



Instilling ideals of honesty, loyalty, courage and sportsmanship through the sport of baseball since 1964.

Conflict Resolution Policy

The Executive Committee members of the KMBA recognize that disagreements are a normal byproduct of participation in any organization, including minor sports. We commit to providing a mechanism to allow all parties to find a fair resolution through a transparent process.

This policy should be followed in any of the following instances:

- Any KMBA stakeholder perceives that a violation of any of the codes of conduct (Player, Coach, Parent) of KMBA has been committed
- There is a disagreement about the manner in which any KMBA policies/baseball rules are applied
- Outlined below are the steps that Parents, Players and Coaches should use to deal with any conflicts that arise.
- All stakeholders should be aware that all allegations of a serious or criminal nature will be reported immediately to the police or relevant agency and will not be investigated by KMBA.

Step 1: Coaches/Parents should address any concerns by dealing directly with the person involved.

1. Wait 24 hours after the event or conflict (except in cases where immediate action to deal with a serious matter is concerned, e.g. abuse, harassment)
2. Write out the facts of the conflict or concern on paper
3. The Coach/Parent shall contact the other party and ask to meet outside of normal practice/game times, as soon as possible after the event/concern. The parties should meet within 48hrs of the request being made to discuss the issue.
4. Parents or Coaches requesting a meeting should bring their written, specific concerns to this meeting, not simply complain about general issues related to the team.
5. If the issue is resolved at the meeting there is no need for further action by KMBA, however the Parent(s)/Coach(es) should document that an issue was raised and resolved. The Coach should then notify their respective Division Director of the resolution of the issue.

This should all take place within 3 days of the event/conflict.

If Step 1 does not resolve the issue, then both parties must put their concerns in writing (or email) and forward these notes to the Division Director and the Executive Director within 24 hours.

Step 2: Involve Division Director and Executive Director if Necessary

If the Parent and Coach cannot agree on a resolution in Step 1, the Division Director and Executive Director will arrange to meet with the parties within 3 days of receiving letters from both parties describing the conflict and suggested resolutions.

If the parties reach agreement on a resolution at this conference, there is no need for further action. The Executive Director and Division Director should inform the Executive in writing that a formal complaint has been brought forward, that a meeting has been held, and that a resolution has been reached.

If the parties do not reach a mutually agreeable resolution they will forward the information collected to the Executive.

This should all be done within 7 days of the event/concern

Step 3: Involve Executive Committee

If the issue is not resolved in Step 2 the Executive will meet as necessary to determine a fair resolution to the issue.

The Executive's decision will be conveyed to the parties involved, in writing, along with a clear explanation of the rationale behind the decision and any penalties that are applied.

This should be completed within 14 days of the event/concern.

Potential Consequences

All parties involved with Kamloops Minor Baseball should be aware of the consequences from actions deemed inappropriate, including:

- verbal apology to parties involved (with Director's witness)
- written apology to parties involved (and copy to the Executive)
- temporary ban on attending KMBA events (parents or players)
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- temporary suspension of coaching privileges
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