

Glendora National Little League
PROTESTS AND GRIEVANCE PROCEDURES

Grievance Procedure:

Should a complaint have anything to do with the treatment of a player, the matter should be directed to the **Player Agent** at playeragent@glendoranational.com.

Anyone who has a concern or complaint about the behavior of a manager, coach, umpire, player or a spectator shall be first directed to report this concern or complaint to the **GNLL Division VP**. The GNLL Division VP is then responsible for:

- (a) meeting with the individual who submitted the complaint;
- (b) gathering the information necessary to evaluate the veracity of and the weight that should be given to the concern or complaint;
- (c) meeting with the individual against whom the concern or complaint was issued;
- (d) deciding what, if any action should be taken; and
- (e) shall file a brief written report of the concern or complaint and action(s) taken, if any, to the President of Glendora National Little League and the Coaching Coordinator.
- (f) At this point, the President and Coaching Coordinator will determine if further action is required.
 - In the event the President and/or Coaching Coordinator is intimately involved with the complaint, the Vice President shall determine appropriate actions.

In the event that further action is required, or a subsequent concern or complaint is filed with the GNLL Division VP against the same individual, the GNLL Division VP is required immediately to report this complaint to the President of the Glendora National Little League Board. The President is then required to convene a meeting of the Grievance Committee. At the direction of the President, a Committee will be formed consisting of the Coaching Coordinator and 2 additional GNLL Board Members whom are not involved in the grievance.

The Committee, as part of its deliberations, may request that the GNLL Division VP, the President of the Board, and/or the individual against whom the complaint was filed, meet with them to share the information he/she has regarding the grievance. Following the Committee's deliberations, the chair of the committee is required to meet with the Board at the next scheduled Board meeting to present the case and to provide the recommended action(s) to be taken.

In the case where the offending individual is a current manager or coach, the Committee's recommended action(s) may include consequences up to and including the immediate termination of their term of service as the manager or coach of their respective team. Prior to any disciplinary action taken, the person that the grievance is against has a right to have his side heard in front of the Board at a designated Board meeting.

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Protest Procedure:

When a protest is submitted through the proper channels and in compliance with Little League Green Book Rules, the **Umpire Coordinator (UC)** will receive and review the Protest.

- I. The UC will confer with the Umpire Agency (SGVUA) as to the facts of the protest.
- II. If the protest is not resolved as a result of failure to properly follow the Green Book reporting procedure, the UC will select three Board Members to hear and issue a ruling on the Protest.
 - a. The UC can be part of the panel to hear the protest.
 - b. If any Board Members are directly involved in the protest, or they have a child and/or sibling on the teams involved, they will be recused from participating in the protest process.

Should a Protest be sent to a three-person committee and be denied by that protest committee, the protesting manager or acting manager will be fined \$25 and will be expected to deliver the fine to one of the members of that protest committee. Should the manager or acting manager not submit the fine to one of the members of the protest committee within 15 calendar days, that \$25 fine will be deducted from any deposit the team or manager may have on file. This fine will be deposited into the general fund.