**PLAYER BEHAVIOR AND DISCIPLINE PROCEDURES**

**PROACTIVE MEASURES:**

1. The SSSA Board will send out the Code of Ethics Articles to the entire membership at the beginning of EVERY season. The Board will include detailed information on formal warnings, ejections, suspensions, and consequences in the same email every season.

2. The Head and League Commissioners will direct Managers to discuss with their teams the Code of Ethics Articles and the consequences of formal warnings and ejections at the beginning of EVERY season.

3. Umpires will conduct training on techniques to defuse potential behavioral issues, and on the use of specific language, such as the words, “Formal Warning”. The training would include the process of giving a player a formal warning, including a very brief stoppage of play, and going to the scoring booth to have appropriate information given to the scorer to document on the disciplinary log. The umpires will be trained on how to de-escalate a situation, and how to eject a player, including the language to be used and the process of telling them to leave the facility before going over to have the information recorded on the log.

**REACTIVE MEASURES:**

Formal Warning:

1. If in the judgment of the umpire(s) a player deserves a formal warning due to inappropriate behavior toward an umpire, teammate, an opposing player, or other unsportsmanlike actions deemed inappropriate by the umpire, that umpire will tell the offending player that they are receiving a “Formal Warning” which will be recorded on the disciplinary log. The umpire will then briefly stop play to go to the scoring booth to have the scorer record the action on the log. An ejection can still occur if the player continues with inappropriate behavior during that same game and the umpire should let the player know of that possibility when giving the formal warning.

2. Formal warnings will be tracked on a six (6) month basis. Any player who receives a SECOND formal warning during that six (6) months will receive an automatic two (2) week suspension by the Board.

3. Since the formal warnings are recorded on a six (6) month basis, once the player has demonstrated a clean slate for the next six (6) months from the time of the LAST formal warning, that record on the log will have a line drawn through it. The bottom line is a player can receive no more than one (1) formal warning in a six (6) month period. The SECOND formal warning in the same six (6) month period will result in the player being automatically suspended for two (2) weeks, or longer, as determined by the Board.

Suspensions:

1. If a player is ejected by an umpire, or action by a Commissioner causes disciplinary intervention, that player will receive a suspension of not fewer than two (2) weeks and which could be more depending on the severity of the inappropriate behavior. The Board has the discretion to make that determination. This is the action taken for the FIRST SUSPENSION. Every formal warning after a FIRST SUSPENSION puts the player in the next suspension category where again the Board could extend the length of time.

2. A SECOND SUSPENSION will result in the player losing playing privileges for a minimum of the remainder of the current season and the full next season that the player would elect to play.

3. A THIRD SUSPENSION will result in the player losing playing privileges for a minimum of an entire rolling calendar year or as determined by the Board.

4. A FOURTH SUSPENSION will result in the player not being able to play softball again in Saddlebrooke.

5. Keep in mind that ALL suspensions mean that the offending player cannot play in any league or participate in any other SSSA role or activity during the period of time the suspension is in force. All suspensions will carry over from season to season and year to year for a player. The ultimate goal is to eliminate ALL unsportsmanlike conduct in the SSSA.

**PLAYER APPEAL PROCESS**

The player appeal process will remain the same as it is as part of the Code of Ethics. The process for formal warnings and suspensions will be the same procedure.