

MANAGERS CODE OF CONDUCT

All Managers and Coaches, as a condition to their selection and continued service as Managers and Coaches, are expected to adhere to the following Code of Conduct:

1. Managers are to recognize that they are role models and examples for the players and conduct themselves accordingly: Show good sportsmanship at all times;
 - a. No swearing or abusive language;
 - b. No ridicule or harassment of umpires - if a manager wishes to question the interpretation of a rule (not balls or strikes, safe or out) or needs to discuss a situation with the umpire, he must first ask for time out and, if granted, then discuss or question in a courteous manner;
 - c. No throwing or kicking of bats, gloves, helmets or any other items in anger;
 - d. No verbal abuse or ridicule of any player on his or her team or on the opposing team;
 - e. No threats of physical abuse or pushing, shoving or grabbing of shoulders or similar acts of "discipline";
 - f. No use of alcohol or tobacco at any games, practices, trips to the batting cages or any other team or league function;
 - g. The Manager is responsible for any and all prohibited activity, such as described above, on the part of his or her coaches, players and parents of players. All players, coaches and parents of players are to be advised that the Manager can be ejected or suspended for their conduct.
2. The Manager must recognize that he is representing the NBBA at all times. The statements and conduct of our Managers significantly determine the reputation of our baseball program in the eyes of parents, players, spectators and visitors. Therefore, it is the responsibility of each Manager to maintain the best interests of the NBBA at all times. Complaints and concerns about the management of the program and the NBBA should be addressed in private with the executive committee of the Association only! Failure to abide by this rule can be cause for immediate removal of a Manager or Coach.
3. Once the game begins the Manager is to remain in the dugout at all times (unless permission is given by the umpire prior to the game), except when coaching a base or when time out is requested and granted for a conference with a pitcher or umpire, or for an injury. Conferences with batters are to be limited and not used more than 1 per inning-discussions with batters should occur in the on-deck circle or in the dugout. There shall be NO food in the dugout at any time before, during or after the games. Beverages, however, are permitted.
4. Roster adjustments can be made solely by the Player Agent or the President. Managers cannot solicit prospective replacement players.
5. No solicitation of funds from team sponsors is permitted, except when specifically endorsed by the league. All sponsor funds are to be turned over to the League. Managers must advise parents of players and others who wish to purchase items for the team's use (such as batting cage time) that such contribution is NOT tax deductible.
6. Each Manager must know the rules for his or her division, including the baseball rules, the PONY league rules and our own house Rule adjustments. Protests are not allowed at lower age levels and Managers at the upper age levels should work to avoid any protests. Each Manager is responsible to know

his or her division rules regarding pitching limitation, mandatory playing time and batting order rules. Violation of these rules can result in warnings, suspensions or expulsions from the manager position.

7. Only the Manager and two (2) coaches can be in the dugout. No non-players are allowed in the dugout or standing behind the dugout.

8. The Manager is responsible for his or her player's parents and supporters. The Manager must keep the crowd under control; verbal comments behind the backstop to batters, the umpire or the catcher are not to be tolerated. No spectators, players, player's parents or coaches are permitted behind the backstop during the game.

9. The Manager is responsible for the players on his or her team. No ridicule of each other or the other team's players is tolerated. Constructive criticism is the responsibility of the Manager, not the players. Conduct in the dugout during the game is the responsibility of the Manager. While baseball "chatter" is encouraged, loud and obnoxious noises or screaming, the intent of which is to "rattle" the opposing pitcher, is prohibited. Intentional distractions, such as banging or rattling the dugout fences and bat racks, shall not be tolerated.

10. In the event a player should require more than minor disciplinary action (calisthenics, etc.), such action should be taken in private with the player. Players should not be disciplined in front of their teammates. Should the Manager "bench" a player during a game as a disciplinary measure, the Division Director must be notified of the disciplinary action taken.

11. The Association's goal is to have all games be competitively played, without losing sight of the primary goal of the program, i.e. the development of our children into responsible young adults by providing a healthy and enjoyable baseball program. In keeping with that spirit both "blow-out" scores and non-competitive "dream" games are to be avoided (see #19).

12. Cooperation is necessary between both teams for:

- (a) field maintenance,
- (b) filling in umpiring responsibilities if the umpire is not present,
- (c) scorekeeping and
- (d) field clean up.

13. All of our Managers will be held responsible to assist in maintaining the fields. This includes the chalking of the baselines before each game as well as the clean-up of the field after the games is over. The Division Director shall evaluate each Manager's contribution in this regard.

14. Be on time for games and practices. Do not leave players unattended after practices or games.

15. Have line-up cards prepared before the game to assure timely start and proper attention to warm-up.

16. Manager is responsible for all equipment. Do not allow players to throw or otherwise abuse equipment. Turn in equipment promptly at the end of the season.

17. Be certain a responsible coach is available at any and all times that the Manager cannot be present for any reason.

18. The Manager is responsible to bring the medical release forms to all practices, games, trips to batting cages, and any other team events.

19. The Manager should create a positive team attitude toward field maintenance, preservation of equipment, league events, and fundraising events.

20. The Manager should schedule a reasonable number of practices to assure the proper education of your players, but do not work them excessively to the point of frustration or burn-out. No more than 4 "events" (practices, games, organized trips to batting cages) will be permitted per week (Sunday through Saturday) whether or not the manager deems such events to be "voluntary" or "mandatory" (some division rules stipulate less than four in which case the division rules are controlling).

21. The Manager should encourage participation by all the players, especially the weaker players. Never ridicule players or discourage their involvement. It is important that each player feel that they are an important part of the team and it is the Manager's responsibility to create that feeling. The Association encourages each Manager to try to play his or her players in positions that they would like to try. However, these efforts should be mitigated by the overall desire to maintain a balanced game environment. While each player can be allowed their "dream" game or inning, "dream" games in which all players play positions to which they are inexperienced or unaccustomed at the same time which results in lopsided scores are prohibited. It is important to remember that in the Shetland and Pinto Divisions, no score is kept and no standings are maintained. The goal of these Divisions is to train the players in the fundamental baseball skills and the principles of team play. The Manager, at these levels, must emphasize the goals of these Divisions in his or her own conduct toward the players, both individually and in the aggregate. For the Mustang, Bronco and Pony Divisions, while statistics can be maintained and standings are kept, it is important that the display of such statistics be limited to a manner that is not critical toward the weaker players. If there are questions about the display of such statistics, please discuss your presentation with your Division Director.

22. Please direct all items of conflict or concern to your Division Director, who will be responsible for the resolution of all Division issues.

23. The NBBA has developed a "curriculum" by Division that denotes what each Manager at each level is responsible to teach to the players on his or her team. This curriculum addresses the fundamental baseball skills to be taught at each level of play. You will be evaluated by the League on the number and degree of your players that retain the specific elements of this curriculum at the conclusion of the season. This evaluation will be the primary determinant of your future managing or coaching positions in the NBBA program.

24. If a Manager/Coach is ejected from a game by an umpire, that Manager/Coach shall be suspended from the following game (cannot attend). If a Manager/Coach is ejected for a 2nd time, that Manager/Coach will be suspended for three games (including no practices). If a Manager/Coach is ejected for a 3rd time, that Manager/Coach will be suspended for the remainder of the season (including practices) and will not be allowed to Manage/Coach the following season.

25. Managers and/or coaches can and will be relieved from participation in the NBBA Program if it is determined that their conduct violated either the letter or the spirit of the Code of Conduct or the Rules and Regulations to which this Code is a part.

SIGNATURE _____

DATE _____

MANAGER NAME _____