**REVERE BASEBALL-SOFTBALL ASSOCIATION BY-LAWS**

Amended March 12, 2017

Contents

[ARTICLE I - Name 3](#_Toc472069298)

[Section 1.01. 3](#_Toc472069299)

[ARTICLE II - Purposes 3](#_Toc472069300)

[Section 2.01. Mission Statement 3](#_Toc472069301)

[Section 2.02. Prohibited Actions 3](#_Toc472069302)

[Section 2.03. Assets Upon Dissolution 3](#_Toc472069303)

[Section 2.04. Section 501(c)(3) 3](#_Toc472069304)

[Section 2.05. Non-profit Status 3](#_Toc472069305)

[ARTICLE III - Offices 3](#_Toc472069306)

[Section 3.01. Location 4](#_Toc472069307)

[ARTICLE IV - Members 4](#_Toc472069308)

[Section 4.01. Eligibility and Classes 4](#_Toc472069309)

[Section 4.02. Termination 4](#_Toc472069310)

[ARTICLE V - Board of Directors 4](#_Toc472069311)

[Section 5.01. Board of Directors 4](#_Toc472069312)

[Section 5.02. Power of the Board 4](#_Toc472069313)

[Section 5.03. Officers 4](#_Toc472069314)

[Section 5.04. Directors 5](#_Toc472069315)

[Section 5.05. Commissioners 5](#_Toc472069316)

[Section 5.06. Election and Term of Office 5](#_Toc472069317)

[Section 5.07. Vacancies 6](#_Toc472069318)

[Section 5.08. Removal of Directors 6](#_Toc472069319)

[Section 5.09. Resignation 6](#_Toc472069320)

[Section 5.10. Quorum of the Board and Action by the Board 6](#_Toc472069321)

[Section 5.11. Meeting of the Board 6](#_Toc472069322)

[Section 5.12. Compensation 6](#_Toc472069323)

[Section 5.13. Absence 7](#_Toc472069324)

[ARTICLE VI - Other Personnel 7](#_Toc472069325)

[Section 6.01. Coaches 7](#_Toc472069326)

[ARTICLE VII - Job Descriptions 7](#_Toc472069327)

[Section 7.01. General Requirements for All Descriptions 7](#_Toc472069328)

[Section 7.02. Officer Job Descriptions 7](#_Toc472069329)

[Section 7.03. Director Job Descriptions 8](#_Toc472069330)

[Section 7.04. Commissioner Job Descriptions 9](#_Toc472069331)

[Section 7.05. Committee Descriptions 10](#_Toc472069332)

[Section 7.06. Coach Job Descriptions 10](#_Toc472069333)

[ARTICLE VIII - Grievance Policy 10](#_Toc472069334)

[Section 8.01. Purpose 10](#_Toc472069335)

[Section 8.02. Procedure for Initiating a Complaint 11](#_Toc472069336)

[Section 8.03. Resolution of a Complaint 11](#_Toc472069337)

[Section 8.04. Flagrant Misconduct 11](#_Toc472069338)

[Section 8.05. Complaints Excluded from Consideration 11](#_Toc472069339)

[ARTICLE IX - Miscellaneous Provisions 11](#_Toc472069340)

[Section 9.01. Player Eligibility 11](#_Toc472069341)

[Section 9.02. Registration Fee Refund 11](#_Toc472069342)

[Section 9.03. Player Dismissal 11](#_Toc472069343)

[Section 9.04. Team Creation/Selection 12](#_Toc472069344)

[Section 9.05. All Star Teams 12](#_Toc472069345)

[Section 9.10. League Championship 12](#_Toc472069346)

[Section 9.11. Trophies 12](#_Toc472069347)

[Section 9.12. Rules 12](#_Toc472069348)

[Section 9.13. Safety of Players 12](#_Toc472069349)

[Section 9.14. Assumption of General Risks and Risks Inherent to League Events 12](#_Toc472069350)

[Section 9.15. Agreement to the Bylaw Provisions 13](#_Toc472069351)

[Section 9.16. Request to Review Bylaws 13](#_Toc472069352)

[Section 9.17. Indemnity 13](#_Toc472069353)

[Section 9.18. Non-Discrimination Policy 13](#_Toc472069354)

[ARTICLE X - Amendments 13](#_Toc472069355)

[Section 10.01. Requirements for Amending Bylaws 13](#_Toc472069356)

[Section 10.02. Record of Amendments 13](#_Toc472069357)

[Section 10.03. Summary of Amendments 13](#_Toc472069358)

[Appendix A - RBSA Board Structure 14](#_Toc472069359)

# ARTICLE I - Name

## Section 1.01.

The organization shall be known as the “Revere Baseball Softball Association”, hereafter referred to as the “RBSA”.

# ARTICLE II - Purposes

## Section 2.01. Mission Statement

As set forth in the Articles of Incorporation, RBSA is organized exclusively for scientific, educational, and charitable purposes. The purposes include promoting, organizing, administering, and implementing a quality baseball and softball program for the youth of our community. We will emphasize the following:

1. Skills development through the learning of proper fundamentals of baseball/softball in an enjoyable learning atmosphere.
2. A sense of fair play through the teaching and following of the rules of good sportsmanship.
3. The needs of individual players, while teaching and developing a sense of team concept.
4. Well maintained and continuously improving facilities, reflecting community pride.
5. Continuous evaluation of our program, ensuring high standards of quality.
6. The education of our coaches.
7. Fiscal responsibility.
8. Quality leadership.

## Section 2.02. Prohibited Actions

No part of the net earnings of the RBSA shall inure to the benefit of any Trustee of the RBSA, officer of the RBSA, or any private individual (except that reasonable compensation may be paid for services rendered to or for the RBSA affecting one or more of its purposes), and no Trustee or officer of the RBSA, or any private individual, shall be entitled to share in the distribution of any of the corporate assets on dissolution of the RBSA. No substantial part of the RBSA shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the RBSA shall not participate in, or intervene in (including the publication or distribution of statements) any political campaign on behalf of any candidate for public office.

## Section 2.03. Assets Upon Dissolution

Upon the dissolution of the RBSA, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the organization is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

## Section 2.04. Section 501(c)(3)

Notwithstanding any other provision in the Articles of Incorporation, the RBSA shall not conduct or carry on any activities not permitted to be conducted or carried on by an organization exempt from taxation under Section 501(c)(3) of the Internal Revenue Code and its Regulations as they now exist or as they may be amended.

## Section 2.05. Non-profit Status

This RBSA is organized pursuant to the Ohio Non-Profit Corporation Law and does not contemplate pecuniary gain or profit to its members and is organized for nonprofit purposes.

# ARTICLE III - Offices

## Section 3.01. Location

If deemed necessary by the Board to maintain such, the principal office of RBSA shall be located within or without Bath Township, Summit County, Ohio at such place as the Board of Directors shall from time to time designate. The RBSA may maintain additional offices at such other places as the Board of Directors may designate.

# ARTICLE IV - Members

## Section 4.01. Eligibility and Classes

Any person sincerely interested in active participation to support the objectives of the League will be recognized as an active member. Such membership roster shall include the following classes of members:

1. Player Members: Any boy or girl meeting the requirements set forth herein, but shall have no rights, duties, or obligations in the management or in the property of the League. Any boy or girl residing outside of the Revere School District must be approved on an individual basis by a majority vote of the Board of Directors. Player members must be in compliance with the RBSA Code of Conduct and any RBSA Rules and Regulations enacted by the Board of Directors. Player members shall have no voting rights or privileges.
2. Regular Members: Any parent or guardian of a Player Member may be considered a regular member upon payment of all registration fees for the current season (identified as January 1 to December 31 of each year). Regular Members must be incompliance with the RBSA Code of Conduct and any RBSA Rules and Regulations enacted by the Board of Directors. Regular Members shall have no voting rights or privileges.
3. Volunteer Members: Any active coaches, managers, assistant coaches, umpires, or volunteers for the League during the current season may be considered a volunteer member. Volunteer Members must be incompliance with the RBSA Code of Conduct and any RBSA Rules and Regulations enacted by the Board of Directors. Volunteer Members shall have no voting rights or privileges.

## Section 4.02. Termination

1. Membership may be terminated by resignation or by action of the Board of Directors due to just cause. Just cause may be determined as acts or deeds which are considered contrary to the welfare of the League or its members including, but not limited to, violations of the RBSA Code of Conduct as it currently exists or is amended by the Board of Directors.
2. The Board of Directors, by a majority vote of those present at any duly constituted meeting at which a quorum is present shall have the authority to discipline or suspend any member of any class when the conduct of such person is considered detrimental to the best interest of the League.
3. The Board of Directors, by a two-thirds vote of those present at any duly constituted meeting at which a quorum is present shall have the authority to terminate any member of any class when the conduct of such person is considered detrimental to the best interest of the League. The member involved shall be informed of the general nature of the charges and given an opportunity to appear at a meeting to answer such charges. The deliberation and subsequent vote of the Board of Directors shall be conducted in a closed session.

# ARTICLE V - Board of Directors

## Section 5.01. Board of Directors

The Board of Directors, also referred to as the “Board”, will consist of elected Officers, Directors, and Commissioners. All Board members must be at least eighteen (18) years of age.

## Section 5.02. Power of the Board

The management of the property and affairs of RBSA shall be vested in the Board of Directors.

## Section 5.03. Officers

Officers will consist of:

President

Vice President

Secretary

Treasurer

Officers are voting members of the Board and shall recruit Board members. An Officer may or may not be a Director or a Commissioner.

## Section 5.04. Directors

Directors will consist of:

* Finance
* Fields & Facilities
* Equipment & Supplies
* Training & Safety
* Travel Baseball
* Travel Softball
* Rec Softball
* Registration & Public Relations
* Concessions & Community Day
* Sponsors

Directors are voting members of the Board and shall recruit Board members. A Director may or may not be an Officer or Commissioner.

## Section 5.05. Commissioners

Commissioners will be assigned to each of the following leagues:

* Instructional League (Boys/Girls ages 5-6)
* Boys Coach Pitch (ages 7-8)
* Boys H League (age 9-10)
* Boys G League (ages 11-12)
* Boys F League (ages 13-14)
* Boys E League (ages 15-18)
* Girls Coach Pitch (ages 9-10)
* Girls National (ages 11-12)
* Girls American (ages 9 to 10)
* Girls Junior (ages 13-14)

Commissioners are voting members of the Board and shall recruit Board members. A Commissioner may or may not be an Officer or Director.

## Section 5.06. Election and Term of Office

1. Election of Officers and Directors will occur at the annual September Meeting. Open nominations shall be facilitated by the President and take place at the August Meeting. The Board reserves the right to accept the nomination for any Officer or Director position through the September meeting.
2. Election of Commissioners will occur at the annual November Meeting. Candidates are not eligible for a Commissioner position of a league their children will play in the coming season without the approval by a majority vote of Board Members present at any duly constituted meeting at which a quorum is present.
3. Newly elected Officers, Directors, and Commissioners will assume their duties immediately after they are elected.
4. All Board members shall serve one-year terms. Each Board member shall hold office until the annual meeting when his/her term expires and until his/her successor has been elected. The President’s term shall not exceed two consecutive terms.

## Section 5.07. Vacancies

Vacancies shall be filled by a majority vote of the remaining members of the Board for the unexpired term. A Board member elected to fill a vacancy shall be elected for the unexpired term of his predecessor in office or until his/her successor is elected at the subsequent annual meeting as described in Section 5.06.

## Section 5.08. Removal of Directors

A Board member may be removed by a two-thirds majority vote of the Board of Directors, provided that at least ten (10) voting members are present and cast a vote, at any regularly scheduled or special meeting of the Board of Directors, whenever in its judgment the best interest of the RBSA would be served thereby.

## Section 5.09. Resignation

A Board member may resign from the Board at any time by giving notice in writing to the Board. Such resignation shall take effect at the time specified therein, and unless otherwise specified therein, no acceptance of such resignation shall be necessary to make it effective.

## Section 5.10. Quorum of the Board and Action by the Board

1. Five (5) voting members of which two (2) must be sitting Officers shall constitute a quorum. All policy and business considerations of the RBSA require a quorum of the Board present to vote.
2. If an Officer or Director is unable to attend the regularly scheduled or special meeting they may, at their option, send a person to represent their interest provided that a signed letter or valid correspondence is received by an attending Officer prior to the start of such meeting. Commissioners votes shall be done in personal, no proxy shall be allowed. Board members holding more than one voting position within RBSA shall cast only one vote.
3. Except as otherwise provided by the Articles of Incorporation or by these Bylaws, the act of a majority of the Board members at which a quorum is present shall be the act of the Board.

## Section 5.11. Meeting of the Board

1. Meetings of the Board of Directors, regular or special, may be held at such place prescribed by the President and upon such notice of the Secretary, Vice President, or Treasurer.
2. Regularly scheduled meeting will be held on the second Sunday of each month. In the event a holiday or a meeting needs to be rescheduled as determined by the President, the meeting will be scheduled for the preceding or following Sunday provided proper and timely notice can be given to the Board.
3. Special meetings may be called at any time, at the request of any Board member as long as reasonable attempt has been made to notify all members of the Board.
4. Unless otherwise restricted by the Articles of Incorporation or by these Bylaws, any action required or permitted to be taken by the Board may be taken without a meeting if a majority of the Board members consent in writing, fax, mail, or by electronic mail to the adoption of the resolution authorizing the action. The resolution and the written consents thereto by the Board members shall be filed with the minutes of proceedings of the Board.
5. Unless otherwise restricted by the Articles of Incorporation or by these Bylaws, any or all Board members may participate in a meeting of the Board by means of conference telephone or by any means by which all persons participating are able to communicate with one another, and such participation shall constitute presence in person at the meeting.

## Section 5.12. Compensation

1. Board member shall not receive any monetary compensation for services rendered to the RBSA as members of the Board, except that Board members may be reimbursed for expenses incurred in performance of their duties to the RBSA, in reasonable amounts based on policies approved by the Board.
2. Board members shall have registration fees waived for RBSA players which they are the legal guardian for, each year they serve on the board.
3. If the Board member does not serve a full term, that member will be expected to at the time they resign or are removed from the Board, pay in full any waived registration fees.

## Section 5.13. Absence

Each Board member is expected to communicate with the President in advance of all Board meetings stating whether or not he/she is able to attend or participate in regularly scheduled meetings. Any Board member who is absent from three (3) successive Board meetings or fails to participate for a period of three (3) months shall be deemed to have resigned due to non-participation, and his/her position shall be declared vacant, unless the Board affirmatively votes to retain that Board member.

# ARTICLE VI - Other Personnel

## Section 6.01. Coaches

Coaches are to be recruited and selected by Commissioners. The Board reserves the right to approve or reject any coach selected by the Commissioner. As members and representative of RBSA, coaches are subject to the requirements the Code of Conduct and any Rules and Regulations set by the Board. Coaches’ duties are defined in Article VII of these Bylaws.

# ARTICLE VII - Job Descriptions

## Section 7.01. General Requirements for All Descriptions

All Officers, Directors, Commissioners, and Members shall possess a sincere interest in accomplishing the objectives of RBSA as stated in Section 2.01 Mission Statement and in following the guidelines detailed below.

## Section 7.02. Officer Job Descriptions

1. **President** shall:
2. Conduct the affairs of RBSA and execute policies established by the Board.
3. Produce an agenda for and facilitate each meeting.
4. Assign duties to individuals on an as-needed basis to facilitate the operations of RBSA.
5. Work closely with the VP, in order to provide the necessary training to prepare the VP to become the next President.
6. Facilitate the nomination process at the August Meeting each year.
7. Investigate and recommend an insurance policy that meets the needs of RBSA.
8. Where a contractual agreement is reached with an outside organization for use of umpires, provide scheduling information to ensure RBSA games are properly umpired.
9. Revise and maintain the player liability waiver printed on the player enrollment form.
10. Establish and maintain a master schedule for all games and fields for RBSA.
11. Publish a game and practice schedule for each league commissioner and all coaches.
12. **Vice President** shall:
13. Work closely with the President.
14. In the absence of the President, assume said position and related powers and responsibilities.
15. Assume the Presidency if the presidency is vacated, subject to approval by a majority vote of the board.
16. Oversee all personnel issues including working with the baseball Commissioners.
17. Assist Commissioners in the selection of Coaches for each league, and submit list of names to the Board for approval.
18. Revise, maintain and publish annually the by-laws and all related amendments.
19. Distribute copies of the by-laws to new Board members and distribute revised copies of the by-laws to all Board members.
20. Oversee all grievances and determine if a meeting is warranted.
21. Render binding decisions and punishments on violations.
22. Publish all rules adopted by RBSA.
23. Propose changes in the rules of RBSA to the Board for consideration and vote.
24. Provide copies of the RBSA league rules to Board members, Commissioners, Coaches, and Umpires.
25. **Secretary** shall:
26. Be responsible for recording all the activities of RBSA.
27. Secure an appropriate place for each meeting.
28. Take the minutes at the meetings, and keep a permanent record of them
29. Publish minutes of a given meeting within one week of that meeting, and distribute said minutes to all Board members.
30. Notify all concerned persons of the next meeting one-week in advance.
31. Assume the duties of the presidency, in the absence of both the President and Vice President.
32. Provide all permanent records to the President and Vice-President.
33. Be responsible for maintenance of a database containing the names, addresses, and telephone numbers, of all officers, directors, and coaches.
34. Maintain the RBSA archives including meeting minutes and business records.
35. **Treasurer** shall:
36. Receive and deposit all moneys of RBSA in a depository approved by the Board.
37. Keep accurate records for the receipt and disbursement of all monies. These transactions should be carefully detailed, so that every facet of the operation can be quickly reviewed, as needed.
38. Approve all payments and draw said checks. Direct the preparation and approval of the annual budget and be responsible for its execution with the Finance Director.
39. Make a report of current financial status of RBSA at each meeting.
40. Make books available for audit by Board.
41. Provide copy of all permanent records to the Vice President and Finance Director.
42. Investigate and establish a plan for generating income for RBSA.

## Section 7.03. Director Job Descriptions

1. **Finance Director** shall:
2. Perform needed activities to retain the RBSA’s non-profit tax status.
3. Work with the Treasurer to direct the preparation and approval of the annual budget and be responsible for its execution.
4. Complete the annual RBSA tax returns.
5. Audit the RBSA Financial Records as prepared by the Treasurer prior to the June meeting. The Finance Director shall report the findings to the Board at the July Meeting.
6. **Fields & Facilities Director** shall:
7. Work with Board to procure and designate fields used by RBSA.
8. Work with municipalities to prepare fields for safe use prior to the season.
9. Work with municipalities to establish an ongoing program to ensure continued safe use, ensuring field preparation during the season and make sure that all equipment needed for play has been ordered and received.
10. Establish a game readiness program to prepare the fields prior to games.
11. Work with the Training & Safety Director to provide safe playing and spectator conditions.
12. Submit season schedules to appropriate municipality park authorities.
13. **Equipment & Supplies Director** shall:
14. Acquire, maintain refurbish, and inventory (annually) all RBSA equipment.
15. Establish a program for distributing uniforms and distributing and collecting equipment before and after each season.
16. Work with the Training & Safety Director to ensure RBSA equipment meets all safety requirements.
17. **Training & Safety Director** shall:
18. Establish a program for educating coaches, players, and parents on baseball and softball play and safety.
19. Establish a program for maintaining and improving safety in the RBSA program. This program shall include but is not limited to safety in the following areas:
    * Field conditions and surrounding area
    * Equipment, first aid, and emergency procedures
    * Coaching techniques
20. Work with the Equipment & Supplies Director to ensure RBSA equipment meets all safety requirements.
21. **Travel Baseball Director** shall:
22. Oversee all RBSA Travel and Tournament Baseball Teams.
23. Inform RBSA of all outside baseball tournaments for RBSA team participation.
24. Oversee Travel and Tournament Baseball Team coach recommendations for approval by the Board.
25. Develop and maintain guidelines for tournament and travel baseball team selection as approved by the Board.
26. **Travel Softball Director** shall:
27. Oversee all RBSA Travel and Tournament Softball Teams.
28. Inform RBSA of all outside softball tournaments for RBSA team participation.
29. Oversee Travel and Tournament Softball Team coach recommendations for approval by the Board.
30. Develop and maintain guidelines for tournament and travel softball team selection as approved by the Board.
31. **Rec Softball Director** shall:
32. Oversee the complete rec softball program.
33. **Registration & Public Relations Director** shall:
34. Establish an efficient program for registering players to take place in February and March of each year.
35. Create a database containing the names, addresses, telephone numbers and birth dates of all players.
36. Promote the registration process in the Revere School District communities.
37. Establish a program to inform the baseball/softball community of the RBSA calendar and season news.
38. **Concessions & Community Day Director** shall:
39. Establish, plan, and manage a program for concessions.
40. Establish a cost-effective program for individual and team photos of RBSA players and coaches.
41. Set a date for community day and inform the Board and Coaches.
42. **Sponsors Director** shall:
43. Responsible for obtaining sponsorship for all rec teams and other related areas.

## Section 7.04. Commissioner Job Descriptions

1. **Commissioners** shall:
2. Accept additional responsibilities delegated by the board.
3. Oversee the activities of each RBSA league to ensure smooth operation.
4. Assist in the handling of disputes or problems that occur during the season.
5. Work closely with the Vice-President and Rec Softball Director recommending coaches for the board’s approval.
6. Oversee the player draft of their league according to the drafting rules established by RBSA. Deviation from prescribed RBSA methods must be approved by the Vice-President, Rec Softball Director, or the Board of Directors.
7. Bring ideas for improvements or complaints before the board.
8. Meet with Coaches before and after the regular season to review the league rules and develop a spirit of cooperation and fair play between the coaches. Any deviation from the rules set forth by RBSA must be approved by the Vice-President, Rec Softball Director, or the Board of Directors.
9. Provide a year-end summary to the Board on the leagues activities.
10. Provide end of the year player evaluations describing each player by age, position, offensive skills and defensive abilities to the Vice-President and Rec Softball Director.
11. Provide an article to the Registration & Public Relations Directorat the end of the season for your assigned league.
12. A league commissioner is a voting member (if the commissioner also holds another voting position, he/she may only cast a single vote)

## Section 7.05. Committee Descriptions

1. Umpires
2. The Umpires Committee shall be comprised of the following:
   * Boys Coach Pitch Commissioner
   * H League Commissioner
   * American League Commissioner
3. Produce a master schedule of umpire assignments.
4. Compile a master list of umpire names and addresses, and telephone numbers and distribute copies of these lists to the Vice-President and Commissioners.
5. Arrange for payment of umpires through the Treasurer.
6. Determine the need for umpires for regular and make-up games.
7. Work closely with the Equipment & Supplies Director to acquire necessary umpire’s equipment.
8. Recruit and properly train umpires.
9. Interleague
   1. The Interleague Committee shall be comprised of the following:
      * G League Commissioner
      * F League Commissioner
      * E League Commissioner
   2. Oversee RBSA involvement in recreational team play outside the RBSA for age appropriate groups and inform the Board of all matters pertaining to such.

## Section 7.06. Coach Job Descriptions

1. **Coaches** shall:
2. Act as a positive role model for the players, exhibiting restraint, a sense of fair play and respect for the integrity of the team members, the opponents, other coaches, the parents and fans present.
3. Possess a sincere desire to instruct the players in the proper fundamentals of baseball/softball and sportsmanship.
4. Maintain a concussion protocol certification.
5. Work closely with the league commissioner during the player draft.
6. Possess a thorough knowledge of League rules and the Constitution and by-laws of RBSA.
7. Strive for personal growth in baseball/softball knowledge through attendance of clinics, reading, etc.
8. Issue, maintain, and return all equipment in a prompt and orderly fashion. All items should clean with any supplies in need of repair clearly labeled.
9. Select and instruct assistant coaches.
10. Plan and implement high quality practice sessions designed to maximize the development of each team member.
11. Assume responsibility for the behavior of the team members and assistant coaches.
12. Work with the Fields & Facilities Directorto maintain and improve the conditions of the playing fields.
13. Provide all team members practice and game schedules, notices of league activities (e.g. picture day) and any deadlines (e.g. uniform return)
14. Discuss all game related issues with the umpires and coaches in a responsible and dignified manner.
15. Emphasize safety in all practice activities and report safety issues to the Training & Safety Director.
16. Notify the League Commissioner and Umpire of postponements; handle rescheduling with these parties.
17. Provide end of the year player evaluations as prescribed by the league commissioner.
18. Provide an end of the year summary and comments on improvement to the league commissioner.

# ARTICLE VIII - Grievance Policy

## Section 8.01. Purpose

1. To provide a confidential forum for the evaluation and remediation of complaints of behavior by an individual or team that may be construed as detrimental to the mission of the Revere Baseball-Softball Association, Inc.
2. To evaluate possible violations of Revere Baseball-Softball Association league rules. If indicated, penalties may be applied after consultation with appropriate Officers or the Directors if necessary.

## Section 8.02. Procedure for Initiating a Complaint

All complaints should be registered with the Vice President. This may be done orally or in writing. The complaint's name may be held in confidence. If the Vice President believes the complaint has merit, they will obtain all facts pertinent to the particular case. Input from other individuals, such as umpires, may be obtained if warranted. Personal observation by a Board member is encouraged when appropriate. After sufficient information is obtained, the pertinent facts regarding the complaint should be presented to the Board.

## Section 8.03. Resolution of a Complaint

The Vice President is responsible for formulating an appropriate remedy to the complaint. The remedy should then be presented to the individual or team involved in a courteous and friendly yet firm manner. Every effort should be made to avoid putting the individual or team in a defensive position.

## Section 8.04. Flagrant Misconduct

Complaints involving flagrant misconduct, that result in a Vice President recommendation of suspension or dismissal from the program, shall be brought before the Board of Directors. A two/thirds affirmative vote is necessary to enact a suspension or dismissal. Flagrant misconduct may include: Physical abuse to a player, coach or umpire, inciting players or spectators against an umpire, or an opposing player or team, conduct for which an individual or team has been previously warned by the Board to cease, any flagrant misconduct that is detrimental to the mission of the Revere Baseball Softball Association.

## Section 8.05. Complaints Excluded from Consideration

The Vice President will not accept complaints (protests) regarding the misinterpretation of a baseball/softball rule or ground rule. If a coach believes an umpire has misinterpreted a rule, the umpire and two head coaches **ONLY** should resolve the problem in the fairest manner possible before play resumes. If the problem cannot be resolved in an agreeable manner, the umpire will make the final decision. The umpire may consult with any unbiased, knowledgeable individual with knowledge of the fields before making a decision.

# ARTICLE IX - Miscellaneous Provisions

## Section 9.01. Player Eligibility

1. Age Requirement: All players must meet specific league age requirements as identified on the Player Registration Form. Any exceptions must be approved by a majority vote of the Board.
2. Residency Requirement: All players must reside in the Revere School District. Any exceptions must be approved by a majority vote of the Board.
3. Registration Requirement: All players must submit a completed Player Registration Form signed by a legal guardian, accompanied by remittance of appropriate fees as indicated on the Player Registration Form before participating in any practices or games. Any waiver of fees must be approved by a majority vote of the Board.

## Section 9.02. Registration Fee Refund

Any refund of registration fees shall require approval by a majority vote of the Board and shall be offered as a proration based on the number of scheduled games the player has participated in during the playing season. Voluntary withdrawal by a player, or disciplinary action by the league, shall not require a refund.

## Section 9.03. Player Dismissal

1. Preseason Dismissal: If a player missed more than half of the scheduled team practices without prior notification to the team Manager or Coach, the player may be removed from the team.
2. Season Dismissal: If a player misses two consecutive games without prior notification to the team Manager or Coach, the player may be benched in the next game. The Coach must notify the respective league Commissioner prior to any disciplinary action. Notification must also be given to the Umpire prior to a game of any such action. Repeated absence or violation may result in additional disciplinary action or dismissal.

## Section 9.04. Team Creation/Selection

1. Any age appropriate children of team Manager or Coach may be on the parent’s team. This selection will constitute a draft pick.
2. Siblings, where age appropriate, may play on the same team. These selections will constitute draft picks.
3. The following procedures will be followed for team creation/selection:
4. Teams in Boys Coach Pitch League through Boys E League and Girls Coach Pitch League through Girls Junior League girls will be created by a Board approved draft each year under the direction and supervision of each League’s respective Commissioner.
5. Teams in all other boys and girls Leagues will be created by each League’s respective Commissioner.

## Section 9.05. All Star Teams

As of the 2016 season, All Star Teams are no longer selected in the RBSA.

## Section 9.10. League Championship

1. In leagues not competing in CBL tournaments, a league tournament will be held, as established by the Commissioner, with approval of the Board.
2. Instructional league and Girls Coach Pitch League shall not have a league championship.

## Section 9.11. Trophies

1. Participation trophies shall be provided to every participant in leagues that do not have a league championship, namely Instructional League and Girls Coach Pitch.
2. League Tournament Champion and League Tournament Runner-up trophies will be awarded to the first and second place end of year tournament teams for leagues not competing in CBL tournaments, namely Boys Coach Pitch and H League.
3. RBSA will provide League Tournament Champion and League Tournament Runner-up trophies on their designated years for teams playing in CBL tournaments.

## Section 9.12. Rules

Teams will follow all rules as established based on league play. Modifications of the rules for a particular League can be proposed by members of the Board and must be approved by a majority Board vote.

## Section 9.13. Safety of Players

All league officials will maintain the safety of the players during all league sponsored events. It is the responsibility of team managers and coaches to take reasonable steps to ensure the safety of the players, including removing the team in the event of potentially dangerous weather, such as lightning. The presence of lightning will require a twenty (20) minute minimum wait before play resumes. The Umpire will have final discretion on resumption of play or cancellation of game. In addition, if game consequences dictate a manager must remove his team from the field should he/she reasonably believe there is a likelihood of danger to a player or manager due to inappropriate behavior from any individual present during a League event. Any person believed to be intoxicated or under the influence of drugs is to be removed from the grounds through the use of local law enforcement. This includes any person in possession of alcohol or drugs at the event.

## Section 9.14. Assumption of General Risks and Risks Inherent to League Events

All persons attending any events of the League assume the general risks associated with a baseball/softball game, including being struck by a ball or bat, with no warranty of safety by the League to that individual. In addition, the League is not responsible to any individual for the safety of the equipment at the field not owned by the League, such as bleachers, fencing, lighting, etc.

## Section 9.15. Agreement to the Bylaw Provisions

All persons signing registrations to participate in the League expressly agree to the provisions of the Bylaws of the League.

## Section 9.16. Request to Review Bylaws

These Bylaws are available for review within three (3) days and upon a written request by any person having interest in League activities, including players, player parents/guardians, umpires, league officials, and/or spectators.

## Section 9.17. Indemnity

No official of the RBSA will be held personally liable in a court of law for the actions or deeds of another official of the RBSA. No official of the RBSA will be held personally liable for the actions of the RBSA. Officials acting on behalf of the RBSA do so as volunteers to promote the goals of the RBSA and receive no monetary compensation or reward for doing so. Any lawsuits filed against officers of the RBSA for actions of that official during his/her official capacity as an officer, manager or coach, while acting reasonably and responsibly will be defended by the RBSA, at no cost to the officer.

## Section 9.18. Non-Discrimination Policy

In rendering its functions and in exercising its purposes, the League shall not practice or permit discrimination on the basis of sex, age, race, national origin, religion, physical handicap or disability.

# ARTICLE X - Amendments

## Section 10.01. Requirements for Amending Bylaws

These Bylaws may be amended by a three-fourths (75%) majority vote of the Board members at a Regularly Scheduled Meeting at which a quorum as defined herein and at least two (2) Officers are present. Proposed Amendments to the Bylaws must be proposed at a Regularly Scheduled Meeting and tabled for a vote until the subsequent Regularly Scheduled Meeting.

## Section 10.02. Record of Amendments

EFFECTIVE the 11th day of March, 2017, Board approved Amendments to the Bylaws.

# Appendix A - RBSA Board Structure

