



# Menlo-Atherton Little League

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M-ALL Handbook

2015

## *Menlo-Atherton Little League Handbook*

Little League is the largest youth sports program in the world. There are over two and a half million youth enrolled in more than 17,800 chartered programs in over 40 countries. Founded in 1939, Little League was incorporated as Little League Baseball, Inc. in January 1950 under the laws of the State of New York, and granted a Congressional Charter of Federal Incorporation in July 1964. Little League Baseball, Inc. is a tax exempt nonprofit organization headquartered in Williamsport, Pennsylvania.

The values of Little League are many, with the balanced development of the child as the ultimate goal. Through Little League Baseball, youngsters develop and appreciate the need for teamwork, sportsmanship, and unselfish cooperation - disciplines to be treasured a lifetime. Physical development is a prime concern, as is the enjoyment that comes in learning and playing a team sport under proper guidance and exemplary leadership. To help achieve these objectives, the national organization provides each league with a standardized competitive program in the form of Rules and Policies of Little League Baseball, Inc.

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**Menlo-Atherton Little League, Inc.** is a legally recognized corporation within the State of California. It is a nonprofit organization and charter member of Little League Baseball, Inc. Menlo-Atherton Little League abides by operating policies and procedures set forth by Little League Baseball, Inc. through the Little League Baseball Official Regulations and Playing Rules and the Little League Baseball Operating Manual. This handbook provides a practical translation of Little League philosophy and policy as set forth in the Little League Baseball Operating Manual. It also reflects local goals and objectives as articulated by the Board of Directors.

### **Goals of Menlo-Atherton Little League**

- Teach youngsters to develop and appreciate the need for teamwork, sportsmanship and unselfish cooperation;

- Create an environment so kids experience the enjoyment that comes from playing team sports;
- Develop their physical skills;
- Foster their appreciation and understanding of the game of baseball.

### **Organization and Administration**

The Menlo-Atherton Little League serves approximately 530 children between the ages of 5 and 15. The boundaries include all of Atherton, and the incorporated areas of Menlo Park east of El Camino Real and west of Highway 101. Children who reside in Menlo Park west of El Camino Real play in the Alpine League and those who reside in Menlo Park east of Highway 101 play in the Ravenswood League.

Only those families who reside within the boundaries of the Menlo-Atherton Little League are eligible to participate in the Menlo-Atherton Little League, with the following exceptions:

1. Players who previously played in M-ALL and have now moved outside of the League boundaries.
2. Players who attend a school whose address lies within the boundaries of M-ALL.
3. Players who are siblings of players who have played previously in the League.

In all exception cases, players who live outside the boundaries and attempt to register in M-ALL will be placed on a waiting list, subject to families providing appropriate documentation of previous address in the M-ALL boundaries and/or attendance at a school within the M-ALL boundaries. Once appropriate documentation is provided, players will be released from the waiting list.

Additionally, for Juniors and Seniors and for all Softball teams, Menlo-Atherton has combined these leagues with the Alpine Little League (whose boundaries include the balance of Menlo Park).

The Menlo-Atherton Little League is governed by a Board of Directors who generally meet once a month. All board meetings are open to the public. An executive committee comprised of the President and Vice President, Player Agent(s), Treasurer, Coaching Coordinator and Information Officer serve as the operating body. This arrangement provides for a distribution of responsibilities and tasks among more people, and provides for an efficient way of managing communications and utilizing volunteers within the community. The roster of the Board of Directors can be found on the [Contact Us/Board](#) page of the M-ALL website.

Costs for operating the League are approximately \$175,000 per year. Field maintenance and improvements cost the League an additional \$15 -\$20,000 each year. Annual expenses go towards uniforms, upgrading and buying new equipment, paying field rental fees and umpires, printing and mailing notices and newsletters, purchasing insurance, paying charter and tournament fees, buying trophies, team photographs, etc. Although a substantial portion of the operating budget is funded through player registration fees and from team sponsors, the remaining funds come from additional parent contributions.

The Board is committed to encouraging all interested children to participate regardless of the family's ability to pay the registration fee. Therefore, we have established a Scholarship program so that all children will have an opportunity to play Little League.

### **Levels of Play**

Menlo-Atherton Little League offers eight divisions of baseball. Girls softball is offered through the Alpine-West Menlo Little League. Participation at each level is determined by a combination of skill, interest, and age. Juniors and Seniors (ages 13-15) require an advanced level of ability and commitment that is to be judged by a committee of coaches. Baseball ages of players are determined by the age players will be on April 30 of the calendar year that includes the season. The individual Division sections below contain information on each division's target age, skill levels and team formation.

Menlo Atherton Little League is comprised of eight baseball divisions:

- [T-Ball and Coach Pitch](#)
- [Single A](#)
- [Double A \(AA\)](#)
- [Triple A \(AAA\)](#)
- [Majors](#)
- [Intermediate \(50/70\)](#)
- [Challenger](#)
- [Girls Softball](#)

Player placement is generally a function of age and ability. Age for eligibility purposes is determined by a player's age as of April 30 of the spring season of play.

Players interested in playing baseball in either the T-Ball, Coach Pitch, Single A, Double A, Triple A or Majors division must register by the close of registration which can be found on the [Fees/Eligibility page](#) of the website. As part of the registration process all players (except T-Ball and Coach Pitch) must also participate in the league's "[Player Evaluation Day](#)" in order to be placed on a team for the season. Players interested in playing baseball in either the Intermediate or Challenger divisions must register by the dates shown on the website.

Players interested in playing softball in either the Minors, Majors or Seniors division must register through the [AMA Girl's Softball](#) web site.

### **Formation of Teams**

The primary objective in the formation of teams is to provide balance within each level. At the T-Ball/Coach Pitch and Challenger levels, this is accomplished by placing children on teams. A "draft" system, as specified by Little League Baseball, is used to form teams at the upper levels. This system is most effective where different skill levels are more readily apparent and where play becomes progressively competitive. The general format for establishing teams at each level is outlined below. Specific procedures are prepared for each level before teams are selected since the number of teams and returning players vary each year.

## **Baseball Divisions**

Note: All players wishing to play in the Single A, Double A, Triple A and Majors divisions must participate in the ["Player Evaluation Day."](#) Division roster spots will be assigned based on age, experience and professional/independent player evaluation.

### **T-Ball and Coach Pitch Division**

Recommended Age: 5 - 6

The T-Ball and Coach Pitch divisions are instructional/developmental programs designed for 5-6 year old boys and girls. Five year olds are eligible to play in the T-Ball division as long as they are 5 by December 31. Children will be introduced to the basic fundamentals of throwing, fielding, catching, hitting and base running. Hitting T's will be used to introduce basic hitting mechanics. Second year and older players have the option to play Coach Pitch. The season will start with league organized "Player Development" clinics and practices for each team. Games that follow are considered learning opportunities where fun and sportsmanship will be stressed. Consequently, scores are not kept. Practices are generally held during the week and games are played on Saturdays at Laurel School and or Las Lomas School. Teams are formed by random assignment. Coaches will contact their selected players by late February.

**Note: Children interested in playing T-Ball and Coach Pitch DO NOT participate in the league's "Player Evaluation Day."**

### **Single A Division**

Recommended Age: 7

The Single A division (A) is an instructional/developmental program designed for girls and boys at 7 years of age. Emphasis is placed on furthering hitting, fielding, throwing and base running fundamentals and good sportsmanship stressed in T-Ball. Pitching Machines will be used to consistently pitch to batters at speeds ranging from 30-35 mph allowing players to learn the intricacies of hitting fundamentals. In addition to the emphasis placed on "hitting" fundamentals focus will also be placed on basic defensive infield skills. Team practices will be augmented by league sponsored team clinics conducted by baseball professionals. Games are considered learning opportunities where fun, sportsmanship and skills development are stressed. Consequently, scores are not kept during the general season. Generally, practices, Player Development Clinics and games are held at The German-American School. Children 7 years of age, interested in playing Single A must have played one year of T-Ball/Coach Pitch or the equivalent or must demonstrate an appropriate level of skill at the league's ["Player Evaluation Day."](#) Children 7 years of age, after participating in "Player Evaluation Day," will either be assigned to play in the Single A division or in the Coach Pitch division based on league evaluation. Teams in Single A are formed by a "draft" system, with new teams formed from scratch every year. Coaches will contact their players in late February.

**Note: 7 Year Olds participating in "Evaluation Day" are not guaranteed a roster spot in the Single A division.**

### **Double A (AA) Division**

Recommended Age: 8

The Double A division (AA) is an instructional/developmental program designed for girls and boys at 8 years of age. Emphasis is placed on furthering hitting, fielding, throwing and base running fundamentals and good sportsmanship stressed in Single A. Pitching Machines will be

used to consistently pitch to batters at speeds ranging from 40-50 mph allowing players to hone their hitting fundamentals in preparation for AAA. Additional emphasis will be placed on defensive infield and outfield skills development. Team practices will be augmented by league sponsored team clinics conducted by baseball professionals—with particular emphasis on hitting fundamentals. Games are considered learning opportunities where fun, sportsmanship and skills development are stressed. Consequently, scores are not kept during the general season. Generally, practices, Player Development Clinics and games are held at Las Lomitas School. Children interested in playing AA must have played one year of “Single A” or the equivalent or must demonstrate an appropriate level of skill at the league’s [\*“Player Evaluation Day.”\*](#) All players wishing to play AA must participate in the “Player Evaluation Day.” Teams in AA are formed by a "draft" system, with new teams formed from scratch every year. Upon player selection, coaches will contact their players in late February.

**Note: 8 Year Olds participating in “Evaluation Day” are not guaranteed a roster spot in the “AA” division.**

### **Triple A (AAA) Division**

Recommended Age: 9 - 11

The Triple A division (AAA) is an instructional/developmental program designed for girls and boys between 9-11 years of age. Further emphasis is placed on teaching the fundamentals of baseball and sportsmanship, but in a competitive live pitching environment as preparation to compete at the Majors division level. Team practices will be augmented by league sponsored team clinics conducted by baseball professionals. Particular emphasis will be placed on advanced hitting fundamentals and basic pitching/catching fundamentals. While games are competitive in nature, in keeping with our league philosophy, fun, sportsmanship and skills development remain paramount. Generally, practices, Player Development Clinics and games are held at Encinal School, Holbrook Palmer Park and or Willow School. Children interested in playing AAA must have played one year of Double A or the equivalent and must demonstrate an appropriate level of skill at the league’s [\*“Player Evaluation Day.”\*](#) All players wishing to play AAA must participate in the “Player Evaluation Day.” Teams in AAA are formed by a "draft" system, with new teams formed from scratch every year. Upon player selection, coaches will contact their players in late February.

**Note: It is recommended that in preparation for AAA, interested AA players participate in the Fall Ball program.**

### **Majors Division**

Recommended Age: 11 - 12

The Majors division is an instructional/developmental program designed for 11-12 year old girls and boys and the most experienced, skilled 10 year old girls and boys. Further emphasis is placed on teaching the fundamentals of baseball and sportsmanship, but in a competitive live pitching environment as preparation to compete at the Intermediate division or middle school level. Team practices will be augmented by league sponsored team clinics conducted by baseball professionals. Particular emphasis will be placed on advanced hitting fundamentals and pitching/catching fundamentals. While games are competitive in nature, in keeping with our league philosophy, fun, sportsmanship and skills development remain paramount. Generally, practices, Player Development Clinics and games are normally held at Burgess Park. Children interested in playing “Majors” must have played one year of AAA or the equivalent and must

demonstrate an appropriate level of skill at the league's "[\*Player Evaluation Day.\*](#)" All players wishing to play "Majors" must participate in the "*Player Evaluation Day*".

**Note: Because M-A Little League re-drafts the Majors Division annually, all returning Majors players must participate in the league's "Player Evaluation Day."**

### **Intermediate Division**

Required Age: 13

The Intermediate division is an instructional/developmental program designed for players aged 13. Games are played on an intermediate-sized baseball field (50' pitching mound, 70' bases). Intermediate teams play in a District-wide league that includes teams in Palo Alto. The season begins in April and ends in early June. Each Saturday in February is dedicated to Spring Training. All players train together in all phases of the game. Teams are then selected to provide balanced competition. There are 12 to 14 players on each team. The division provides a full range of tournament play.

### **Challenger Division**

The Challenger Division of Little League is a program open to children with physical and mental disabilities of ages 6-18 years old. No skill level is required. Games will be played on Sundays against teams from surrounding towns. Practices will be limited to a few prior to the start of the season. Players may use the "Buddy" system to assist them during games. There will be one Challenger team in the League and it is formed on a first-come (i.e. first to register) basis. A team will consist of no more than 15 players. The M-ALL Challenger team will play its games with teams from the surrounding towns whose Little League offers a Challenger program. Teams include towns from Foster City, Palo Alto, San Carlos and San Jose.

### **Softball Divisions**

Note: Girls Softball programs are managed in conjunction with the Alpine West Menlo Little League. Registration for all Girls Softball divisions is handled through the [AMA Girl's Softball](#) web site.

### **Coaches**

Each team shall be coached by manager, a coach, and assistant coaches appointed by the President with approval of the Board of Directors. Managers are responsible for all aspects of the team, including players, coaches, parents, equipment, uniforms, and teaching the game of baseball. Coaches have a narrower range of responsibilities since they tend to focus more on the players and teaching the game of baseball. Assistant Coaches provide assistance as requested under the direction of the Manager and Coach. Each team is assigned a Manager and a Coach. Assistant coaches are not assigned to a team, but rather go with the team that their child was drafted to play on.

### **Manager and Coach Selection Criteria**

Managers and Coaches are critical to the success of a Little League organization. They are the face of the League and in many ways responsible for the quality of the experience of the League's players. As such, identifying and selecting the most qualified managers/coaches is a vitally important task. The process should be clearly articulated and transparent, with predefined criteria to increase objectivity and better manage expectations and perceptions. All Managers,

Coaches and Assistant Coaches must also pass a background screening process which will be provided by M-ALL.

Based on the above, the M-A Little League Board has established basic criteria for the selection of Managers, Coaches and Assistant Coaches and have detailed them in this document. The criteria are applicable to all divisions, but are most relevant for Majors/AAA divisions where the coaching environment is more complex. The criteria do not represent minimum standards for managers, but rather establish a framework for assessing and comparing candidates. Manager prospects, for example, are not required to have played high school baseball in order to manage in the League. However, prior baseball experience will be a factor in the overall assessment and those with more experience will be viewed as more desirable, all other things equal.

#### Managers (aka Head Coaches) Selection Criteria

Candidates will be assessed in the following categories:

1. Baseball Experience – The ability to teach and develop skills and educate the kids about the game and rules:
  - o Experience playing on a competitive level – high school, college, professional
  - o Experience coaching on a competitive level – high school, college...
2. Coaching Youth Sports – The ability to lead and manage a team of kids and their families:
3. Experience coaching within the M-A Little League
4. Experience coaching baseball in any youth baseball league
5. Experience coaching any youth sport – soccer, basketball, football etc.
6. Metrics: team performance, feedback from parents and fellow peers
7. Ability to instill in players a positive attitude and behavior about themselves, their teammates, their competitors and respect for the game of baseball itself.
8. Ability to comport themselves well, exhibiting self control, a love of the game and good sportsmanship.
9. Service to League via a Board role or other volunteer role
10. Signing up to coach within the proper timeframe (player registration process).
11. Expressing interest in coaching to League officials, board members and fellow coaches
12. Sportsmanship – A mindset and orientation that balances winning with learning life lessons/life skills:
13. Behavior – The proclivity to consistently role model the desired behavior:
14. Service – The demonstration of commitment and contributions to MA Little League
15. Interest – The display of enthusiasm for and interest in coaching

#### Coaches and Assistant Coaches

Coaches are assessed via the same criteria above. The President will consider a Manager's request for a certain individual to coach, but has final say on appointment subject to Board approval. In general, if the requested individual is on par with the other eligible candidates per the above criteria, then the request will be granted. If the individual is another "level" below the other eligible candidates, then the request will not likely be granted.

Assistant coaches are coaches that are not pre-assigned to a team. They are parents (typically)

who agree to assist the Manager and Coach in areas such as practice drills and dugout management. Managers are given a lot of leeway in who they can select as an Assistant Coach. The coaches are not subject to the baseball criteria above, but must meet the sportsmanship and behavior criteria as well as clear the screening tests. The Board approves Assistant Coaches as well.

The President may appoint specialty coaches, such as pitching coaches, who will be available to provide instruction to all teams within specific levels with Board approval. Preference is given to people who have actual experience in the skill they are teaching, or demonstrate adequate knowledge of the skill.

It is expected that Managers, Coaches, and Assistant Coaches will be in agreement with the general philosophy and goals of the Menlo-Atherton Little League and will make every effort to work within the guidelines set forth in this handbook. Any Manager, Coach, or Assistant coach who has strong reservations about the Menlo-Atherton Little League philosophy, goals, and procedures should make their feelings known to the President and the Board prior to the formation of the teams so that differences can be discussed and, if necessary decisions made regarding their participation.

Managers, Coaches and Assistant Coaches are some of the League's most dedicated volunteers. It is important that they be recognized and given credit for their good intentions, the time they devote, and the responsibilities they assume. Generally speaking, they should be given the benefit of the doubt in terms of coaching techniques and decisions. Invariably, disputes arise and concerns are expressed about behaviors, proper role models, ability to teach children the game of baseball/softball, etc. The Menlo-Atherton Little League has adopted Standards of Conduct and a Conflict Resolution Process that apply to all League participants. Adults who elect to serve in a coaching capacity are encouraged to read those standards and procedures very carefully.

A list of penalties and consequences associated with infractions have not been developed since most problems are unique and vary in terms of severity. However, it is important for all concerned to understand that the Board of Directors will act quickly and decisively when conflicts arise, and that the action taken by the Board will be considered final.

### **Commissioners**

Each division is assigned a Commissioner. The role of the Commissioner is to provide a communication link between the Board, officers, coaches, and parents and to ensure that Menlo-Atherton Little League policies and procedures are carried out and adhered to. Commissioners play an important role in managing the process for forming teams, distributing and collecting equipment and uniforms, clarifying rules and procedures, addressing and resolving conflict, etc. Commissioners should be the first level of contact regarding procedural issues, rules and regulations, and questions regarding the Menlo-Atherton Little League.

### **Player Agent**

A Player Agent(s) is assigned by the Board of Directors to ensure that player concerns are dealt with equitably and impartially and to oversee player selection (i.e. the draft) and All Star player selection. Any parent issues that cannot be resolved by the Commissioner should be directed to

the Player Agent.

### **Playoffs**

Playoffs may be held at all levels other than T-Ball. Playoffs add a competitive element that most young players enjoy; they also facilitate a normal climax to regular season play. Playoffs are particularly meaningful in the Majors, with the winner representing the League in the City Championship game against the Alpine League.

The playoff schedule and specific procedures may differ at each level, depending on the length of the season, the number of teams involved, etc. While playoff specifics may be determined by the Commissioner and coaches, the following guidelines will prevail at all levels:

1. Specifics must be agreed to, published, and distributed to all the teams involved before the end of the regular playing season.
2. At the Majors level the winner of a double elimination tournament goes on to play in the City Championship against the winner of the Alpine League.
3. Team standings at the end of the regular season will determine the makeup of the playoff schedule (for example, 1 vs. 8, 2 vs. 7, etc.). Ties will be resolved by comparing the number of games the teams played against each other during the regular season and ruling in favor of the team that won the most games. If the tie still exists, a coin flip will be used to determine which team moves ahead of the other in terms of standings.
4. Each team in the playoffs must carry a minimum of 10 players (12 for Majors). Players from the next lower level (except from Majors to Juniors and Seniors) may be brought up to fill out a roster. Juniors and Seniors may not bring players up from Majors because of the difference in field sizes.
5. Playoff rosters must be submitted to the respective Commissioner one week before the first playoff game.
6. All playoff games will go the full number of innings allotted. There will not be a time limit for any playoff game.
7. Home team assignments will go to the team with the best regular season record, or by a flip of the coin if their records are tied.

### **City Championship**

The winner of the Menlo-Atherton League Major playoff tournament plays the winner of the Alpine League at Burgess Park. The Commissioner for Majors and the coaches from the team representing the Menlo-Atherton Little League should plan to meet with the Alpine League representatives and coaches one week prior to the game to exchange rosters, confirm responsibilities and to go over basic rules and regulations.

1. Menlo Atherton will be the home team on odd years (2001, 2003, etc.), Alpine on even years (2000, 2002, etc.).
2. Menlo Atherton will provide the plate umpire on even years, Alpine on odd years.
3. Each League will provide two umpires for a total of four for the game.
4. Teams will not borrow players from another team in Majors. Players may be brought up from AAA to maintain agreed upon roster size.
5. Little League Rules and Regulations apply in their entirety.

### **All Stars**

See the "[All Star](#)" web page.

### **Umpires**

See "[Umpires](#)" web page

### **Uniforms and Equipment**

Equipment will be issued to team Managers right after teams are formed. Uniforms will be issued prior to the first game. Managers will be held responsible for equipment and uniforms throughout the season and for their return after the season is concluded. They will be required to sign the equipment out and sign it in when returned. All uniforms are to be laundered and packed for storage. Managers will be held responsible for equipment and/or uniforms that are not returned.

All new purchases of equipment and uniforms will flow through the League President or Equipment Manager and/or Uniform Manager. Purchases made by coaches or other volunteers with the intention of being reimbursed without prior authorization may not be honored.

### **Insurance**

Menlo-Atherton Little League carries player accident insurance, through Little League Baseball. The policy also contains an excess coverage provision which prevents unwarranted double payment of medical bills. Specifically, the accident insurance carried by the League takes over only where personal medical insurance leaves off, and provides full coverage in those few instances where there is no personal medical insurance.

The League also carries general liability insurance (\$1,000,000) as well as Directors and Officers Liability Insurance. The latter provides protection for all volunteers officially associated with the League.

Accident insurance carried by the League does not cover participation in other baseball or softball activities, including authorized high school programs.

### **Standards of Conduct**

The Menlo-Atherton Little League Board of Directors has adopted standards of conduct for all participants in the Menlo-Atherton Little League. Those standards are spelled out below for players, parents, manager and coaches (including other adult volunteers) and the Little League Board. It is in the interest of all participants to understand and comply with these standards. Any question about these standards should be raised with members of the Board.

### **Players Rights:**

- To participate in playing baseball or softball regardless of skill level and at a level that is commensurate with the player's developmental level.
- To play as a child and not as an adult and to have fun when playing baseball or softball.
- To have qualified adult leadership who clearly communicate what is expected of players.

- To have adult leadership who are positive role models, who place the emotional and physical well-being of players ahead of any personal desire to win, and who demonstrate fair play and sportsmanship.
- To receive proper preparation for playing the game and to learn the skills of playing baseball or softball.
- To receive an equal opportunity to strive for success. To learn that winning is not the only measure of success.
- To learn to be a member of a team.
- To be treated with dignity by all involved.
- To participate in a safe and healthy environment.

### **Players Responsibilities:**

- To attend practices and games on time.
- To try their very best at all times, win or lose.
- To obey adult authorities (manager, coaches, umpires) and to be respectful at all times.
- To learn to be a team player, choosing the team's goals over personal goals.
- To be a good sport and to abide by the rules.

### **Parents Rights:**

- To participate in assisting in a meaningful way with the team.
- To have an open path of communication to managers, coaches, and Board members and to know what is expected of their child.
- To have a responsive and effective process for expressing concerns about the Menlo-Atherton Little League program, about team leadership, or about umpiring.
- To understand the rules of the game, of each division, and of the league.
- To expect support from the Board consistent with the policies and procedures of the league and with local rules.

### **Parents Responsibilities:**

- To participate in some concrete way in the management/support of the team. To communicate effectively with managers and coaches about their children's experiences with baseball.
- To support the managers and coaches by ensuring regular and prompt attendance of players at games and practices.
- To support the managers, coaches, and other adult volunteers by ensuring that their children are obedient and cooperative at all times.
- To treat all volunteers (managers, coaches, umpires, Board members) and players with dignity. To model good sportsmanship. To urge children to try their best.

### **Managers/Coaches Rights:**

- To expect players to behave in a manner which will not interfere with the enjoyment of the game of baseball or softball by others.

- To expect players to cooperate, to follow their instruction, and to abide by the rules set forth by the manager.
- To expect parental support for the team and for their leadership. To expect parents to support them in enforcing the rules of the team.
- To expect responsive and timely support from the Board consistent with the policies and procedures of the league and with local rules.
- To expect players to put forth their best effort when playing and practicing.
- To be treated with dignity by players, parents, and other volunteers.
- To choose what skills to teach and develop, and what drills to run in practice to bring about that development, and to decide how those skills are best utilized during games.

### **Managers/Coaches Responsibilities:**

- To communicate effectively with players, parents, and other volunteers. To clearly communicate the rules of the team and their philosophy about the way the game should be played by players on the team.
- To treat all players equally and fairly and to know, understand, and ensure the rights of players.
- To have a clear standard for player conduct and a clear system of discipline, enforced equitably and without anger.
- To treat players, parents, and other volunteers with dignity and to pursue positive rather than negative approaches to dealing with all.
- To refrain from unsportsmanlike or immature behavior.
- To understand that they are role models for the players and to act accordingly.
- To understand that they are a coach of youth and that the game is for children and not adults.
- To understand that winning is not the ultimate goal of baseball/softball and to act accordingly.
- To report to the Board any issues/problems which are not within their authority or ability to resolve.

### **MA Little League Board Rights:**

- To expect the support of players, managers, parents, and other volunteers and to expect compliance with its policies.
- To expect all volunteers to put forth their best effort during games, practices, drafts, and other activities.
- To expect managers and coaches to abide by its policies, standards, and local rules.
- To be treated with dignity by players, parents, and other volunteers.

### **MA Little League Board Responsibilities:**

- To effectively communicate and enforce a set of clearly defined policies, standards, and local rules.
- To be visible, accessible, supportive, impartial, and objective administrators of the game.
- To provide as safe and orderly game environment as possible.

- To assist in resolving problems involving players, parents, managers, coaches, umpires, or other volunteers.
- To hold players, managers, coaches, volunteers, and parents accountable for their conduct in games and practices.
- To strive for the best training of managers, coaches, and umpires possible.

### **Conflict Resolution Process**

The Menlo-Atherton Little League Board hopes that everyone connected with the Little League Program has a fun and positive year. Little League can be one of the most enjoyable experiences in a child and parent's life. There is nothing that quite matches the excitement of a Little League game!

Occasionally, conflicts do arise among participants in Little League. The Board cares very much that conflicts be resolved quickly, objectively, and equitably with the very first consideration being given to the welfare of the children. Therefore, the Board has provided the following Conflict Resolution Process. It is designed for, and should be followed by, all adult participants in the league if a conflict arises.