, they shall not be allowed to vote and an alternate must vote instead. Upon receiving a Code of Conduct Incident Report, the Recreation Specialist will review the information with the committee to make a determination of a violation.

A Code of Conduct Incident Report Form may be filed by any manager, coach, referee, or Program Coordinator. Program Coordinators will monitor and evaluate games throughout the season. A Code of Conduct Incident Report Form may be filed if the Program Coordinator feels that a team coordinator, manager, coach, referee, fan or player has not adhered to the Code of Conduct. Umpires and official scorekeepers shall log warnings and ejections so the Program Coordinator may file a Code of Conduct Incident Report if necessary.

If there is an issue regarding team coordinators, managers, coaches or umpires that is potentially harmful either mentally or physically to a child, the Recreation Manager and Recreation Specialist will be notified and a written Code of Conduct Report will be filed.

The Conduct Review Board shall decide if any deviation from the league's ejection guideline is to be enforced, modified or revoked. The Conduct Review Committee will review all infractions of the Bismarck Parks and Recreation District Baseball Leagues' Code of Conduct. Depending on the seriousness or frequency, the committee may assess additional disciplinary action up to and including expulsion from the league.

Three Strikes and You're Out Guidelines:

All participants in the Bismarck Parks and Recreation youth baseball and Babe Ruth Leagues will adhere to the "Three Strikes and You're Out" guidelines. The Conduct Review Committee will assign strikes according to the severity of each incident. Depending on the incident, an infraction can carry more than one strike as determined by

the Conduct Review Committee. The reference chart on the following page is a guideline for assignment of strikes by the committee. Strikes may only be filed against an individual(s) if a majority of the Conduct Review Committee determines that an infraction has occurred. All decisions made by the Review Committee are at their discretion and all decisions are final. Strikes are cumulative each season and will not carry over into the next season. Assigned strikes will be used by BPRD to evaluate and accept coach/umpire positions each year.

Evaluation Procedure:

If any coach, player, parent, fan, team coordinator, or umpire is under review by the Code of Conduct Committee for the above mentioned item (i.e. mental or physical harm to a child), they shall be temporarily suspended from attending games or practices until contacted by the Bismarck Parks and Recreation District stating that they can resume participation in the program.

Notice of Infraction:

The Conduct Review Committee will contact the individual(s) under review with a description of the resulting strike outcome. Examples of applicable strikes are included in Reference Chart.

Conclusion:

As BPRD staff, managers, coaches and volunteers, we are entrusted with the well being of the participants in the Bismarck Parks and Recreation District youth baseball and Babe Ruth Leagues. It is critical that each child have a positive experience with his/her participation. Umpires, volunteers, parents and players all must be educated in Code of Conduct expectations and enforcement. The Conduct Review Committee must consistently enforce these guidelines to provide a healthy playing environment for all participants at Bismarck Parks and Recreation District youth baseball and Babe Ruth Leagues.

Reference Chart:

Examples of Strikes			
	Strike One	Strike Two	Strike Three
Parents & Player(s)	Warning- Put on Notice	One week suspension from all games.	Suspended from league and All Stars for remainder of the season.
Coaches & Umpires	Warning- Put on Notice	One week suspension. No pay.	Suspended from league and All Stars for remainder of the season.
Action to be Taken based on Strikes			
	Assign 1 Strike	Assign 2 Strikes	Assign 3 Strikes
	Manager, coach, umpire or fan criticizing an umpire in a foul or abusive manner.	Manager, coach, umpire or fan criticizing a player or umpire in a foul or abusive manner	Physical abuse or fighting of any kind
	Abuse of any BPRD or other people's property	A coordinator, manager, coach or umpire creating an unsafe physical or mental environment for a player	
	Player criticizing a participant in a foul or abusive manner		