

PMBA Player Discipline Policy

Approved by PMBA Executive: January 15, 2026

Applies to all Baseball and Softball divisions

Purpose

The purpose of this policy is to ensure that player conduct concerns are addressed consistently, fairly, and align with PMBA's values & expectations. Discipline should be constructive, progressive, and documented, while supporting player growth, safety, and team integrity.

1. Guiding Principles

- Discipline must be **proportionate, non-discriminatory**, and focused on **improvement**, not punishment.
- Coaches are responsible for maintaining order and accountability but **may not suspend or remove a player from a team without executive involvement**.
- All efforts should be made to **resolve issues early** through communication and education.

2. What Warrants Disciplinary Action

Discipline may be considered when a player:

- Repeatedly misses practices/games without notice or valid reason (see Attendance Policy),
- Disrupts team dynamics through disrespectful behaviour, verbal abuse, or bullying,
- Violates expectations outlined in the **Player Code of Conduct, Attendance Policy**, or other applicable PMBA policies,
- Endangers others through reckless or intentional actions,
- Fails to follow team or safety rules despite repeated warnings.

3. Role of the Coach

Coaches are responsible for addressing minor issues through:

- Verbal warnings,
- Benching (while still meeting Baseball Alberta's minimum play requirements),
- Clear, written communication with the player and/or parent,
- **Documenting all incidents and responses** (preferably by email or written log).
- Coaches must also follow the procedures and limitations outlined in the **Coach Code of Conduct, Coach Discipline Policy**, and **Team Communication & Platform Use Policy** when addressing player conduct concerns.

For more serious issues, or if no improvement is seen, the coach must escalate the matter to the PMBA executive by submitting:

- A written summary of the concern,
- Any prior communications or documentation,
- A request for further action or support.

4. Progressive Discipline Framework

Discipline should follow these general steps unless the issue is severe:

Step 1: Informal Warning

Coach discusses the issue with the player and/or parent and encourages improvement.

Step 2: Written Warning

Coach or executive sends a written notice outlining the concern, expected improvement, and consequences if the issue continues.

Step 3: Executive Review

PMBA executive reviews the issue and may schedule a formal meeting with the player, parent(s), and coach.

Step 4: Suspension (Game or Temporary Removal)

If warranted, a player may be suspended from one or more games with clear documentation. This must be approved by the executive.

Step 5: Expulsion (Team Removal)

In rare and serious cases, the PMBA executive may approve a player's removal from the team or from the association. All expulsions must follow due process, including an opportunity for the player/parent to respond in writing or at a hearing.

5. Communication & Documentation

- All disciplinary actions beyond informal warnings **must be documented** and retained by the coach and/or executive.
- Affected parties (parents and players) must be informed of the process and given the chance to respond.
- PMBA encourages communication to remain professional, timely, and solution-based.
- All actions taken under this policy must align with the broader **Discipline & Complaints Policy**, particularly when escalated beyond the coach level.

6. Right to Appeal

- Any player or parent who disagrees with a disciplinary decision made by PMBA may appeal in writing to the executive within **7 days** of the decision.
- A separate review committee or impartial executive members (not involved in the original decision) will review the appeal and issue a final decision.