

## PYO E-Mail Distribution Policy

9/12/2008

The use of E-Mail has become a valuable tool to the way in which we conduct business. However, when used improperly it may become damaging to individuals and the organization when someone, in their frustration, chooses to use such means to demean the character of someone else. Although we should not have to address such issues and behavior it is very apparent that the organization must have a policy to protect itself from the wrongful conduct of any member who does not conduct themselves properly and follow written established protocol. Therefore it is hereby put forth that the organization has adopted the following policy and herein reiterates the constitutional guidelines for filing grievances. A zero tolerance policy will be adhered to for violation of the following policy.

### ESTABLISHED POLICY:

Anyone who originates or disseminates degrading or inflammatory e-mail regarding a Pisgah Youth Organization (PYO) Trustee, Board Member, Coach, Parent Umpire or Player, shall be subject to disciplinary action. Said activity shall be reviewed on a case by case basis and may result in a participants' suspension and/or disbarment from the organization. The penalty of an adult suspension and/or disbarment shall be imposed without refund of youth participation fees and such action shall not be intended to disrupt nor prevent a child from participation.

Anyone who wishes to register a complaint may do so through written communication with the President of the Pisgah Youth Organization. Complaints and Grievances shall be dealt with on a case by case basis in accordance with the constitution of the organization. The person making said complaint may be required to appear in front of the Executive Board at a meeting scheduled for such purpose and the person upon whom said complaint is registered shall have the right to sufficient notification of the complaint, the opportunity to respond to said complaint, and to attend said meeting, if they so desire.