



# Manchester Baseball Stallions Registration 2018

Mail to: Manchester Baseball Association, P.O. Box 122 Manchester, MD 21102



FIRST NAME		LAST NAME		Age on April 30 <sup>th</sup> , 2018	_____
				Birth Date	___/___/___
Parent / Guardian					
Parent / Guardian					
Street/PO:			Phone: (Home)		
City, State, Zip			Phone:(Other)		
School:			Phone:(Other)		
Email:		Email:			
Special Notes : (i.e., Health concerns)					
<b>2018 STALLIONS</b> <b>FEES - \$210.00</b> Includes hat, jersey, pants and belt					
Fee Payment Schedule					
Amount Due - \$150.00	Amount Paid:	\$_____	Date Paid: ___/___/___	At Registration	
Amount Due - \$60.00	Amount Paid:	\$_____	Date Paid: ___/___/___	4/1/2018	
\$25 Late Fee if not paid by April 9, 2018					
<b>If you are 18 years old, you must still be a fulltime high school student.</b>  <b>CAN NOT turn 19 any time during the Stallion season.</b>  <b>NO REFUNDS AFTER April 9, 2018</b>					

**Note:** I/We the parents and/or guardians of the above named candidate for a position on a league team, hereby given approval to participate in any and all league activities. I/We assume all risk and hazards incidental to such participation, including transportation to and from the activities; and I/We do hereby waive, release, absolve, indemnify, and agree to hold harmless the County Commissioners of Carroll County, its officers and employees, the local league, Manchester Baseball Association, Inc., North Carroll Recreation Council, Inc, the chartering organization, the organizers, sponsors, participants, and persons transporting any/our child to and from activities; for any claim arising out of an injury to my/our child, whether the result of negligence or for any other cause. I/We agree to return upon request; the uniform and other equipment issued to my/our child will be returned in as good a condition as when issued except for normal wear. Any activity involving motion or physical orientation involves a personal risk of injury, overexertion or stress. The undersigned acknowledges that the County Commissioners of Carroll County, the North Carroll Recreation Council, Inc., and Manchester Baseball Association, Inc. do not provide any registrant medical or hospitalization insurance whatsoever, and hereby waives any and all claims against the County Commissioners of Carroll county, North Carroll Recreation Council, Inc., the Manchester Baseball Association, Inc, and the Bureau of Recreation and Parks, or any other sponsored member with the North Carroll Recreation Council program, for injuries sustained while watching, playing games, traveling to/from games, or participating in any leisure activity. The Americans With Disabilities Act applies to the Carroll County Government and its programs, services, activities, and facilities. Anyone requiring an auxiliary aid or service for effective communication or who has a complaint should contact The Department of Citizen Services, 410.386.3600 or 1.888.302.8978 or MD Relay 7-1-1/1.800.735.2258 as soon as possible but no later than 72 hours before the scheduled event.

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**Parent or Guardian Signature**

## Carroll County Recreation and Parks Code of Conduct (Page 1)

Recreational programs and sports are supposed to be fun. Unfortunately, many parents, fans and coaches don't realize that their actions, whether verbal or nonverbal, can have lasting emotional effects on everyone. Too many children are leaving sports activities because the fun is unfairly taken away by adults.

Carroll County Recreation and Parks has adopted the following Code of Conduct as a result of its concern for good sportsmanship. All coaches, players and parents must abide by our Code of Conduct. Violations of this code must be reported to the appropriate Recreation Council. The Council will notify the Office of Recreation and Parks of all reported violations of the Code of Conduct. Each violation will be fully investigated and enforced according to the Carroll County Recreation and Parks Good Sportsmanship Policy.

<u>Parents/Guardians Code of Conduct</u>	<u>Coaches Code of Conduct</u>	<u>Players Code of Conduct</u>
<p>I will as a parent acknowledge the importance of being involved in my child's recreational activities.</p> <p>I will introduce myself to my child's volunteer coach/leader and will exchange pertinent contact information.</p> <p>I will know who is transporting my child to and from any recreational activity.</p> <p>I will know my child's schedule- practice days, date and schedules.</p> <p>I will place the emotional and physical well-being of my child ahead of any personal desire to succeed.</p> <p>I will provide support for coaches and leaders working with my child to provide a positive, enjoyable experience for all participants.</p> <p>I will treat other participants, spectators and officials with respect regardless of race, sex, creed or ability.</p> <p>I will respect the decisions of officials and encourage players to do so as well.</p> <p>I will applaud good performance and efforts from all individuals, regardless of which team they represent.</p> <p>I will never ridicule players for making mistakes. I will recognize the benefit of positive comments as a motivational tool.</p> <p>I will condemn the use of violence in any form, whether it is by other spectators, coaches, officials or players.</p> <p>I will not use foul language or harass players, coaches or officials.</p> <p>I will demand an environment for my child that is free from drugs, tobacco and alcohol and I will refrain from their use at all events.</p>	<p>I will place the emotional and physical well-being of my players ahead of a personal desire to win.</p> <p>I will attend all meetings and rules clinics set up by the Department or program prior to the beginning of each sport season.</p> <p>I will treat each player as an individual, remembering the large range of emotional and physical development for the same age group.</p> <p>I will do my best to provide a safe playing situation for my players.</p> <p>I will promise to review and practice the basic first aid principles needed to treat player injuries properly.</p> <p>I will do my best to organize practices that are fun and challenging for all my players.</p> <p>I will lead by example in demonstrating fair play and sportsmanship to all my players.</p> <p>I will provide an environment for my team that is free of drugs, tobacco and alcohol, and I will refrain from their use at all sports events.</p> <p>I will be knowledgeable in the rules of each sport that I coach and I will teach these rules to my players.</p> <p>I will use those coaching techniques appropriate for each of the skills that I teach.</p> <p>I will remember that I am a youth sports coach, and that the game is for the children and not for me or other adults.</p>	<p>I will encourage good sportsmanship from fellow players, coaches, officials and parents at every game and practice by demonstrating good sportsmanship.</p> <p>I will attend every practice and game that I can, and will notify my coach if I cannot attend.</p> <p>I will expect to receive a fair and equal amount of playing time.</p> <p>I will do my very best to listen and learn from my coaches.</p> <p>I will treat my coaches, other players, officials and fans with respect regardless of race, sex, creed, or abilities and I will expect to be treated accordingly.</p> <p>I will have fun during my sports experience and will alert parents or coaches if it stops being fun.</p> <p>I will expect to play in an environment that is free of drugs, tobacco, and alcohol and expect adults to refrain from their use at all youth sports events.</p> <p>I will encourage my parents to be involved with my team in some capacity because it's important to me.</p> <p>I will remember that a sport is an opportunity to learn and have fun.</p>



## Carroll County Recreation and Parks Code of Conduct (Page 2)

### Procedure for Administration of the Good Sportsmanship Policy

Carroll County Recreation and Parks has adopted a policy for unsportsmanlike conduct in its recreational programs. The Bureau of Recreation along with all Recreation Council programs and their associated volunteers has the responsibility to regulate and enforce this policy.

It is the responsibility of the Recreation Council to administer the rules and regulations of this policy in accordance with the procedures outlined below:

**Recreation Council will:** Review all reports, interview necessary parties, schedule necessary meetings, assess penalties and refer to the Department when appropriate. It is the responsibility of the Council to immediately implement the penalties set forth in the Code of Conduct up to and including suspensions.

It is also the responsibility of the Council to inform the involved party and all of the coaches of the infraction of the penalty that is being instituted.

**Coach will:** Notify the League Director, program President, in writing, of all infractions of the Code of Conduct within 24 hours of the infraction in question. This includes, but is not limited to, infractions brought to the attention of the coaches by the game official. Insist that any participant suspended from a game by the official immediately leave the field of play or any area where the participant's presence might in any way disrupt the remainder of the activity.

**Officials will:** Report any incident to the Recreation Council. It is expected that the Official will submit these reports of violations of the Code of Conduct within 24 hours of the incident.

**Recreation Councils/Presidents:** The Council is required to submit all reports of any incident involving the violation of the Code of Conduct, along with their own report to the Bureau of Recreation within 48 hours of the incident. This is not limited to violation reported by officials.

**Carroll County Recreation and Parks will:** Investigate all reported violations of the Code of Conduct. Review all Council implemented disciplinary action. Administer the Appeal Process.

**Disciplinary Action and Appeals:** The participant involved will remain suspended from activities until the incident has been reviewed and a decision has been rendered by the Recreation Council. The Recreation Council will not review any incident until it has received reports from officials, coaches and/or Associations Directors. Any disciplinary action implemented by the Recreation Council will go into effect immediately. If the disciplinary action involves suspension, that suspension may carry on to the following season or to the next activity. The notice of disciplinary action will be made in writing to the violator and will be forwarded to him/her via registered mail. Violations involving physical violence, refusal to obey the lawful orders of officials, and any requiring Police assistance will be grounds for permanent expulsion for the violator. Any criminal act will be reported immediately to law enforcement agencies for possible prosecution. Any person receiving disciplinary action from the Recreation Council may appeal that ruling to the Carroll County Recreation and Parks within two (2) weeks of the date the violator received notice of the disciplinary action from the Council. Any person may request a copy of the Code of Conduct appeals process for further information.

My signature indicates that I fully understand the Carroll County Recreation and Parks Code of Conduct Policy.

Printed Name \_\_\_\_\_

Signature \_\_\_\_\_ Date: \_\_\_\_\_



# Manchester Baseball Association

## Youth Sports Standards for Coaches, Players & Spectators



As we attempt to promote the most positive experience for the youth of Manchester Baseball, we are committed to following the standards set forth by Carroll County Recreation and Parks. All coaches, players and spectators should have read and understood the “**Carroll County Recreation and Parks Code of Conduct**”. As parent/guardian of a player, you are responsible for yourself, as well as, all guests and family members who attend the games. In addition, the team’s coach will be held accountable for the behavior of the team’s spectators and will be disciplined accordingly if spectators do not uphold these standards.

***ALL COACHES, PLAYERS AND SPECTATORS WILL:***

1. Comply with the policies and procedures of Carroll County Recreation and Parks & schools as communicated by recreation council volunteers or County staff.
2. Accept the decision of the officials as being fair and performed to the best of their ability. Spectators shall never go onto the court or playing field, or approach the official scorekeeper, while the game is in progress or immediately after the event. Allow the coach to take all questions, rule interpretations or concerns to the appropriate league official.
3. Refrain from giving the children instructions during the game – allow the coach(s) to guide them.
4. Help ensure the safety of the playing area by reporting any unsafe hazards, removing trash, leaving food and beverages outside the gym or playing area when requested, refraining from the use of tobacco within 50 yards of the playing field or program site and refraining from the use of alcohol or other drugs at or immediately prior to all youth sports events.
5. Encourage and compliment players when they show improvement, play with extra effort, or simply need kind words.
6. Abide by doctor’s decisions in all matters of health, injuries and ability to play.
7. Remember that the game is for youth – not adults.
8. Will **NEVER** use profanity at a youth event.
9. Will **NOT** criticize the coaches, players, or officials.
10. Will **NOT** touch an opposing player, coach, or game official in a threatening manner.

***Penalty for non-compliance:***

If a coach or spectator is ejected for these or any reason, they may not attend the next two (2) games played. When such action is taken, the individual must meet with the League Commissioner and Recreation Council President prior to returning to any event. In addition, if the coach in attendance has been warned by the official(s) about behavior of a spectator at the game, that coach will also be suspended for one (1) game. When such action is taken, the coach must meet with the League Commissioner and Recreation Council President prior to returning to any event. If a coach or spectator is ejected a second time or acts out physically towards another individual, they will not be allowed to attend any Carroll County Recreation Council sports activity for at least one (1) year from the date of the incident. When such action is taken, the individual must meet with the League Commissioner, Recreation Council President and Bureau of Recreation staff prior to returning to any event.

I/We agree to help make youth sports fun and help teach our players good sportsmanship. I/We understand and will abide by the above standards: (please sign and return this form with your registration)

Father / Guardian: _____	Date: _____
Printed: _____	_____
Mother / Guardian: _____	Date: _____
Printed: _____	_____
Player: _____	Date: _____
Printed: _____	_____
Player: _____	Date: _____
Printed: _____	_____



**CARROLL COUNTY RECREATION & PARKS**  
Concussion Information Sheet

**If you think your child has suffered a concussion**

Any athlete who has suffered any injury to or around the head should be removed from the game/practice and evaluated by a licensed medical provider. Upon examination if a head/neck injury or concussion is suspected, regardless of how mild, or how quickly symptoms clear the child may not return to practice/game without medical clearance. Close observation of the athlete should continue for several hours.

“a youth athlete who is suspected of sustaining a concussion or head injury in a practice or game shall be removed from competition at that time”

and

“...may not return to play until the child is evaluated by a licensed health care provider trained in the evaluation and management of concussions and receives written clearance to return to play from that health care provider”.

You should also inform your child’s coach if you think that your child may have a concussion. Remember it’s better to miss one game than miss the whole season. And when in doubt, the athlete sits out.

**What can happen if my child keeps on playing with a concussion or returns to soon?**

Children with the signs and symptoms of concussion should be removed from play immediately. Continuing to play with signs and symptoms of a concussion leaves the young athlete especially vulnerable to greater injury. There is an increased risk of significant damage from a concussion for a period of time after that concussion occurs, particularly if the athlete suffers another concussion before completely recovering from the first one. This can lead to prolonged recovery, or even to severe brain swelling (second impact syndrome) with devastating and even fatal consequences. It is well known that adolescent or teenage athletes will often under report symptoms of injuries, and concussions are no different. As a result, education of administrators, coaches, parents and young athletes is the key to safety.

For current and up-to-date information on concussions you can go to:

<http://www.cdc.gov/Concussion>

Participant Name: \_\_\_\_\_ Rec Council: \_\_\_\_\_

Program Name: \_\_\_\_\_ Sport: \_\_\_\_\_

\_\_\_\_\_  
Parent or Legal Guardian Printed

\_\_\_\_\_  
Parent or Legal Guardian Signature

\_\_\_\_\_  
Date

Adapted from the CDC and the 3<sup>rd</sup> International Conference on Concussion in Sport  
Document created 6/15/2009; adapted 1/13/2010



## CARROLL COUNTY RECREATION & PARKS

### Concussion Information Sheet

A concussion is a brain injury and all brain injuries are serious. They are caused by a bump, blow, or jolt to the head, or by a blow to another part of the body with the force transmitted to the head. They can range from mild to severe and can disrupt the way the brain normally works. Even though most concussions are mild, **all concussions are potentially serious and may result in complications including prolonged brain damage and death if not recognized and managed properly.** In other words, even a “ding” or a bump on the head can be serious. You can’t see a concussion and most sports concussions occur without loss of consciousness. Signs and symptoms of concussion may show up right after the injury or can take hours or days to fully appear. If your child reports any symptoms of concussion, or if you notice the symptoms or signs of concussion yourself, seek medical attention right away.

#### **Symptoms may include one or more of the following:**

- Headaches
- “Pressure in head”
- Nausea or vomiting
- Neck pain
- Balance problems or dizziness
- Blurred, double, or fuzzy vision
- Sensitivity to light or noise
- Feeling sluggish or slowed down
- Feeling foggy or groggy
- Drowsiness
- Change in sleep patterns
- Amnesia
- “Don’t feel right”
- Fatigue or low energy
- Sadness
- Nervousness or anxiety
- Irritability
- More Emotional
- Confusion
- Concentration or memory problems (forgetting game plays)
- Repeating the same question/comment

#### **Signs observed by teammates, parents and coaches include:**

- Appears dazed
- Vacant facial expression
- Confused about assignment
- Forgets plays
- Is unsure of game, score, or opponent
- Moves clumsily or displays incoordination
- Answers questions slowly
- Slurred Speech
- Shows behavior or personality changes
- Can’t recall events prior to hit
- Can’t recall events after hit
- Seizures or convulsions
- Any change in typical behavior or personality
- Loses consciousness

Adapted from the CDC and the 3<sup>rd</sup> International Conference on Concussion in Sport  
Document created 6/15/2009; adapted 1/13/2010



## ARTICLE XII – GRIEVANCE PROCEDURE (Page 1)



- A. Any person can file a grievance against an Officer, a Board member, a volunteer, or a member of the Association provided the complaint is submitted in accordance with the following procedure.

The general procedure for when there is a concern with an Association Division or participant (player, coach, umpire or parent/guardian) is as follows:

1. The coach should be first point of contact.
2. If the issue is not resolved, then the coordinator of the division (if applicable) should be contacted. If no coordinator, then the Vice President).
3. If the problem is not resolved at this level (or if there is no coordinator for division) the Vice President should be contacted.
4. A verbal grievance will not be acceptable.
5. All grievances must be in writing and include the following:
  - a. The date the grievance is being written.
  - b. The date the incident for which the grievance is being written occurred.
  - c. The names of the people directly involved.
  - d. Any witnesses which may have been present at the time the incident occurred.
  - e. A brief description of the incident.
  - f. A suggestion on resolving the incident.
  - g. The phone number and signature of the person registering the grievance.
6. The written complaint should be delivered directly to the Vice President of the Association or mailed to Manchester Baseball Association, P.O. Box 122, Manchester, MD 21102. It should be noted that the P.O. Box is checked weekly, not daily, by the Association.
7. Once the Vice President receives written notification of the grievance, the Vice President will contact, via phone or in-person, (within 7 days) the originator of the grievance. However, the Vice President will report complaints alleging physical abuse immediately to law enforcement and to the Manchester Baseball Association Board. The Vice President will gather information as necessary and try to resolve the problem. If a satisfactory solution can not be reached between the involved parties, via the Vice Presidents intervention, the grievance will be presented to the Board by the Vice President at the next scheduled monthly meeting. All involved parties must be present at the Board meeting to present their description or interpretation of the incident. The Board will decide what action to be taken by the Association. The Association will notify (in writing) the originator within 2 weeks after the Board meeting, at which the grievance was presented, of the Association's decision on resolving the issue(s).

If a satisfactory solution as agreed upon, via the Vice Presidents involvement, the Board must be notified of the incident at the next schedule monthly meeting. The Association will notify (in writing) the originator, within 2 weeks after the Board meeting at which the Board was notified, of the Association's, as per the Vice Presidents recommendation, response.
8. If the originator is not satisfied, once the Board has intervened, the originator can then submitted the grievance to the North Carroll Recreation Council. The North Carroll Recreation Council will notify the Manchester Baseball Association. The North Carroll Recreation Council and Manchester Baseball Association will attempt to resolve the problem within the realm of the By-Laws between the two organizations.



## ARTICLE XII – GRIEVANCE PROCEDURE (Page 2)



Player's and Parent's understand the Manchester Baseball Grievance policy and agree to adhere by its guidelines and policies.

\_\_\_\_\_  
Print Player's Name

\_\_\_\_\_  
Print Parent/Guardian's Name

\_\_\_\_\_  
Player's Signature

\_\_\_\_\_  
Parent/Guardian's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date





**NORTH CARROLL RECREATION COUNCIL**  
IN COOPERATION WITH CARROLL COUNTY DEPARTMENT OF RECREATION & PARKS  
**ZERO TOLERANCE POLICY & GRIEVANCE PROCEDURES**  
June 1, 2016

## **Zero Tolerance Policy on Abusive Behavior**

**THIS POLICY IS EFFECTIVE IMMEDIATELY: 09/16/2016.**

### **Purpose of the Policy**

This policy is being implemented to eliminate abuse of NCRC coaches, referees/umpires, or volunteers by adult spectators; both physical and verbal, and to discourage public dissent of same. The purpose is to make clear that verbal abuse or overtly unjustified or unproven negative criticism of NCRC coaches, referees/umpires, or volunteers is as unacceptable as verbal abuse or physical altercation and to adopt basic standard sanctions for improper conduct. As well, impart a proper grievance process for issue resolution. Even though public dissent may not be considered abuse it is not in keeping with the principles of a positive participation environment for our youth in teaching good sportsmanship and therefore will not be tolerated.

This policy is not intended to imply that all NCRC representatives: coaches, referees/umpires, or volunteers are always right and the adult spectator is always wrong. However, we must remember that the focus of the service the NCRC provides for the community is focused on providing a fun and rewarding experience for our adult and youth participants.

There are appropriate avenues for spectators to share concerns about the quality of coaching, referees/umpires, or volunteerism. Each NCRC Program has a Program Coordinator in charge and will hear any constructive comments on coaches, referees/umpires, or volunteers. As well, the NCRC has an Executive Board and Grievance Committee that have the responsibility to objectively hear and consider any constructive criticism or issue.

The Zero Tolerance Policy on Abuse Behavior also highlights the grievance procedures we hope our adult spectators follow for issue resolution.

Guidelines for disciplinary action range from a one-week suspension for verbal abuse to expulsion from participation with any NCRC Program for egregious offenses. More importantly, abuse or dissent of youth referees will be held to a more severe standard.

North Carroll Recreation Council  
P.O. Box 546 Manchester Maryland 21102  
[www.NorthCarrollRec.org](http://www.NorthCarrollRec.org)

**ADA STATEMENT: Accessibility Notice: The Americans with Disabilities Act applies to the Carroll County Government and its programs, services, activities and facilities. If you have questions, suggestions, or complaints, please contact Jolene Sullivan, the Carroll County Government Americans with Disabilities Act Coordinator, at 410-386-3600.**



## NORTH CARROLL RECREATION COUNCIL

IN COOPERATION WITH CARROLL COUNTY DEPARTMENT OF RECREATION & PARKS

**ZERO TOLERANCE POLICY & GRIEVANCE PROCEDURES June 1,  
2016**



Policy procedural details for proper resolution are outlined below.

### Grievance Procedures

If an Adult Spectator has an issue, please follow the simple steps below to convey or formally file your grievance with the NCRC or CCRP.

1. **If the issue is with the Referee/Umpire**, please contact your coach. The coach has the ability to speak with a referee/umpire after a game and sometimes at halftime. Some league rules specifically state that referee/umpire calls during a game are subjective and cannot be protested, period. Some even charge money for a formal protest to be filed.
2. **If the issue is with the Coach/Volunteer**, please try and communicate with the coach/volunteer. If that is not feasible, contact the Program Coordinator. The NCRC Executive Board and Grievance Committee would prefer and hope that as adults most concerns or issues can be worked out prior to escalation.
3. **If the issue is with the Program Coordinator**, please try and communicate with the Program Coordinator. If that is not feasible, contact any NCRC Executive Board Member or the NCRC Grievance Committee. To contact the NCRC Grievance Committee, email: [<grievance@northcarrollrec.org>](mailto:grievance@northcarrollrec.org). If you file a formal grievance, please be sure to have information that supports and justifies the grievance filing. In all cases the NCRC Grievance Committee will hear both the filing party and the accused.
4. **If the issue is with the NCRC**, please try and communicate with any of the NCRC Executive Board Members. If that is not feasible, contact the CCRP. To contact the CCRP, email [ccrec@ccg.carr.org](mailto:ccrec@ccg.carr.org) or call **410-386-2103**.
5. **All NCRC Program contact email addresses can found on the NCRC website ([www.northcarrollrec.org](http://www.northcarrollrec.org)).**
6. Please **DO NOT STEP ON TO ANY PLAYING FIELD** before, during, or after a game/practice to confront any coach, referee/umpire, or volunteer. Simply follow the grievance procedures above. Your voice will be heard, **but remember all resolution may not be in your favor.**
7. All NCRC Volunteers have formally received a background check. The NCRC paid for all of the background checks via the CCRP. Each approved volunteer has a volunteer badge provided by the CCRP. In some cases, a volunteer may not yet have received their volunteer badge, but are on the approved volunteer list provided by the CCRP and communicated to the program. **If you are not on the approved list, you are not allowed on the playing field, unless invited by a coach or volunteer, once the program event starts.** This includes game/practice warmup through end of game. Of course, at end of game you can join the team with coach and players.
8. Please **REMEMBER the NCRC has valid and legal permits for all its events**. With that said, if an NCRC Volunteer feels physically threatened they have been instructed, if necessary, to call the police.

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## NORTH CARROLL RECREATION COUNCIL

IN COOPERATION WITH CARROLL COUNTY DEPARTMENT OF RECREATION & PARKS

### ZERO TOLERANCE POLICY & GRIEVANCE PROCEDURES

June 1, 2016

#### Guidelines for Disciplinary Action:

1. Verbal abuse of a coach, referee/umpire, or volunteer = 1-game/week suspension; whichever is more.
2. Extreme/Serious verbal abuse of a coach, referee/umpire, or volunteer (e.g. using foul/profane language) = 2-game/week or more suspension; whichever is more.
3. Stepping onto the field or other threat to a referee/umpire or volunteer (by word or action) = 3 or more game/week suspension; whichever is more.
4. Continued non-compliance with NCRC volunteer policy where only approved volunteers are allowed to interact with and train players. If this is a requirement for you to interact and train players, please have the program guide you through the background check process. **Disciplinary action will not include an emergency one-time situation where a coach needs immediate support.**
5. Egregious offenses (e.g. multiple abusive situations, physical contact with a coach/referee/umpire/volunteer, or another person, or exceptional misbehavior/harassment/unwarranted character assassination (including social media) directed toward a coach/referee/umpire/volunteer/team/program shall result in immediate removal from the NCRC program via an extended suspension (6-months or more), termination of volunteerism, exclusion of your family as a participant in any NCRC Program until further notice. This also constitutes any egregious negative action viewed as detrimental to the positive function of the NCRC or any of its programs.
6. **If removal is necessary and occurs after season starts, the NCRC will abide by the respective program's refund policy. This means no refund may be offered, if that is what the policy states.** Please take the time to read and understand the program refund policy.
7. If necessary local law enforcement will be called in for assistance. The incident will be reported to Carroll County Government. An egregious offense violates the fundamental mission of youth activities and sports and requires strong action.

North Carroll Recreation Council  
P.O. Box 546 Manchester Maryland 21102  
[www.NorthCarrollRec.org](http://www.NorthCarrollRec.org)

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## NORTH CARROLL RECREATION COUNCIL

IN COOPERATION WITH CARROLL COUNTY DEPARTMENT OF RECREATION & PARKS

### ZERO TOLERANCE POLICY & GRIEVANCE PROCEDURES

June 1, 2016

Of course, the NCRC hopes it never has to take any disciplinary action toward any of its Volunteers or Adult Spectators. However, it important to emphasize that the NCRC is a volunteer organization. NCRC volunteers **DID** sign-up to support our community and service its recreational activity requirements. NCRC volunteers **DID NOT** sign-up to dismiss adult spectators, referee unacceptable adult behavior, or be abused by adult spectators of any kind and especially those who did not offer their time in volunteerism. **The NCRC cannot function without its many and great volunteers.**

Please read information below.

- **When a decision is made to no longer accept the gift of volunteer services from an individual, there is no obligation from NCRC to provide cause, per the direction of the CCRP, because volunteering is a privilege, not a right.**
- **If adults affiliated with an NCRC program cannot consistently govern themselves in a reasonably positive manner that promotes a positive fun participation environment for our community, the NCRC Executive Board has a responsibility to take action to remove all negative parties and even shutdown the offending team and/or program as a whole.**

This policy applies primarily to the discipline of adult spectators, coaches and volunteers. Youth violations may follow these tenants, but will be discussed as a council towards an agreeable resolution.

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**NORTH CARROLL RECREATION COUNCIL**  
 IN COOPERATION WITH CARROLL COUNTY DEPARTMENT OF RECREATION & PARKS  
**ZERO TOLERANCE POLICY & GRIEVANCE PROCEDURES**  
 June 1, 2016

**Signature and Acknowledgement of Understanding:**

1. I have read the **NCRC ZERO TOLERANCE POLICY & GRIEVANCE PROCEDURES.**
2. I understand the **NCRC ZERO TOLERANCE POLICY & GRIEVANCE PROCEDURES.**
3. I agree to follow and abide by the **NCRC ZERO TOLERANCE POLICY & GRIEVANCE PROCEDURES.**

**NOTE:** It is unfortunate that almost all of the recreation councils local, state, and nationally have to formally issue policies of this nature, but the few bad apples are causing the need for this type of requirement. **If you do not sign the NCRC ZERO TOLERANCE POLICY & GRIEVANCE PROCEDURES, your player will not be allowed to participate in the NCRC program activities.**

<b><u>DATE:</u></b>
<b><u>PRINT NAME:</u></b>
<b><u>SIGNATURE:</u></b>

North Carroll Recreation Council  
 P.O. Box 546 Manchester Maryland 21102  
[www.NorthCarrollRec.org](http://www.NorthCarrollRec.org)

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