



INWOOD-MANHATTAN LITTLE LEAGUE BASEBALL, INC.

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Founded 1950, Incorporated November 8, 1961

COACHES' CODE OF CONDUCT

As a volunteer coach please understand that you serve as a role model to kids and represent our league. It is critical that coaches support each other and behave in an appropriate manner.

Coaches, parents and players to abide by our Code of Conduct. Listed below are the conduct rules for coaches.

1. **I will publicly support all coaches, officials, and the League.**
2. I will not petition or incite parents, fans, umpires or players against another coach or anyone else connected with the League.
3. I will not discuss in a negative way other coaches, fans, umpires or players.
4. I will not complain about another coach to parents and/or other coaches.
5. I will not complain to parents about another coach's strategies.
6. I will not listen to or discuss complaints from parents of other coaches.
7. I will neither use alcohol and drugs nor tolerate anyone under these influences during or after any Little League event particularly while on city property including the ballpark, stands and parking areas.
8. I will not tease, taunt or humiliate any other coach, umpire or player.
9. I will not run-up the score or embarrass my opponents during games and league events.
10. I will not hurl verbal abuse towards any fan, coach, umpire or player.
11. I will be responsible for my behavior and understand that if I am ejected from any game, I must leave the premises immediately and I will be suspended for the next game and cannot be anywhere near the game. If I am ejected a second time, I will be suspended 3 games. A 3rd ejection equals league expulsion.
12. I will be responsible for the behavior of the family and friends of my players.
13. I will not use profanity towards any participant, coach, umpire or league official.
14. I understand that all games are played on city property and by refusing to leave I may be subject to arrest.
15. I will not solicit or recruit any players and parents for personal gain, creation of Travel-teams and baseball programs such as a baseball academy, training camps not sanctioned by the League.
16. I understand that I am responsible for all league equipment assigned to me



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Sexual Harassment Policy

Inwood-Manhattan Little League is pledged to preserving a working environment free from sexual harassment. Harassment is against the law and is a form of gender discrimination. The aim of this policy is to prevent harassment of any kind by anyone employed and/or a volunteer by or associated with the Inwood-Manhattan Little League Inc.

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors or unwanted sexual attention by anyone associated with the company, whether male or female. Harassment may include references to employment status or conditions or may serve to create a hostile, intimidating or uncomfortable work environment. Harassment includes, but is not limited to, obscene jokes, lewd comments, sexual depictions, repeated requests for dates, touching, staring or other sexual conduct committed either on or off organization premises.

Victims of sexual harassment have the right to sue both the organization and the perpetrator by contacting the Equal Employment Opportunity Commission or a state agency. For this reason and for the protection of all our volunteers/employees, Inwood-Manhattan Little League seeks to prevent sexual harassment.

Inwood-Manhattan Little League volunteers/employees are responsible for helping ensure that our workplace is kept free of sexual harassment. If you feel you have been a victim of sexual harassment, report the behavior to a board member, or the president of the league. If you have witnessed sexual harassment, you also are urged to report the incident so that prompt action may be taken.

All complaints will be treated seriously, kept as confidential as possible and investigated fully. Inwood-Manhattan Little League expressly forbids any retaliation against individual(s) for reporting sexual harassment. If, however, the league finds that false charges have been filed, disciplinary action may be taken against anyone who provides false information.

If an investigation confirms that sexual harassment has occurred, immediate action will be taken to put an end to the harassment. Inwood-Manhattan Little League will take appropriate corrective actions against anyone found to be in violation of this policy, including possible termination of involvement/association with the league.

Inwood-Manhattan Little League strongly supports the rights of all its volunteers/employees to work in an environment free from all forms of harassment, including harassment on the basis of race, color, religion, gender, sexual orientation, national origin, age or disability. Harassing conduct includes, but is not limited to:

- written or verbal abuse or threats;
- the display of racist, sexist or other offensive material;
- unwelcome remarks, jokes, comments, innuendo, or taunting about a person's looks, body, attire, age, intellectual ability, race, religion, gender, or sexual orientation;
- leering or other suggestive, obscene gestures;
- condescending, paternalistic, or patronizing behavior which undermines self-esteem, diminishes performance, or adversely affects working conditions;
- practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- unwanted physical contact, including touching, petting, pinching, or kissing;
- unwelcome sexual flirtations, advances, requests, or invitations; or
- physical or sexual assault (sexual or physical assault are criminal offenses and the appropriate police authorities should be contacted)
- Slurs or Epithets
- Negative stereotyping

Threatening, intimidating or hostile acts that relate to the above characteristics

Written or graphic material that denigrates or shows hostility or aversion toward an individual or group because of the above characteristics, and that is placed on walls, bulletin boards, or elsewhere on the premises, or circulated in the workplace.

In compliance with the EEOC Guidelines and our policy, Inwood-Manhattan Little League prohibits harassment of any kind. If the result of an investigation indicates that corrective action is called for, such action may include disciplinary measures up to and including immediate termination of involvement/association with league of the offender.