

Eagle Baseball, Inc.



*Home of the
Eagle High Mustangs &
American Legion Vipers*

**Eagle Baseball, Inc.
American Legion Baseball
GRIEVANCE POLICY**

(Approved 1/27/14)

Eagle Baseball, Inc. (EBI) believes that through community action we can help young men develop into better adults through participation in organized, supervised recreation. EBI believes that if you teach young people to play by the rules, they will learn to live by the rules. Our desire is to provide a positive experience for all members within our youth sports program.

However, we realize that from time-to-time an issue may arise within our organization that requires attention. We have formed a Grievance Policy to provide a process by which an individual can present an issue for review and resolution. Grievances shall be based solely on the alleged violation of the American Legion codes of conduct by which all members of EBI (players, parents, coaches) shall abide during association-related activities.

The following procedures should be taken regarding any grievance of an individual affiliated with the EBI American Legion programs, specifically the spring freshmen team and the summer American Legion AA & A Vipers teams. Grievances concerning the high school spring varsity and junior varsity teams should be addressed to the Eagle High Baseball Head Coach or the Eagle High Athletic Director as EBI has no authority over these teams.

In an effort to resolve grievances in a reasonable and effective manner, we request your cooperation in complying with the following Grievance Policy.

1. Grievances will only be considered if presented on an individual basis; group grievances will not be accepted. It is the intent of the EBI Board of Directors to keep these matters confidential, involving only those directly involved with the grievance, and to resolve issues at the most immediate level.
2. No grievance shall challenge a coaching decision. A coaching decision means all discretionary decisions not mandated by a specific rule governing league play, including, but not limited to, any decision concerning position assignments, starting assignments and baseball strategy and tactics.
3. If a parent/guardian has a complaint that he/she wishes to make to a coach (outside of coaching decisions), the parent/guardian must present his/her grievance in person to the coach. Emails or texts will not be acknowledged other than to arrange a time to meet personally. The coach, in his sole discretion, may agree to meet in person with the parent/guardian.
4. If a parent/guardian is unable to resolve their grievance with the Coach, or if a parent/guardian has a complaint about any other individual involved with the Eagle Baseball program, said parent/guardian may present, in writing, the facts of his/her grievance to the EBI Executive Committee for review. All formal written grievances must be submitted within 7 days of the alleged incident.
5. The EBI Executive Committee must convene and take the matter into consideration within 7 days of receiving the written complaint.
6. The EBI Executive Committee has the right not to accept or reject any formal written complaint based on merit.
7. The EBI Executive Committee rulings are final.
8. Complaints will be retained on file and may be used in the disposition of other complaints.