

BYFIELD NEWBURY LITTLE LEAGUE, INC.
PLAYER PROTECTION POLICY

Byfield-Newbury Little League, Inc. (“BNLL”) is committed to providing a safe environment for its players, and to prevent abusive conduct in any form. BNLL and its officers, directors, coaches and volunteers recognize that they have a responsibility to protect BNLL’s players and make every effort to provide a positive and safe environment at all BNLL activities, including all games and practice sessions. To this end, BNLL has established the following policies for participant protection that must be observed by each and every person involved with BNLL, including coaches, players, parents, spectators, volunteers and other invitees.

1. Abuse of Any Kind is Strictly Prohibited. BNLL maintains a zero tolerance policy regarding abuse or misconduct from players, coaches, officials, volunteers, parents or spectators. Specifically prohibited conduct includes:
 - Physical Abuse. Any and all unwelcome or inappropriate physical contact between children, between adults, or between children and adults is strictly prohibited. Prohibited conduct includes, but is not limited to, striking, hitting, kicking, biting, indecent or wanton gesturing, lewd remarks and indecent exposure.
 - Sexual Abuse. All physical contact of any sexual nature between children, between adults, or between children and adults is strictly prohibited. Prohibited conduct includes, but is not limited to sexual discussion or innuendo, physical or sexual contact of any kind, sexually suggestive comments, and creating a sexually charged environment.
 - Emotional Abuse and Verbal Abuse. Bullying, comments aimed at emotionally abusing another, and verbal abuse of any kind is strictly prohibited. Prohibited conduct includes, but is not limited to, comments, gestures or remarks that may be insulting, threatening, mocking, or demeaning in any way to the person at which they are aimed.
 - Discrimination and Harassment. Conduct that is discriminatory or harassing in any manner is strictly prohibited. Prohibited conduct includes, but is not limited to, making derogatory or abusive statements toward another person based upon that person’s race, gender, religion, nationality/ethnicity, sexual orientation or age. BNLL also prohibits making any decisions regarding a person based upon that person’s race, gender, religion, nationality/ethnicity, sexual orientation or age.
2. Preventative Measures Regarding Interaction With Minors. To protect our youth participants, as well as our coaches, officials and volunteers, BNLL does not permit an adult person to be alone with a player (that is not their child) during or after any BNLL-sponsored activities. Among other things, BNLL does not permit coaches or other adult members of this organization:
 - To drive alone with a player (that is not their child) in a motor vehicle

- To take a player (that is not their child) alone to a locker room, bathroom or any other private room
 - To purchase gifts for a player (that is not their child)
 - To provide one-on-one training or individual coaching without the assistance of another adult or the child's own parent/guardian.
3. Mandatory Reporting of Prohibited Conduct. Every member of BNLL is required to immediately report to BNLL's Safety Officer, Player Agent and/or its Board of Directors any information that suggests that the policies set forth in subsection (1), above, may have been violated by any coach, official, volunteer, player, parent, sibling or spectator. Any such conduct, of course, can also be reported, at the reporter's own discretion, to any governmental authorities such as the police, district attorney, etc.
 4. Determination of Violations and Remedies. All participants agree that the Board of Directors shall, in its sole discretion, determine whether a violation of its policies has occurred. All participants further agree that the Board of Directors shall, in its sole discretion, determine the proper recourse for such violations – up to and including immediate suspension or dismissal from any BNLL program, event, or activity.
 5. Agreement To Comply With Policies. By registering a participant in BNLL, the person registering the participant agrees to comply with all of the foregoing policies, to see to it that the player registered complies with all of the foregoing policies, agrees that they shall accept any determinations made by the Board of Directors regarding violations of its policies and procedures, and agrees that there shall be no legal recourse against BNLL or its Board Members for such determinations by the Board of Directors.