



Volunteer Code of Conduct

As a volunteer with the Escondido Girls Softball League (EGSL), I acknowledge that I represent both EGSL and USA Softball and agree to uphold the values, rules, and philosophies of each organization. My actions should always reflect the highest standards of integrity, sportsmanship, and respect.

Volunteer Responsibilities

I agree to the following:

- Support the mission, policies, and objectives of EGSL and USA Softball.
- Demonstrate positive sportsmanship at all times, both on and off the field.
- Treat players, coaches, volunteers, parents, officials, and spectators with courtesy, dignity, and respect.
- Use appropriate language and conduct myself in a professional and respectful manner. Bullying, harassment, intimidation, discrimination, violence, abusive behavior, and profanity will not be tolerated.
- Accept the outcome of games with good sportsmanship and respect the decisions of game officials. Arguing, insulting comments, threatening behavior, inappropriate gestures, or profanity directed toward officials will not be tolerated.
- Display positive moral character and serve as a role model for all participants.
- Never engage in physical, emotional, verbal, or mental abuse of any player, volunteer, official, or spectator.
- Follow all EGSL and USA Softball rules, policies, and procedures.
- Never intentionally violate league rules or encourage others to do so.

Head Coach Responsibility

I understand that the Head Coach is responsible for the conduct of all assistant coaches, team parents, players, family members, guests, and team equipment associated with their team.



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Player Safety

I agree to:

- Arrive on time and remain present for all practices, games, and team functions from the scheduled start until every player has been safely picked up by an authorized adult.
- Ensure that at least one female adult (18 years of age or older) is present at all team activities from the beginning of the event until the last player has been picked up.
- Maintain appropriate professional boundaries with all players and avoid any physical contact that could reasonably be perceived as inappropriate.
- Always place the safety and well-being of every player above all other considerations.

Alcohol, Drugs, Tobacco, and Nicotine

I understand that I may not:

- Consume or be under the influence of alcohol or illegal drugs while participating in any EGSL activity or while anywhere within or around the softball complex.
- Use tobacco products, vaping devices, or e-cigarettes anywhere within Kit Carson Park, in accordance with park regulations.

Required Certifications and Background Checks

I understand and agree that:

- I must successfully complete and maintain a current USA Softball Background Check before serving as an EGSL volunteer. Submission of a background check application does not guarantee placement as a volunteer.
- At least two (2) adults from each team must maintain current Concussion Certification in accordance with California Assembly Bill 2007.
- If selected as the Head Coach or Primary Assistant Coach of an EGSL All-Star team participating in the USA Softball District Tournament, I must complete the USA Softball ACE Certification prior to the team's first District Tournament game and



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provide proof of certification. Failure to do so may result in the team being declared ineligible for All-Star competition.

- The League may require one coach from each team to attend a coaching clinic. EGSL will pay the registration fee for one coach per team. If the designated coach fails to attend after registration has been paid, that coach shall reimburse EGSL for the registration cost and coaching privileges may be suspended until reimbursement has been made.

Discipline

I understand that violations of these Terms and Conditions or any EGSL or USA Softball policy may result in disciplinary action.

Disciplinary action may include, but is not limited to:

1. Verbal warning
2. Written warning
3. Suspension for a period determined by the Executive Board
4. Removal from the team
5. Removal from the League
6. Any other disciplinary action deemed appropriate by the Executive Board based on the nature and severity of the violation

I understand that disciplinary actions may carry forward from one season to the next when deemed appropriate by the Executive Board.

Any volunteer who physically assaults or intentionally causes physical harm to any player, coach, official, volunteer, parent, or spectator may be subject to immediate suspension or permanent removal from the team or League without prior verbal or written warning, at the discretion of the Executive Board.

Acknowledgement

By volunteering with EGSL, I acknowledge that I have read, understand, and agree to abide by these Volunteer Terms and Conditions. I understand that failure to comply may result in suspension or removal from my volunteer position and/or the League.