

# LINCOLN CIVIC CENTER

## ZERO TOLERANCE POLICY

To ensure a safe, enjoyable and positive experience for all who use the Lincoln Civic Center recreational facilities, including the baseball complex, RV park, equine/livestock arena and barn, multi-purpose building, practice fields and playgrounds, the following policy is in effect and fully enforceable by the Lincoln Civic Center staff and the Lincoln Civic Center Commission.

This policy addresses inappropriate or disruptive behavior that interferes with the pleasure and peaceful atmosphere at all Lincoln Civic Center facilities by parents, participants, officials, spectators, vendors, and employees. The Lincoln Civic Center will make all efforts to ensure the most supportive climate for all individuals that use the Lincoln Civic Center facilities.

**The focus of this policy is on inappropriate or disruptive behavior which is not allowed or tolerated on the grounds or within any of the Lincoln Civic Center's recreational facilities, fields, playgrounds, and support facilities.**

The following behaviors will not be accepted or tolerated:

1. Verbal assaults using loud, obscene or vulgar language in a combative or confrontational manner.
2. Threats and attempts to intimidate individuals, coaches, officials, employees or guests.
3. Throwing of articles in a deliberate or aggressive manner.
4. Physical striking of another individual.
5. Attempts to goad or incite violence in others.
6. Vandalism to Lincoln Civic Center property.
7. Racial or ethnic slurs.
8. Lewd or lascivious sexual behavior.
9. Theft of any property.
10. Possession of unlawful weapons.
11. Possession of Drugs or alcohol.

Individuals who engage in any of the above behaviors will be subject to **immediate ejection from the property or facility and a potential suspension** from all Lincoln Civic Center properties and facilities. The Lincoln Civic Center Managers and Support Staff have all authority to execute said ejection from the property.

Incidents of violence, theft, vandalism, lewd and lascivious sexual behaviors, drug/alcohol use, and unlawful weapon possession will be reported to the Lincoln County Sheriff's Department immediately and criminal charges may follow.

In the case of vandalism, not only will the individual(s) responsible be subject to suspension, but will be required to reimburse the Lincoln Civic Center for the cost of repair.

In regards to this Zero Tolerance Policy as it pertains to the Lincoln Civic Center Baseball Complex, the policy is detailed below under the Lincoln Civic Center Baseball League CODE OF CONDUCT. Otherwise, for any potential violation of the Zero Tolerance Policy, any individual may bring a complaint against another party. The written complaint may be submitted by email or delivered in person to the LCC manager. The Lincoln Civic Center Manager will notify the accused subject in writing of the complaint and any possible consequences. The point of contact for filing such complaints shall be the LCC manager and all email correspondence can be sent to the following email address: [cbullock@co.lincoln.ms.us](mailto:cbullock@co.lincoln.ms.us). Once a written complaint is in their hands, the Lincoln Civic Center Commission will investigate the circumstances within 14 days. The Lincoln Civic Center Chairman may choose at his or her discretion to call a special meeting of the Lincoln Civic Center Commission in advance

of the next regularly scheduled meeting to review and act upon a complaint. This meeting date and time are at the discretion of the Lincoln Civic Center Chairman and is closed to the public. If no special meeting is called, the findings will be presented at the next scheduled Lincoln Civic Center Commission meeting.

The accused subject may request to address the Lincoln Civic Center Commission regarding the complaint. Such request shall be made in writing to the LCC Manager within 7 days of the accused receiving the written notice of the complaint from the LCC Manager. The request to address the LCC Commission may be made in person or in writing. The written request or written response of the accused subject may be hand delivered or emailed to [cbullock@co.lincoln.ms.us](mailto:cbullock@co.lincoln.ms.us).

Once the LCC Commission meets with the accused and reviews any information provided by the accused, the Commission will make a final decision which will be delivered to the accused via email. There shall be no further appeal of the LCC Commission's decision. All Commissioners serve by the appointment of their County Supervisor and are granted sole authority by the Board of Supervisors to make decisions regarding all policies of the LCC.

## Lincoln Civic Center Baseball/Softball League CODE OF CONDUCT

It is the desire of the Lincoln Civic Center (“LCC” or “the League”) for players, managers, coaches, umpires, parents, and spectators to be able to enjoy the sports of baseball in a safe and positive environment.

Lincoln Civic Center strongly encourages:

- Applauding effort on the field, regardless of the score.
- Remembering that the league exists for the players to learn and to have fun. Even though the game is competitive in nature, winning is secondary.
- Parents being supportive of coaches. Parents should be a positive role model and foster respect of the coaches among the players. Concerns about a player’s role on a team should be expressed to the coach(es) in private, never in public.
- Remembering umpires are often “in training” as well as the players. All umpires will make mistakes occasionally, but coaches and parents are expected to accord the umpires with the respect their position within the game deserves.
- Modeling acceptable behavior. Booing, taunting, refusing to shake the hand of another coach and/or player after a game, or ridiculing another player is not acceptable behavior.
- Teaching players that they have a responsibility to learn and to try their best. Effort leads to achievement and respect.
- Providing all children, regardless of race, creed, sex, or talent, an opportunity to play ball and to learn.

Players will learn these values by the examples they see from those around them and, to this end, these rules will be strictly enforced:

- A “zero tolerance” policy for physical abuse or verbal abuse, including obscene gestures, of a league official, umpire, coach, player, or spectator.
- Baseball is a game of interpretations and, as a result, disputes will occur from time to time. All disputes that are taken up with the umpire will be handled in a civil manner. Only coaches may initiate such discussions with an umpire. The coach(es) will conduct themselves with decorum and once the umpire has made his/her final ruling, the coach(es) will make no further field protest. Off-field protests may be lodged with the Lincoln Civic Center Baseball Committee (“Baseball Committee”) per League policy.
- Coaches will refrain from complaining about perceived bad calls to players and fans.
- All discussions will be held in conversational tones. Under no circumstances will a coach, player, or spectator yell at a league official, umpire, coach, player, or spectator, except when a coach or player shouts to another coach or teammate during the course of a play as part of that play.

This policy is adopted to establish guidelines as to what actions constitute unacceptable behavior and the subsequent consequences of such actions. This policy and its guidelines will be administered by the Baseball Committee with the authority granted to it by the LCC Commission.

## I – Scope

This policy pertains to actions taken by players, managers, coaches, parents, and other spectators before, during, and after a game, practice or team event. This policy discourages any negative actions in the way of comments, posts, and/or pictures on social media. The consequences listed below are to be considered guidelines that the Baseball Committee may choose to follow. If the Baseball Committee implements a termination or suspension of a manager, coach, parent, or other spectator or invokes a period of probation, those so penalized shall lose the privilege of participating in any league activities or serving the league in any official capacity during their period of termination, suspension or probation. The period of termination, suspension or probation shall begin the first game after the Baseball Committee's ruling.

The umpires shall be responsible for the conduct of the game in accordance with the official League Handbook and LCC Baseball Complex rules and for maintaining discipline and order on the playing field during the game. Each umpire is the representative of the League and is authorized and required to enforce the rules. Each umpire has authority to order a player, coach, manager, league officer, or spectator to do or refrain from doing anything which affects the administration of these rules and to enforce the prescribed penalties. Each umpire has authority to disqualify any player, coach, manager, substitute or spectator for objecting to decisions or for unsportsmanlike conduct or language and to eject such disqualified person from the playing field. An ejection by the umpire will apply to that day or night's period of play. The period of ejection by an umpire shall not be considered part of any penalty handed down by the Baseball Committee

## II – Procedure

Any player, manager, coach, parent, umpire or spectator may bring a complaint against another party. Umpires shall follow the appropriate league handbook rules regarding this issue. The complaint shall be directed to the Baseball Committee and submitted in writing. The written complaint may be submitted by email or delivered in person to the LCC manager. The Baseball Committee will notify the accused subject in writing of the complaint and any possible consequences. The point of contact for filing such complaints shall be the LCC manager and all email correspondence can be sent to the following email address: [cbullock@co.lincoln.ms.us](mailto:cbullock@co.lincoln.ms.us). Once a written complaint is in their hands, the Baseball Committee will investigate the circumstances within 14 days. The Baseball Committee Chairman may choose at his or her discretion to call a special meeting of the Baseball Committee in advance of the next regularly scheduled meeting to review and act upon a complaint. This meeting date and time are at the discretion of the Baseball Committee Chairman and are closed to the public. If no special meeting is called, the findings will be presented at the next scheduled Baseball Committee meeting.

Per the Dixie Youth Handbook, 4.19–PROTESTS-Local League Play (a) A protest (complaint) which involves an umpire's judgment shall not be accepted.

The accused subject may request to address the Baseball Committee regarding the complaint. Such request shall be made in writing to the LCC Manager within 7 days of the written notice of the complaint, and the address may be made in person or in writing. The written request or written response of the accused subject may be hand delivered or emailed to [cbullock@co.lincoln.ms.us](mailto:cbullock@co.lincoln.ms.us).

## III – Specific Infractions and Consequences

In all cases below, physical contact includes bumping, pushing, shoving, or striking in any way. Note that such physical contact may lead to other legal consequences based upon State of MS Law.

Offenses will be recorded and kept on file in the League office. Any confirmed infraction and subsequent consequence shall be reported to the League Head of Umpires, Head Coach associated with individual who is

guilty of an infraction, the LCC Baseball Complex Manager, the LCC Manager, and the LCC Commission Chairman. If any parent(s) fail to honor their suspensions, their child(ren) will lose playing privileges.

<b>Infraction</b>	<b>Offense</b>	<b>Consequences for Managers, Coaches and Players</b>	<b>Consequences for Parents and Other Spectators</b>
Aggressively challenging an umpire's decision, either by raising his/her voice, gesturing or otherwise clearly demonstrating dissent.	First	Manager/Coach – Written warning from Baseball Committee Player – Counseling from Manager or Coach	Suspension from attending the next game at LCC Baseball Complex
	Second	Suspension for the next game	Suspension from attending games at LCC Baseball Complex for the remainder of the season
	Third	Suspension for the remainder of the season	Permanent suspension from attending games at LCC Facility
Aggressively challenging an umpire's decision by initiating physical contact with the umpire, or by directing foul language toward the umpire.	First	Suspension for the remainder of the season	Suspension from attending games at LCC Facility for one year
	Second	-	Permanent suspension from attending games at LCC Facility
Confronting any adults or other spectators attending a game, practice, or team event by initiating physical contact, or by directing foul language toward other adults.	First	Suspension for the next two games	Suspension from attending games at LCC Facility for one year
	Second	Suspension for the remainder of the season	Permanent suspension from attending games at LCC Facility
Entering the dugout or field of play during a game without being invited by a manager, coach or umpire.	First	-	Suspension from attending games at LCC Facility for one year
	Second	-	Permanent suspension from attending games at LCC Facility
Striking or attempting to strike a player, either on his/her own team or an opponent.	First	Manager/Coach – Immediate and permanent suspension from the League Player – Suspension for the next three games and from All-Star consideration	Permanent suspension from attending games at LCC Facility
	Second	Player – Suspension for the remainder of the season	-
Misuse of equipment (for example: throwing helmets or bats) or other behavior of poor sportsmanship (in the opinion of the Umpire or your Manager or Coach).	First	Suspension for the next game	-
	Second	Suspension for the remainder of the season	-
Smoking or consuming alcoholic beverages at League functions, including games at other sites.	First	Asked to leave the game area or grounds where the game is being played	Asked to leave the game area or League grounds
	Second	Suspension for the next game	Suspension from attending the next game at LCC Facility
	Third	Suspension for the remainder of the season	Suspension from attending games at LCC Facility for the remainder of the season

Manager refuses to provide name of player or coach to umpire if requested.	Every	Manager/Coach – Suspension for the next game	-
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#### V- Appeal Process

Any person deemed by the Baseball Committee to have violated the Lincoln Civic Center’s Zero Tolerance policy shall be granted the opportunity to appeal the decision of the Baseball Committee. Only the individual that has received a decision or judgement from the Baseball Committee can request an appeal for the LCC Commission to review the Baseball Committees’ decision or judgement on that matter. Otherwise, any other individual must bring their own complaint to the Baseball Committee. The appeal process as stated here may also be found on the Lincoln Civic Center’s website. It shall be noted that any suspension or ban from the facility be will adhered to during the appeal process.

##### Appeal Process:

A request for a review of the Baseball Committee’s final decision regarding an individual’s violation of the Zero Tolerance Policy shall be directed to the LCC Commission in the form of a written appeal. This written appeal must be submitted to the LCC manager within seven (7) days of the Baseball Committee’s final decision and can be hand delivered or emailed to [cbullock@co.lincoln.ms.us](mailto:cbullock@co.lincoln.ms.us).

The written appeal shall include:

- Full name and address of the appellant;
- Full name and address of any person making the request for an appeal on behalf of the appellant;
- The grounds for the appeal, providing a detailed explanation of the appellant’s objections to the decision, additional facts, or factual errors in the decision;
- The relevant particulars to the appeal, providing any background facts relating to the appeal including how the appellant is affected by the decision and a detailed description of the requested relief (i.e., what appellant wants the LCC Commission to do);
- The signature of the appellant or the appellant’s representative, and the date of the appeal.

Once a written appeal request is received, the LCC Commission will investigate the circumstances within 14 days. The LCC Commission Chairman may choose at his or her discretion to call a special meeting of the Commission in advance of the next regularly scheduled meeting to review and act upon an appeal request. This meeting date and time are at the discretion of the LCC Commission and are closed to the public. If no special meeting is called, the findings will be presented at the next scheduled LCC Commission meeting. Once the LCC Commission completes its review of the appellant’s request for appeal, the final decision will be delivered to the appellant via email. There shall be no further appeal of the LCC Commission’s decision. All Commissioners serve by the appointment of their County Supervisor and are granted sole authority by the Board of Supervisors to make decisions regarding all policies of the LCC.

#### IV- General Rules

No dogs are allowed on LCC Baseball Complex premises, except service animals. If found outside the owner’s vehicle, the owner will be reminded of this policy and asked to return the animal to the vehicle, or that the owner remain with the animal near their vehicle. No outside food or drinks are allowed inside the LCC Baseball Complex. In accordance with a directive of the Lincoln County Board of Supervisors, alcohol is prohibited on the entire LCC complex.

V – Suspension/Banning from Facility/Trespassing

The Baseball Committee and/or the LCC Commission may at any time administer any sanction to any participant, up to and including permanent suspension from the LCC Complex in response to an action that either deems to be detrimental to the values of the LCC League and/or the National League organization. An individual that violates the Zero Tolerance Policy is expected to adhere to the consequences of their actions. Any individual that returns to the LCC Facility during suspension, termination, or period of banning will be considered trespassing on LCC property. The LCC will pursue any and all legal avenues to have the trespasser removed and prosecuted.

VI - Agreement

The League registration form contains a means for the parent to indicate they have read this Code of Conduct and that they, their immediate family, and the players listed on the form agree to abide by it for the duration of the season, including pre-season practices, in-season tournaments, post-season tournaments, and other League-sponsored play such as “Fall ball”/” second season”.

**By the signature below, I make known that my family and I have read, understand, and agree to comply with the Lincoln Civic Center’s Zero Tolerance Policy. We understand that compliance to the Zero Tolerance Policy is mandatory to participate in Lincoln Civic Center Baseball or Softball Leagues. This document will be part of your child’s current year League registration.**

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(Parent Signature)

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(Date)

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(Child’s Name)