

League Handbook Amendment-Placed under Participation Obligations

Prevention of Harassment and/or Bullying

Cypress Youth Baseball believes that all athletes have a right to a safe and healthy sports environment. The league and community have an obligation to promote mutual respect, tolerance, and acceptance.

Cypress Youth Baseball will not tolerate behavior that infringes on the safety and/or wellbeing of any individual within the organization. Individuals shall not intimidate, harass, or bully another individual through words or actions. Such behavior includes: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation.

Cypress Youth Baseball expects any individual within the organization to immediately report incidents of harassment including acts of bullying to their designated Manager, Coach, Commissioner, Player Agent and/or Board Member who witness such acts to take immediate steps to intervene when safe to do so. Each complaint of harassment or bullying should be promptly investigated. This policy applies to any individual within the organization on all fields of play or a league-sponsored activity, during games, whether on or off the field.

Parents should discuss this policy with their players in age-appropriate ways and should assure them that they need not endure any form of harassment or bullying. Players who bully are in violation of this policy and are subject to disciplinary action on a case by case basis.

Cypress Youth Baseball has adopted an all-encompassing League Code of Conduct to be followed by every individual within the organization on all fields of play, or when traveling to and from games or league-sponsored activity.

The League Code of Conduct includes, but is not limited to:

- Any individual within the organization who engages in harassment or bullying may be subject to disciplinary action up to and including expulsion from the league.
- Any individual within the organization is expected to immediately report incidents of harassment or bullying to the Cypress Youth Baseball Board of Directors.
- Individuals can rely on board members to promptly investigate each complaint of harassment or bullying in a thorough and confidential manner.
- If the individual or a representative of the individual feels that appropriate resolution of the investigation or complaint has not been reached, to their satisfaction, should contact the local Regional Director. Cypress Youth Baseball prohibits retaliatory behavior against any complainant or any participant in the complaint process.

The procedures for intervening in harassment or bullying behavior include, but are not limited, to the following:

- All active registered users of Cypress Youth Baseball will receive an electronic file of the 2018 League Handbook, which includes an update of this policy prohibiting harassment and bullying. League Handbook will also be available online by going to www.cypressyouthbaseball.org and selecting the "More+" tab.
- Cypress Youth Baseball will make reasonable efforts to keep a report of harassment or bullying and the results of investigations confidential.
- Individuals who witness acts of harassment or bullying shall take immediate steps to intervene when safe to do so. People witnessing or experiencing harassment or

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bullying are strongly encouraged to report the incident; such reporting will not reflect on the target or witnesses in any way.

Harassment and/or Bullying is unwanted, aggressive behavior among children and/or adults that involve a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.

To be considered harassment and/or bullying, the behavior must be aggressive and may include any of the following:

- **Verbal harassment/bullying** is saying or writing mean things. Verbal bullying includes:
 - Teasing
 - Name-calling
 - Inappropriate sexual comments
 - Taunting
 - Threatening to cause harm
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- **Social harassment/bullying** involves hurting someone's reputation or relationships. Social harassment/bullying includes:
 - Leaving someone out on purpose
 - Telling others not to be friends with someone
 - Spreading rumors about someone
 - Embarrassing someone in public
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- **Physical harassment/bullying** involves hurting a person's body or possessions. Physical harassment/bullying includes:
 - Hitting/kicking/pinching
 - Spitting
 - Tripping/pushing
 - Taking or breaking someone's things
 - Making mean or rude hand gestures

Such actions will be investigated by a Disciplinary Action Committee appointed by the President.