



# **El Segundo Girls Softball**

*Est. 1967*



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## ESGS Team Formation

The Following Procedures will be used to create the teams for ESGS. Every effort will be made to ensure an even distribution of talent across all age divisions to the best of our ability within this policy.

ESGS recognizes the desire for certain families to “play up” in a higher division than the player's age based on birth year. This can be due to skill level, the desire to play tougher competition, be pushed to be a better player, or a concern for the safety of the other players. ESGS believes it is important for a player to be the best in her division and play with her peers and or friends. The following policy and procedure must be followed in order to play up.

1. The player must attend evaluations in the division based upon her birth year.
2. She must also attend evaluations in the higher division she wishes to play in.
  - a. In order to be allowed to play up the player must either:
    - i. rank in the top 1/3 (rounded) of players of the **higher division,** or
    - ii. approval by ESGS Select Committee with a simple majority vote. The Select Committee’s determination should include input from managers and/or coaches in the higher division.
  - b. Even if a player qualifies to “play up”, this is not required - playing up is at the option of the family – playing-up is optional, not required.

ESGS also recognizes the desire at times for a player to be able to “play down” in a lower division than the player’s age based on birth year. Based upon USA softball rules this is not allowed except for extremely rare circumstances. All requests to “play down” must be in writing to the Board President and require a simple majority Board vote.

### **6U Division**

- A. The Player Agent will assign players to teams in a snake draft format based upon the following ranking process:
  1. Returning players
  2. Age
- B. Every attempt will be made to satisfy teammate and coach requests, but cannot be guaranteed

### **8U, 10U and 12U Divisions**

Overview: The teams in the 8U, 10U and 12U Divisions will be created by a “blind” draft with the managers after the evaluation scores have been calculated. The goal is to foster the optimal competitive environment for the players in their respective divisions by creating balanced teams.

All the coaches in the league should create teams that are as equal in ability as possible, then the teams will be assigned at random to the coaches. In a blind draft, when the coaches are creating the teams, they do not know whether they are creating their own team or one they will have to compete against. Indeed, they do know that all but one of the teams will be opponents. Consequently, they will have great incentive to use all their knowledge to create teams that are as equal as possible.

Definitions:

- **Draft:** The process of selecting players from all the players available in the division.



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- **Blocking:** Refers to a player being blocked from being selected by a specific team. Blocks can be for a manager, coach, or another player. A player's family may only request one block. This request must be made to the Player Agent prior to the draft.
- **Returning Player:** (ie R6) A player that is returning to the same division (2<sup>nd</sup> year player).
- **Incoming Player:** (ie I6) A player that is coming up into the division (1<sup>st</sup> year player).
- **Protected Player:** The manager, along with as many as two assistant coaches, will be allowed to have their own daughters on their team. In these cases, one other player originally on that coach's assigned team will have to be transferred to the team his daughter was drafted on. The transfer must be for a player of equal evaluation ranking and this transfer (or "swap") must be approved by all coaches in a division. This process will be repeated for each protected coach's daughter. No manager may have more than 3 protected players on a roster without an exception granted by a majority Board vote.
- **Siblings:** Siblings will be placed on the same team if so requested. Siblings should be allowed to be on the same team, but appropriate adjustments must be made to ensure that all teams have equal talent so that the teams with siblings neither benefit nor suffer from that fact. Multiple siblings whose parent is a manager or assistant coach will be considered protected players under the Protected Player provisions above.

### Player Selection

- A. Prior to the draft, groups will be created by the Player Agent based on the rankings from the evaluations as follows:
  - a. R10, R9, R8, R7, R6, R5, R4, R3, R2, R1, I10, I9, I8, I7, I6, I5, I4, I3, I2, I1
    - i. R = Returning Player to the Division
    - ii. I = Incoming/New Player to the Division
    - iii. 10 is the highest Ranking, 1 is the lowest ranking
  - b. Each manager will get a copy of the Rankings for their division prior to their scheduled draft, along with the subjective evaluation data for each player (i.e. timed run, throwing accuracy, overhand throwing velocity, and/or batted ball exit velocity).
- B. All managers in a division will convene with the division rep and player agent to assemble teams.
- C. During the draft, all managers work together building balanced teams, following the general order to assign players as stated below:
  - a. Pitchers
  - b. Returning Players
  - c. Incoming Players
- D. As each player is drafted, her name will be entered on a master copy of the teams by the Player Agent.
- E. Once all players have been assigned to teams, managers will be asked to concur that all teams are balanced and ready to proceed with manager assignment. If all managers do not agree, it must be resolved before proceeding.
- F. Once all managers agree that the teams are balanced, each team roster will receive a number (i.e. 1, 2, 3, or 4 in a four-team division).
- G. Managers will draw a number from a hat, and the corresponding roster number will be assigned to them as their team for the upcoming season.
- H. Protected Player Round will commence once all teams have been assigned following the Protected Player definition laid out previously in this document above.



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- I. At the conclusion of the Protected Player Round, managers will leave the draft room, and the Player Agent and Division Rep will carry out the Blocked Player Round.
- J. Blocked Player Round (if necessary):
  - a. Player Agent and Division Rep will transfer any blocked players who are on a team that does not comply with their request. They will transfer to another team for a player of equal talent.
- K. Once Blocked Players have been transferred, managers will be called back into the room for a final agreement that teams are balanced. The player agent will confirm the teams with each manager.
  - a. Note: If there is disagreement on any transfer made involving Blocked Players, Player Agent and Division Rep will hear the reasoning from any dissenting managers, ask managers to leave and will begin at Step #10 above.
- L. At conclusion of step K above, teams have the option of trading one (1) additional player with another team. Unfair trades that would cause an imbalance of the teams will not be allowed. All trading must be completed at this time and approved by the Player Agent, Division Rep, and all managers within the same division.
- M. At the end of trading, the player agent will confirm the teams with each manager and the team rosters will be final.
- N. Once teams have been confirmed, it is the responsibility of each manager to submit a list of all players who may be given opportunity to pitch prior to their second scheduled practice date and time.
  - a. Any player who did not evaluate as a pitcher and is not on this list, cannot pitch during the season without an exception granted by a majority Board vote.
  - b. Pitching list for each team must be approved by the Player Agent, Division Rep, and all managers within the same division before Opening Day. Failure to submit an approved Pitcher List will disqualify any players not evaluated from pitching during the season.

**There is an expectation that all managers will work together to create teams as balanced as possible. If managers are unable to unanimously agree on team rosters, and all avenues to resolve the stalemate have been exhausted, the Player Agent will be tasked with finalizing rosters.**

**At any time if it is deemed that a manager is not adhering to the spirit of this process, and is unwilling to compromise, the league reserves the right to take appropriate steps to resolve the issue, including immediate removal of manager in question from their position.**



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### **SPRING REGULAR SEASON MANAGER SELECTION:**

\*Only necessary if there are more volunteers to manage than teams that can be formed in any division.

Managers will be chosen through a committee selection process and Board approval vote:

- All managers must submit their candidacy in writing to the ESGS Board by December 31<sup>st</sup>
  - Manager candidates must be in good standing with the ESGS Board.
  - Manager candidates must commit to attending all games and practices, except in extreme circumstances.
- Managers must attend the mandatory Coaches Clinic prior to the regular season practices begin.
  - Make-up dates will be available if managers are unable to attend the initial clinic in person.
- Manager candidates must go through an interview process with a voting panel. This panel will be called the Regular Season Manager Committee.
  - There will be a separate Regular Season Manager Committee for each Division.
    - The same Board Members can be on each Division Regular Season Manager Committee as long as they meet the criteria below.
  - The Regular Season Manager Committee will be made up of 3 ESGS Board Members with the following guidelines:
    - It is the ESGS Board President's responsibility to assign the members of the Regular Season Manager Committee.
    - There must be one female ESGS Board representative on the Regular Season Manager Committee.
    - A managerial candidate or spouse of a managerial candidate cannot be on the Regular Season Manager Committee.
    - The Committee members will be based upon the following order assuming they meet the guidelines above:
      - Board President
      - Corresponding Division Representative
      - Player Agent
      - Vice President
      - Alternative Division Representative
      - All Star/Select Coordinator
      - Fields and Equipment
  - Committee members will present their rankings and recommendations to the Board for final approval.
  - ESGS Board approves managers with a simple majority vote.
    - If any of the recommended managers do not receive approval, the Board will vote to approve manager(s) from the remaining candidates starting with the highest ranked of these candidates first. If none of the remaining candidates are approved, the Board will defer to recommendations of the committee as final decision.

## **6U Division Rules**

1. El Segundo Girls Softball League uses the following rules for this division:



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2. This division is purely instructional and for the enjoyment of the girls.
3. The games will be one hour long. However many innings you play is determined by how quickly you can get the girls on and off the field.
4. Both teams will bat the bench. The visiting team will bat first followed by the home team. Both teams bat through the entire order regardless of the number of outs. If a batter/runner is put out, then the batter will be out and return to the dugout.
5. Batters are allowed three (3) pitches from the coach. If the batter does not hit the ball into play, then the coach will use the tee. This rule is to be loosely enforced by the managers and coaches of both teams. The exception to this is if a batter fouls the last couple of pitches, the player will continue to get pitches from the coach. The spirit of the rule is to allow the game to move along.
6. Players need to stay in the dugout and not sit in the stands with parents or friends.
7. There is no eating in the dugouts.
8. No fault throws on put-out attempts. Runners may not advance an extra base on an overthrow. If a ball is hit to the outfield, once the ball is thrown into the infield (crosses the dirt from the outfield into the infield) the runners may only advance to the base they were running to and the coach will stop them at that base, regardless if the ball is overthrown to an infielder.
9. Players must play normal softball positions. Help us teach them the positions of the game. Only ONE pitcher is allowed in that position and must have one foot in the circle. A catcher may be used, but not required. Outfielders must stay behind the base paths.
10. Home team is responsible for field preparation. This includes dragging and lining the field.

**Remember it's for the girls and have fun!**



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## 8U/10U/12U/14U Division Rules

	<b>8U</b>	<b>10U</b>	<b>12U</b>	<b>14U</b>
FIELD LAYOUT	60' bases, 30' pitch	60' bases, 35' pitch	60' bases, 40' pitch	60' bases, 43' pitch
BATS & BALLS	Tee ball or softball bat, 10" RIF softball	Softball bat 11" RIF softball	Softball bat 12" softball	Softball bat 12" softball
ASA RULES	Yes	Yes	Yes	Yes
GAME LENGTH	6 innings or Drop dead 1 hr 30 min	7 innings or 1 full inning after 1 hr 15 min	7 innings or 1 full inning after 1 hr 15 min	7 innings or 1 full inning after 1 hr 15 min
RUNS / INNING	3 runs, every inning	4 runs, unlimited in the 5th, 6th, and 7th inning	5 runs, unlimited in the 5th, 6th, and 7th inning or last inning if declared by umpire	N/A
RUNS AHEAD RULE	N/A	15 after 4 or both managers agree	15 after 4 or both managers agree	15 after 4 or both managers agree
PITCHING ** See notes below	Pitch 4 innings/week 2 innings per game ** See Notes Below	18 outs / week max then 21 outs max per pitcher after spring break	18 outs / week max then 21 outs max per pitcher after spring break	Unlimited No limit in Interleague
GAME ROSTER	10 defense, all bat	9 defense, all bat	9 defense, all bat	9 defense, all bat
PLAYER ROTATION	2 innings Max in one position; All players must play 2 innings in the infield	2 innings Max in one position (other than P and C); 3 inn Max at C (if 2 or more players are identified as a C). Must play every other inning min for the whole season; must play min 1 inning on infield for a 4 inn game, 2 inn in infield for a 5+ inning game	Must play every other inning min for the whole season; must play min 1 inning on infield for a 4 inn game, 2 inn on infield for a 5+ inning game until spring break (see next page for exception to min infield rule)	Must play every other inning
BASE STEALING	ASA rules; 1 base See notes below	ASA rules	ASA rules	ASA rules
METAL SPIKES ALLOWED	No	No	No	Yes per ASA rules
NO-FAULT THROWS	On pickoff plays	N/A	N/A	N/A
FIELD COACHES	ASA rules	ASA rules	ASA rules	ASA rules
INTERLEAGUE PITCHING & RULES	ESGS pitching limits do not apply See LA/So Bay Interleague Rules	ESGS pitching limits do not apply See LA/So Bay Interleague Rules	ESGS pitching limits do not apply See LA/So Bay Interleague Rules	All pitchers eligible See LA/So Bay Interleague Rules



## Notes and Clarification

If a person (manager or rostered staff) is found to be non-compliant with the ESGS rules, each game in question will be a forfeit and the following penalties will also apply

- 1st violation: he/she receives a written/verbal warning
- 2nd violation: he/she is suspended for the following game
- 3rd violation: he/she is removed from the team's staff for the season
- Upon the 3rd violation, it is up to the discretion of the board as to whether the person in question will be allowed to hold a future ESGS position.

Drop dead (8U only) - Score reverts to last complete inning unless home team is ahead. If Home Team takes the lead at any point after "No New Inning" is declared, the game is over and the Home Team gets the win.

**Players** - You can only add a player to the end of the lineup the first time through. A late player may only be added if an out was taken in the batting order. If the player doesn't arrive by her second at bat she is automatically dropped from the lineup with no penalty.

If someone leaves the game for any reason or starts shorthanded (not 8U), it's an out only the first time her spot comes up in the order.

**Coaching Staff** - Each team may have up to 4 rostered coaching staff members in the dugout during a game, which includes the manager, two coaches, and a chaperone; at least one of the staff members must be female. All adult coaching staff members must be registered with ASA with a background check. If needed, an ESGS Board member may fill in as part of the coaching staff at game time.

**12U Player rotation exception to min infield rule** – an exception to the minimum infield rule is permitted if: a) the player was rated below a 2 during evaluations, and b) requested by the manager and approved by a majority of the Board of Directors)

### Other Manager Responsibilities

- No pre-game infield practice. Sidelines only!
- No Batting cage before games!
- Fill out lineup cards correctly and completely; record pitchers outs/availability per the Division Representatives Procedure
- Home team provides game balls; all teams have game balls (must also be turned in at end of season)
- Home team is responsible for field preparation. This includes dragging and lining the field as well as **inserting and removing mounds** before and after your game. Assume the city will not do this job for you. Managers it is suggested to find a parent that will be in charge of this all season for you so you can spend the time prior to the game warming up your team.



## Short Handed Rule & Call Up Policy

1. For the 8U, 10U, 12U, and 14U divisions the following rule and ESGS policy apply when a team knows in advance they will not have 9 of their own players for a game.
  - a. A team must start with at least 7 of their own players and can borrow up to two players
  - b. The following process is in place to allow teams to play as well as give some players the chance to play up in a higher division for experience and additional development.
2. Borrowed players can only bring the team count to a maximum of 9 players.
  - a. The borrowed player(s) must bat last and play in the outfield.
  - b. If the borrowed player has batted and a player from the team arrives late but before they have gone through the lineup once, the borrowed player remains in the lineup and the late player is added to the end of the lineup.
  - c. Once a team has batted through the order, a late player may no longer be added to the lineup unless an out is taken for that player.
  - d. A team may only take an out the first time through the order.
  - e. The borrowed players must be identified to the umpire and the opposing team.
3. The manager must request in writing to the Division Rep, as well as the Player Agent, in advance of the scheduled game.
  - a. At the beginning of the season the Division Rep will work with the Division Managers and Player Agent to identify the top 3 returning players in each division per pre-season evaluations
    - i. For the 6U division the Division Representative will work with the Player Agent to identify 3 returning players.
    - ii. These are the players of the lower division who are eligible to be called up to the higher division
    - iii. At any point additional players may be added to the rotation by the Player Agent and Division Rep.
    - iv. By Spring Break the Board would like there to be 5 players on the list.
  - b. The Player Agent will coordinate with respective player(s) to secure a call up and inform the Division Rep and Manager/Coach once complete by email (and text if quicker response is needed).
    - i. Special requests for a specific player will not be honored as the selection is on a rotation basis.
  - c. In the event a player from the lower division is unavailable to play-up, a team may borrow a player from another team in their respective division.
    - i. The Division Rep and Player Agent will determine the appropriate replacement player from another team.
      1. Special requests for a specific player will not be honored. For example; an All-Star Player would be able to replace a similar All-Star player, but likely not eligible to replace a non-All Star Player.
  - d. The Player Agent will coordinate with the respective player(s) and inform the Division Rep and Manager/Coach once the request is confirmed by email (and text if quicker response is needed).



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4. In the event that the missing player is one of the team's two drafted pitchers, then a pitcher may be used as a replacement providing there is acceptance from the Division Representative as well as the Manager of the team they are playing against.
  - a. For Interleague play they must make the Opposing Manager aware ... no exceptions

***Failure to comply in good faith with this Policy will result in a forfeit.  
Policy also applies to Interleague games, beach cup and/or league tournament games.***



## 8U Division Rules Clarification

### Standings/Keeping Score

- We do not keep score or standings in the 8U Division until the ESGS 8U Tournament at the end of the season

### Stealing

- Stealing is allowed once the ball is released by the pitcher as per ASA rules. Runners can only move 1 base per pitch

### Pitching

- Before Spring Break - *Coach Pitch Hybrid* the entire game
  - Player pitch to start each batter
  - Once the batter's count reaches 4 balls, the Manager or Coach will come in and resume the strike count on the batter. Regardless of count, Coach only has 3 pitches, except batter cannot be out on a foul ball.
    - Coach must have one foot on the rubber to pitch.
    - The umpire will call balls and strikes.
    - If the batter does not put the ball in play, the batter is out when the strike count reaches 3 or reaches 3 coach pitches.
    - If the batter puts the ball in play from a coach pitch, the batter/runner and any runners already on base can only advance 1 base.
    - \*\* Hits off a pitcher does not have the 1-base advancement rule.
- After Spring Break
  - Innings 1 and 2 will be *Coach Pitch Hybrid* – See Above
  - Innings 3-6 will be player pitch only with the following exception
    - When the bases are loaded, *Coach Pitch Hybrid* will be used. (No bases loaded walks allowed)

### When a team is on Offense

- The batter is out on the 3<sup>rd</sup> strike. No Dropped Third Strike rule; however, the ball remains live and runners on 1<sup>st</sup> and 2<sup>nd</sup> base may advance at their own risk. Runner on 3<sup>rd</sup> may not advance home.
- Runners on 1<sup>st</sup> and 2<sup>nd</sup> may steal only one (1) base per pitch.
- Runners may not leave the base until the pitch has left the pitcher's hand. If the runner leaves too soon, the umpire will declare "no pitch" and the runner is out. If more than one runner leaves early, the umpire must determine which runner left early first and only that runner will be called out.
- A runner in sole possession of an illegally stolen base shall be returned to the correct base without liability to be put out when all other play has stopped. A runner standing on an illegal base cannot be tagged out. A runner not standing on a base can be tagged out.
- Overthrows by the catcher to the pitcher or to the bases do not result in additional bases by the runners. After all play has stopped, if a runner(s) has advanced beyond the one base to which they are entitled, the umpire will call "time" and return runners back to the proper base(s).



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- A runner cannot steal home, even on a play to another base or an overthrow to the pitcher. Once the runner has touched home plate and after all other play has stopped, the umpire will call time and return the runner back to 3<sup>rd</sup> base. Note: the runner may be tagged out while off the base.
- A runner cannot steal during coach pitch.

### **When a Team is on Defense**

- No more than 10 players will be allowed to play defense at one time.
- No more than 6 players including the pitcher and catcher can be positioned in front of the baseline.
- Outfielders and the 10<sup>th</sup> player must remain behind the baseline until the ball is hit, or a play is made on a runner (as a result of a batted ball).
- No player, except the pitcher, shall start in a defensive position closer than 25 feet to home plate, measured from the front side of the plate anywhere between the 3<sup>rd</sup> baseline and the 1<sup>st</sup> baseline.

### **Umpires**

- For the regular season games, the Coaches/Managers will umpire the 8U games
  - The managers will meet 10 minutes before game time at home plate
  - The manager of the team on the field will be the umpire for that half inning
    - \*\* The umpire cannot be the parent of the girl pitching at any time
  - The umpire will stand behind the pitcher to call balls and strikes as well as make calls on any play in the field
  - If a batted ball comes in contact with the umpire, the play is dead and the batter as well as base runners are awarded one base from where they started prior to the pitch.
  - If a thrown ball comes in contact with the umpire, the play is dead and all runners are awarded an additional base
- For the ESGS 8U Tournament at the end of the season, the league will provide umpires for all round robin as well as elimination games

### **Game Schedule**

- The 8U division will play one game per week prior to Spring Break
- After Spring Break you may play up to 2 games per week depending on schedule and team availability



## 8U Division Championship Tournament Rules

### 1. Tournament Format:

- a. Round Robin Play (min. 3 games), followed by Single Elimination Bracket
- b. Round Robin Results to determine Bracket seeds, as follows:
  - i. Win-Loss Record
  - ii. Head-to-Head
  - iii. Runs Against
  - iv. Run Differential
- c. Final game to be played on “Championship Saturday”

### 2. Game Information:

- a. Game length will be 5 innings or one full inning after 1 hr. and 10 minutes, whichever occurs first. There is no Drop Dead Time. Umpire must declare which inning is the LAST.
- b. The Championship game of the tournament shall be 5 innings and must be completed in its entirety. Game time is forfeit time.
- c. 3 Run Maximum per inning. LAST Inning is an open Inning

### 3. General Rules:

- a. Round Robin Games: Teams must flip coin for home/visitor – Board member or umpire must be present
- b. Elimination Games: Higher Seed is Home Team.
- c. ASA rules and ESGS rules apply, if not otherwise addressed.
- d. **Rules emphasized:**
  - A runner may not steal home on a pitch at any time. Runners may steal when the ball leaves the pitcher’s hand.
  - A play at a base during a steal, an attempted pick-off, or an overthrow to the pitcher does not release the runner from third base.
  - Runners on first and second base may steal only one (1) base per pitch.
  - **No** dropped-third strike. The batter is out on a third strike at all times, whether it is caught or dropped.
  - **No** “Infield Fly” rule will be used.

### 4. Field Positions/Rotation/Substitutions

- a. Follow the same rules as Regular Season
- b. No more than 10 players will be allowed to play defense at one time.
- c. Two innings Max in one position; All players must play 2 innings in the infield

### 5. Pitching Rules:

- a. Player Pitch only (No Coach Pitch Hybrid in playoffs)
- b. A Player can pitch a MAXIMUM of 3 innings per game with no maximum innings per week
- c. Once a Pitcher has been removed, they may not be re-inserted as a Pitcher
- d. If a Player is hit by a Player Pitch at any time during the game. They are automatically awarded 1<sup>st</sup> Base. No exceptions.
- e. If a game goes to extra innings, each pitcher can pitch an additional 1 inning for every 2 innings played. They may also be re-inserted accordingly.



## 10U & 12U Division Championship Tournament Rules

### 1. Tournament Format:

- a. Single Elimination Bracket
- b. Regular Season (ESGS games only) results to determine Bracket seeds, as follows:
  - i. Win-Loss Record
  - ii. Head-to-Head
  - iii. Runs Against
  - iv. Run Differential
- c. Final game to be played on "Championship Saturday"

### 2. Game Information:

- a. Game length will be 7 innings or no new inning after 1 hr. and 30 minutes, whichever occurs first. There is no Drop Dead Time. Umpire must declare which inning is the LAST
  - i. Once an Inning has started, it must be finished. There is no reverting back to a previous innings score
- b. The Championship game of the tournament shall be 7 innings. No time limit. Runs Ahead Rule still in effect.
- c. Game time is forfeit time.
- d. 10U ONLY: 4 Run Maximum first 2 innings. Remaining innings unlimited runs allowed.
- e. 12U: There will be no run limit per inning.

### 3. General Rules:

- a. Higher Seed is Home Team.
- b. ASA rules and ESGS rules apply, if not otherwise addressed.
- c. Rules emphasized:
  - i. The Runs Ahead Rule will be in effect. 15 after 3 innings, 10 after 4 innings, 8 after 5 innings.
  - ii. International Tiebreaker Rule (ITB) will be in effect for all elimination games. ITB consists of each team starting the inning with a runner on 2nd base, who shall be the last batter of the prior inning.
  - iii. Pitchers may pitch unlimited innings.
  - iv. No more than 9 players will be allowed to play defense at one time.
  - v. Regular season playing time/player rotation rules apply. Violation of this rule will result in a forfeit.
  - vi. Dropped-third strike is in effect.
  - vii. Infield Fly rule will be used. Meaning, with less than two outs and runners on 1st & 2nd or with bases loaded, pop fly that could be easily caught by an infielder does not necessarily result in an automatic out on the batter if the ball is not caught. It is in the judgment of the umpire whether it could easily be caught.
  - viii. Short Handed rule is in effect.

### 4. Line Up Cards, Substitutions and Field Positions

- a. Round Robin batting will be in effect. The DP/Flex rule will not be in effect.
- b. A team must bat with at least 9 players in the lineup to avoid the "short-handed" rule penalty.
- c. Bat-Around Format will be used:



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- i. All batters must bat and run for themselves unless injured. If no substitutes are available when a batter or runner becomes injured and cannot complete their turn at bat or time on the bases, a courtesy player will be allowed to finish the at bat or time as a runner for that half inning only.
- ii. Courtesy Player (For injured player): When all play has stopped, the team member who made the last out, will be the courtesy player. Any batter or base runner that must use a courtesy player a second time due to injury will be removed from the game for safety reasons. When the player who has left the game due to injury and misses the next at bat, an out will be declared for that one time only. A player may be used as a courtesy player only once per inning.
- iii. An inning or a game can end with an automatic out.
- iv. An unlimited number of “free” substitutions are allowed at any time, during a dead ball situation, while on defense, except for pitcher. ASA rules still apply for pitching substitution.



## ESGS Select Program

### GENERAL

Select is a program that provides the option for more advanced players to play softball at a more challenging level during the recreational season. Each year, recreational leagues lose players and volunteers (coaches, coordinators, Board members, etc.) to travel ball due to a desire to play softball at a more competitive level. USA softball select is intended to allow advanced players to play against all-star caliber teams from local leagues within the Los Angeles/South Bay district (and potentially other western region districts as well) to get a higher level of competition while keeping costs low, and without compromising the integrity of the primary recreational league.

The ESGS board will decide each year which division will or will not have a Select team. Select teams will be available for the 10U, 12U, and 14U divisions. Only one Select team will be allowed per division.

- Select is NOT ALL STARS. It is an entirely separate program. Players that are chosen to play on the Select team are not guaranteed to be chosen to play on the All Star team and players not on the select team are equally eligible for the All Star team.
- Select players must also be registered on an ESGS recreational league team for the current season in the same age division. Select players must play in a minimum of 75% of their recreational team's games and practices during the current season. Players who fail to meet this requirement will be dismissed from the select team and will not be eligible to play for any ESGS All Star teams that season. The board may allow exceptions for various reasons by submitting by a written request to the ESGS Board Select Coordinator and approved by a simple majority vote of the ESGS Board.
- Select Players are not allowed to have any participation with a travel ball team after February 1<sup>st</sup>. Participation includes tryouts, practices, and or games.
- Per USA softball rules, Select teams are allowed one activity per week. An "activity" can consist of a practice or a set of games on one day during the week. No Select activity can take precedence over a player's Rec league teams practices or games. Most games or practices will be on Sundays but that may not always be the case.
- The Select Program will start February 1<sup>st</sup> and conclude on March 31<sup>st</sup>.
- The Select program will be self-funded. A \$75 Select Season Fee is required. Cost will include uniform (jersey and socks), field space for practices or games held at ESGS fields, and the USA Softball LA/South Bay Select Championship registration fee. Additional tournaments, friendlies, and umpire fees outside of the championship event must be paid for by the select teams directly as ESGS will not pay for these. The manager will be responsible for communicating the additional costs for the select program.



## El Segundo Girls Softball

### MANAGER SELECTION

The Select Team Manager is chosen through a Committee selection process:

- All managers must submit their candidacy in writing to the Board Select Coordinator by December 1<sup>st</sup>
  - Manager candidates must be in good standing with the ESGS Board.
  - Manager candidates must commit to attending all games and practices, except in extreme circumstances with Select Committee approval
- Manager candidates must have managed or coached at ESGS the prior year and have at least one year managing or coaching an ESGS All-Star Team.
  - If no managers with these qualifications are available/willing to manage the team, a regular season coach or other individual as determined by the Select Committee is eligible to manage the Select team
- Managers must be ACE Certified
- Manager candidates must go through an interview process consisting of the voting "Panel". This panel will be called the Select Committee.
  - There will be separate Select Committees for each Division.
    - The same Board Members can be on each Division Select Committee as long as they meet the criteria below.
  - The Select Committee will be made up of 3 ESGS Board Members with the following guidelines:
    - It is the ESGS Board President's responsibility to assign the members of the Select Committee.
    - There must be one female ESGS Board representative on the Select Committee.
    - A managerial candidate or spouse of a managerial candidate cannot be on the Select Committee.
    - The Committee members will be based upon the following order assuming they meet the guidelines above:
      - Board President
      - Select Team Coordinator
      - 10u/12u/14u Division Rep
      - 6U/8U Division Rep
      - Player Agent
      - Fields and Equipment
  - Manager Selection will be announced December 15<sup>th</sup>
- Selected manager will choose the coaching staff of up to three coaches and one chaperone, one of which must be a female
  - ESGS Board approves manager and coaching staff with a simple majority vote



## El Segundo Girls Softball

### PLAYER SELECTION

The Select Players will be chosen through a tryout process:

- There will be two open tryout dates scheduled in January for any eligible ESGS registered player that would like to be considered for the Select program. Any player that wants to be considered for the select team **MUST** attend one tryout, but is encouraged to attend both.
  - Players will be evaluated by the Select coaching staff and the Select Committee
  - The evaluators from the Select Committee cannot be on the coaching staff, be the spouse of one of the coaching staff, or have a child trying out for that division's Select Team.
    - If that is the case, the select committee alternates will be used as tryout evaluators.
- After both tryouts have been completed, the Player Agent will call a meeting in which the Select Manager along with the Select Committee Evaluators will meet to vote on the Select Team Players (Select Team Coaches can attend the meeting, but the manager is the only one with a vote)
  - If the Player Agent is the Select Manager, a Select team coach, or has a daughter that attended Select Team tryouts, the ESGS Board President will appoint an alternate ESGS Board member to run the meeting.
  - The manager and each of the Select Committee members will vote for the 10 players that he/she sees as the best players and representatives of ESGS:
    - Considerations should include playing ability, attitude of the player, softball knowledge, performance and contribution to teams during prior seasons, attendance to regular season games/practice, and any other issues that can be beneficial or detrimental to the Select Team.
  - Every line on the ballot must be completed (must vote for 10)
- Votes are tallied by the Player Agent or Alternate ESGS Board Member
  - The top 9 vote receivers are automatically placed on the roster
  - In case of a tie and in order to get to 9 players, a second "playoff vote" is taken
  - In case of a tie in the playoff vote, this process is conducted a second time to get the first 9
  - In case of an unbreakable tie between two players, both players are automatically placed on team.
  - In case of an unbreakable tie between more than two players, decision goes to the Manager which girl will be the 9<sup>th</sup> player. The girls not selected go back into the eligible pool of players.
- Manager selects final players from the eligible pool of players to finalize the roster of 11-14 players based upon the manager's discretion.
  - In order to be eligible to be selected, players must have at least two votes during the original round of voting.
    - The manager is not required to select girls that went to the playoff vote.
    - If the eligible pool of girls with two votes is exhausted, then girls with one vote may be selected. Then, if the eligible pool of girls with one vote is exhausted, girls with no votes may be selected at the manager's discretion
- The Select Manager along with the Select Committee will submit the "Roster" of up to 14 players to the ESGS Board.
  - The ESGS Board will approve the Roster with a simple majority vote by January 31<sup>st</sup>
- Manager makes immediate contact with all families and secures commitment of the girls for games and practices.



## El Segundo Girls Softball

- A player unable to commit to the majority of games and practices (unless excused by the Manager) is removed from the list of players and the manager may select another player to submit to the Board for simple majority vote
- This process continues until the team is complete with up to 14 players
- The Manager may submit the addition of a player (if Roster is under 14) for Select Committee approval at any point during the Select Program Season
- Any player not invited to play on the Select team is still eligible for All Stars
- Any player that declines an invitation to the Select team is still eligible for All Stars

**All conversations are strictly confidential and must not leave the room. Anyone found to be in violation of the procedure will be considered in violation of the Code of Ethics and league procedures and will be subject to possible expulsion from the league for the current and subsequent seasons. Consequences to any violations will be left to the discretion of the Board.**



## ESGS All-Star Selection Process 8U Gold

### GENERAL

On the last Sunday of April, an all-star selection meeting will be convened by the 8U Division Representative. The attendees of the meeting shall include all division managers and the ESGS 8U All Star Board Committee for the 8U Division.

- The ESGS 8U All Star Board Committee will be made up of 3 ESGS Board Members with the following guidelines:
  - It is the ESGS Board President's responsibility to assign the members of the Committee.
  - There must be one female ESGS Board representative on the Committee.
  - The Committee members must not be one of the Division managers, the spouse of a Division manager, or the parent of a player in that division.
  - The Committee members will be based upon the following order assuming they meet the guidelines above:
    - Board President
    - All Star Coordinator
    - 8U Division Rep
    - 10u/12u/14u Division Rep
    - Player Agent
    - Fields and Equipment

If necessary, the Board President will select alternative committee member(s) if the above cannot complete the three-member committee.
- If a division manager is unable to attend the All-Star Selection Meeting:
  - He/she may make arrangements to submit his/her ballot in person to the Division Representative or League President prior to the selection meeting.
  - Or, he/she must notify the Division Representative that one (1) designated coach or Board member may attend the All Star Selection Meeting to vote, on his/her behalf, and in any vote-offs that may occur. This designated person shall be approved in advance by the ESGS 8U All Star Board Committee.
- The selection of the All Star Manager and Players is primarily chosen through ballot voting of an All Star Voting Panel. The All Star Voting Panel will consist of:
  - Manager of each team in division
  - Two previously designated assistant coaches from each team in division
    - The Assistant Coaches must be designated by the team's 3<sup>rd</sup> game of the regular season in writing to the 8U Division Representative.
    - Changes to the designated assistant coaches during the season must be in writing and requires approval by the Board President and 8U Division Representative.

### MANAGER SELECTION



## El Segundo Girls Softball

The All-Star Team Manager is chosen through ballot voting conducted prior to the All-Star Selection Meeting. Announcement of the selected Manager will be made at the Selection Meeting as detailed below.

- All Managers (Select Manager included) must submit their candidacy to be considered for All Star Manager one week prior to the All Star Selection meeting. This shall include a written statement of interest and qualifications (maximum of 150 words) to the 8U Division Representative
  - Manager must commit to attending all tournaments and practices, except in extreme circumstances with ESGS All Star Board Committee approval
  - If no Regular Season or Select Managers are available/willing to manage the team, a regular season coach or other individual as determined by the board is eligible to manage the All-Star team
- The 8U Division Representative will notify the All Star Voting Panel that Monday morning of the list of Manager Candidates
- Voting will conclude by the Thursday before the last Sunday in April.
  - A simple majority wins and in the case of a deadlock, a majority vote by the ESGS 8U All Star Board Committee determines the manager
- The selected manager will be announced after the determination of the automatic player selections has been completed
- Selected manager will choose the coaching staff of up to three coaches and one chaperone, one of which must be a female
  - ESGS Board approves the Manager and coaching staff with a simple majority vote

### PLAYER SELECTION

The All-Star Players will be chosen by a Voting Process. All girls who played in the division are eligible with no minimum playing time requirements. The Division a player played in is the Division All Star team she is eligible for. Girls must meet the ASA eligibility requirements.

- The Division Managers along with the ESGS 8U All Star Board Committee will be the only attendees of the all-star selection meeting (Assistant coaches do not attend unless replacing the manager per requirements above)
- Prior to or at the beginning of the meeting, each division manager and the 2 designated assistant coaches will provide, in a sealed envelope, their vote for the 12 players from the division that he/she sees as the best players and representatives of ESGS:
  - Considerations should include playing ability and performance during regular season, contribution to team during the season, attendance to regular season games/practice, attitude of the player, softball knowledge, and any other issues that can be beneficial or detrimental to the all-star team
  - Managers and Assistant Coaches are allowed to vote for players on their team as well as their own daughter
  - Every line on the ballot must be completed (must vote for 12)
    - Incomplete Ballots will not be counted
- Votes are tallied by the ESGS 8U All Star Board Committee and the top 10 vote receivers are automatically placed on the roster.
  - In case of a tie and in order to get to 10 players, a second “playoff vote” is taken with the managers at the meeting.
  - In case of a tie in the playoff vote, this process is conducted a second time to get the first 10.
  - In case of an unbreakable tie between two players, both players are automatically placed on team. Manager would then only have one final selection to complete a roster of 12 players.



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- In case of an unbreakable tie between more than two players, the automatic selection process concludes and the decision goes to the Manager as part of the Manager selections. The girls not selected are placed back into the eligible pool
- The All-Star Manager selects the final two players to make the roster of 12.
  - The results of the voting shall be shared with the All-Star Manager for selection purposes.
  - In order to be eligible to be selected, players must have at least four votes during the original round of voting by the All-Star Voting Panel.
    - The manager is not required to select girls that went to the playoff vote.
    - If there are only two remaining players with four votes, then they are automatically the manager selections by default.
  - If the eligible pool of girls with four votes is exhausted, then girls with three votes may be selected. Then, if the eligible pool of girls with three votes is exhausted, then girls with two votes may be selected. This process continues until there are eligible players to be selected.
  - If a Manager wants to select both players from their regular season team, this requires a majority approval of the All-Star Voting Panel.
  - If the Manager has reason to carry less than 12 players, he/she may request ESGS Board approval to do so (simple majority approval).
- The entire first cut (12 players) of the all-star team must be made before the meeting adjourns.
- Manager makes immediate contact with all families and secures commitment of the girls with the below understanding.
  - A player unable to fulfill the commitment requirement (see below) is removed from the list of players and the manager selects another player from the pool of eligible girls with votes.
  - This process continues until the team is complete with 12 players
  - If a situation is reached where the list of all eligible vote receiving players is exhausted, the manager has the ability to select players from within the division who did not receive a vote to fill the roster.
- Player Commitment Requirement:
  - All players are expected to commit to being a full participant in the all star experience. This includes attending all practices and games. However, the demanding schedule of all stars is understood so the following requirements must be met:
    - All players must commit to being at all games during the District and State Tournament (if team qualifies)
    - A player may miss one tournament, or portion thereof, with proper notification to the Manager and the League. Once a player misses a tournament game, they may not play in any additional games in that tournament.
    - If a player misses a game in more than one tournament, then they have forfeited the privilege of being an All Star and will no longer be part of All Stars.
    - All absences of practices and games shall be communicated in advance to the manager.
    - The League has the option to make exceptions to above for extenuating circumstances, such as confirmed illness, on a case by case basis.



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## ESGS All-Star Selection Process 10U Gold

### GENERAL

By April 15<sup>th</sup>, the ESGS Board will determine by a simple majority vote if the 10U Division has enough interest and talent to fill both a Gold 10U All-Star team of 10 players and a Silver 10U All-Star team of 11 players to represent ESGS in local tournaments or beyond. If the vote passes, the following process will be used for the 10U Gold All-Star Selection. If the vote does not pass, there will only be one 10U All-Star Team. If that is the case, the Alternative Player Selection Process at the end of this document will be used. Everything else will stay the same.

On the last Sunday of April, an all-star selection meeting will be convened by the 10U Division Representative. The attendees of the meeting shall include all division managers and the ESGS 10U All Star Board Committee.

- The ESGS 10U All Star Board Committee will be made up of 3 ESGS Board Members with the following guidelines:
  - It is the ESGS Board President's responsibility to assign the members of the Committee.
  - There must be one female ESGS Board representative on the Committee.
  - The Committee members must not be one of the Division managers, the spouse of a Division manager, or the parent of a player in that division.
  - The Committee members will be based upon the following order assuming they meet the guidelines above:
    - Board President
    - All Star Coordinator
    - 10u/12u/14u Division Rep
    - 8U Division Rep
    - Player Agent
    - Fields and Equipment

If necessary, the Board President will select alternative committee member(s) if the above cannot complete the three-member committee.
- If a division manager is unable to attend the All-Star Selection Meeting:
  - He/she must notify the Division Representative that one (1) designated coach or Board member may attend the All Star Selection Meeting to vote, on his/her behalf, in any vote-offs that may occur. This designated person shall be approved in advance by the Board President.
- The selection of the 10U Gold All-Star **Manager and Players** will be chosen through ballot voting of an All Star Voting Panel as detailed below. The All Star Voting Panel consists of:
  - The Manager of each team in the 10U Division
  - Two previously designated assistant coaches from each team in the 10U Division
    - The Assistant Coaches must be designated by the teams 3<sup>rd</sup> game of the regular season in writing to the 10U Division Representative.
    - Changes to the designated assistant coaches during the season must be in writing and requires approval by the Board President and 10U Division Representative.

### MANAGER SELECTION



## El Segundo Girls Softball

The 10U Gold All-Star Team Manager is chosen through ballot voting conducted prior to the All-Star Selection Meeting. Announcement of the selected Manager will be made at the Selection Meeting as detailed below.

- All managers must submit their candidacy to be considered for 10U Gold All-Star Manager two weeks prior to the All Star Selection meeting. This shall include a written statement of interest and qualifications (maximum of 150 words) to the 10U Division Representative
  - Manager must commit to attending all tournaments and practices, except in extreme circumstances with ESGS All Star Board Committee approval
  - If no regular season managers are available/willing to manage the team, a regular season coach or other individual as determined by the board is eligible to manage the 10U Gold All-Star team
- The 10U Division Representative will create a ballot. He/She will distribute the ballots after the manager candidates have been determined and collect them prior to the Selection Meeting.
  - All votes will be sealed in an envelope and kept sealed until the envelopes are opened and tallied by the ESGS 10U All Star Board Committee
- The selected manager will be announced after the determination of the automatic player selections has been completed at the All-Star Player Selection Meeting
- Selected manager will choose the coaching staff of up to three coaches and one chaperone, one of which must be a female
  - ESGS Board approves the Manager and coaching staff with a simple majority vote

### PLAYER SELECTION

The All-Star Players will also be chosen by a Voting Process. All girls who played in the division are eligible with no minimum playing time requirements. The Division a player played in is the Division All Star team she is eligible for. Girls must meet the ASA eligibility requirements. Players from the 10U Select Team are not guaranteed a spot. Likewise, players that did not play on the 10U Select Team are eligible for either the Gold or Silver 10U All-Star team.

- The Division Managers along with the 10U ESGS All-Star Board Committee will be the only attendees of the All-Star selection meeting (Assistant coaches do not attend unless replacing the manager per requirements above)
- Prior to or at the beginning of the meeting, each division manager will provide, in separate sealed envelopes, the three ballots for their team.
  - Each ballot must be signed
  - This will include their own ballot and the ballots from the 2 designated Assistant Coaches.
  - Each ballot will include votes for the 20 players from the 10U Division that he/she sees as the best players and representatives of ESGS:
    - To ensure the top players make gold and to limit the number of tiebreaker votes needed:
      - The top 10 players will get a weighted vote of 1.5
      - The next 10 players will get a weighted vote of 1.0
    - Considerations should include playing ability and performance during regular season, contribution to team during the season, attendance to regular season games/practice, attitude of the player, softball knowledge, and any other issues that can be beneficial or detrimental to the all-star team
  - Managers and Assistant Coaches are allowed to vote for players on their team as well as their own daughter
  - Every line on the ballot must be completed (must vote for 20)
    - Incomplete Ballots will not be counted



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- Votes are tallied by the ESGS 10U All Star Board Committee and the top 8 vote receivers are automatically placed on the 10U Gold All-Star roster.
  - In case of a tie and in order to get to 8 players, a second “playoff vote” is taken with the managers at the meeting.
  - In case of a tie in the playoff vote, this process is conducted a second time to get the first 8.
  - In case of an unbreakable tie between two players, both players are automatically placed on team. Manager would then only have one final selection to complete a roster of 10 players.
  - In case of an unbreakable tie between more than two players, the automatic selection process concludes and the decision goes to the Manager as part of the Manager selections. The girls not selected are placed back into the eligible pool
- The All-Star Manager selects the final player(s) to make the roster of 10.
  - The results of the voting shall be shared with the All-Star Manager for selection purposes.
  - In order to be eligible to be selected, players must have at least six weighted votes during the original round of voting by the All-Star Voting Panel.
    - The manager is not required to select girls that went to the playoff vote.
  - If the eligible pool of girls with four votes is exhausted, then girls with three votes may be selected. Then, if the eligible pool of girls with three votes is exhausted, then girls with two votes may be selected. This process continues until there are eligible players to be selected.
  - If a Manager wants to select two or more players from their regular season team, this requires a majority approval of the other 10U Division Managers at the meeting.
    - In the case of a deadlock vote, a majority vote by the 10U ESGS All-Star Board Committee will break the tie.
- The entire first cut (10 players) of the 10U Gold All-Star team must be made before the meeting adjourns.
- Manager makes immediate contact with all families and secures commitment of the girls for all tournaments, games, and practices.
  - A player unable to commit to all games and practices (unless excused by the Manager) is removed from the list of players and the manager selects another player from the pool of eligible girls with votes.
  - This process continues until the team is complete with 10 players
  - If a situation is reached where the list of all eligible vote receiving players is exhausted, the manager has the ability to select players from within the division who did not receive a vote to fill the roster.
- At any point during the All-Star season, the 10U Gold Manager may pull any player from the 10U Silver All-Star team with approval of the 10U ESGS All-Star Board Committee.

**All conversations are strictly confidential and must not leave the room. Anyone found to be in violation of the procedure will be considered in violation of the Code of Ethics and league procedures and will be subject to possible expulsion from the league for the current and subsequent seasons. Consequences to any violations will be left to the discretion of the Board.**



### **\*\* ALTERNATIVE PLAYER SELECTION \*\***

*This selection process will be used if the ESGS Board does not approve both a Gold and Silver 10U All-Star team. If that is the case there will be only one 10U All-Star team representing ESGS in local tournaments.*

The All-Star Players will be chosen by a Voting Process. All girls who played in the division are eligible with no minimum playing time requirements. The Division a player played in is the Division All Star team she is eligible for. Girls must meet the ASA eligibility requirements. Players from the 10U Select Team are not guaranteed a spot. Likewise Players that did not play on the 10U Select Team are eligible for the 10U All-Star team.

- The Division Managers along with the 10U ESGS All-Star Board Committee will be the only attendees of the all-star selection meeting (Assistant coaches do not attend unless replacing the manager per requirements above)
- Prior to or at the beginning of the meeting, each division manager will provide in separate sealed envelopes the three ballots for their team.
  - This will include their own ballot and the ballots from the 2 designated Assistant Coaches.
  - Each ballot will include votes for the 12 players from the 10U division that he/she sees as the best players and representatives of ESGS:
    - Considerations should include playing ability and performance during regular season, contribution to team during the season, attendance to regular season games/practice, attitude of the player, softball knowledge, and any other issues that can be beneficial or detrimental to the all-star team
  - Managers and Assistant Coaches are allowed to vote for players on their team as well as their own daughter
  - Every line on the ballot must be completed (must vote for 12)
    - Incomplete Ballots will not be counted
- Votes are tallied by the 10U Division Representative and the top 10 vote receivers are automatically placed on the 10U Gold All-Star roster.
  - In case of a tie and in order to get to 10 players, a second “playoff vote” is taken with the managers at the meeting.
  - In case of a tie in the playoff vote, this process is conducted a second time to get the first 10.
  - In case of an unbreakable tie between two players, both players are automatically placed on team. Manager would then only have one final selection to complete a roster of 12 players.
  - In case of an unbreakable tie between more than two players, the automatic selection process concludes and the decision goes to the Manager as part of the Manager selections. The girls not selected are placed back into the eligible pool
- The All-Star Manager selects the final player(s) to make the roster of 12.
  - In order to be eligible to be selected, players must have at least four votes during the original round of voting by the All-Star Voting Panel.
    - The manager is not required to select girls that went to the playoff vote.
  - If the eligible pool of girls with four votes is exhausted, then girls with three votes may be selected. Then, if the eligible pool of girls with three votes is exhausted, then girls with two votes may be selected. This process continues until there are eligible players to be selected.



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- If a Manager wants to select two or more players from their regular season team, this requires a majority approval of the other 10U Division Managers at the meeting.
  - In the case of a deadlock vote, a majority vote by the 10U ESGS All-Star Board Committee will break the tie.
- If the Manager has reason to carry less than 12 players, he/she may request ESGS Board approval to do so (simple majority approval).
- The entire first cut (12 players) of the all-star team must be made before the meeting adjourns.
- Manager makes immediate contact with all families and secures commitment of the girls for all tournaments, games, and practices.
  - A player unable to commit to all games and practices (unless excused by the Manager) is removed from the list of players and the manager selects another player from the pool of eligible girls with votes.
  - This process continues until the team is complete with 12 players
  - If a situation is reached where the list of all eligible vote receiving players is exhausted, the manager has the ability to select players from within the division who did not receive a vote to fill the roster.

**All conversations are strictly confidential and must not leave the room. Anyone found to be in violation of the procedure will be considered in violation of the Code of Ethics and league procedures and will be subject to possible expulsion from the league for the current and subsequent seasons. Consequences to any violations will be left to the discretion of the Board.**



## ESGS All-Star Selection Process 10U Silver

### GENERAL

By April 15th, the ESGS Board will determine by a simple majority vote if the 10U Division has enough interest and talent to fill both a Gold 10U All-Star team of 10 players and a Silver 10U All-Star team of 11 players to represent ESGS in local tournaments or beyond. If the vote passes, the following process will be used for the 10U Silver All-Star Selection. If the vote does not pass there will only be one 10U All-Star Team and this selection process will not be used.

*Note: If there is a 10U Silver All-Star Team, there is no guarantee that the Silver team will play in the LA/South Bay District Tournament or beyond. That decision will be made by a majority vote of the ESGS Board.*

On the last Sunday of April, an all-star selection meeting will be convened by the 10U Division Representative. The attendees of the meeting shall include all division managers and the ESGS 10U All Star Board Committee for the 10U Division (as stated in the 10U Gold Policy). The 10U Gold All-Star Manager and Team will be selected first. Once complete, the 10U Silver All-Star Manager and Team will be selected.

- The selection of the 10U Silver All-Star **Manager** is chosen by the ESGS 10U All Star Board Committee.
- The selection of the 10U Silver All-Star **Players** will be based upon the eligible players with votes left over from the 10U Gold All-Star selection process.

### MANAGER SELECTION

The 10U Silver All-Star Team Manager will be chosen by the ESGS 10U All Star Board Committee.

- Manager must commit to attending all tournaments and practices, except in extreme circumstances with ESGS All Star Board Committee approval
- If no regular season managers are available/willing to manage the team, a regular season coach or other individual is eligible to manage the All-Star team
- The 10U Silver All Star manager will choose the coaching staff of up to three coaches and one chaperone, one of which must be a female
  - ESGS Board approves the manager and coaching staff with a simple majority vote

### PLAYER SELECTION

The 10U Silver All-Star Players will be chosen based upon those remaining in the eligible pool receiving All-Star votes from the 10U Gold All-Star Selection process.

- The votes that were tallied by the 10U Division Representative from the 10U Gold All-Star Selection process will be used.
  - The remaining girls still in the eligible pool will be considered for selection
  - Players may decline a spot on the Gold All Star team and still be eligible for the Silver All Star Team.
  - The top 8 vote receivers are automatically placed on the 10U Silver All-Star roster.
    - In case of a tie and in order to get to 8 players, a second “playoff vote” is taken with the managers at the meeting.
    - In case of a tie in the playoff vote, this process is conducted a second time to get the first 8.
    - In case of an unbreakable tie between two players, both players are automatically placed on team. Manager would then only have one final selection to complete a roster of 11 players.



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- In case of a tie between more than two players, the automatic selection process concludes and the decision goes to the Manager as part of the Manager selections. The girls not selected are placed back into the eligible pool.
- The All-Star Manager selects the final player(s) to make the roster of 11.
  - In order to be eligible to be selected, players must have received at least 3 votes during the original round of voting by the All-Star Voting Panel.
    - If no players is left with at least 3 votes, then the manager may pick from the list of players with 2 votes, ... and so forth
    - The manager is not required to select girls that went to the playoff vote.
  - Manager selections shall be approved by the 10U All Star Board Committee.
- Once the Gold Team commitments are secured and the Silver Team roster is finalized, Silver Manager makes immediate contact with all families and secures commitment of the girls for all tournaments, games, and practices.
  - A player unable to commit to all games and practices (unless excused by the Manager) is removed from the list of players and the manager selects another player from the pool of eligible girls with votes.
  - This process continues until the team is complete with 11 players
  - If a situation is reached where the list of all eligible vote receiving players is exhausted, the manager has the ability to select players from within the division who did not receive a vote to fill the roster.
- At any point during the All-Star season, the 10U Gold Manager may pull any player from the 10U Silver All-Star team with approval of the 10U ESGS All-Star Board Committee.

**All conversations are strictly confidential and must not leave the room. Anyone found to be in violation of the procedure will be considered in violation of the Code of Ethics and league procedures and will be subject to possible expulsion from the league for the current and subsequent seasons. Consequences to any violations will be left to the discretion of the Board.**



## ESGS All-Star Selection Process 12U Gold

### GENERAL

By April 15<sup>th</sup>, the ESGS Board will determine by a simple majority vote if the 12U Division has enough interest and talent to fill both a Gold 12U All-Star team of 10 players and a Silver 12U All-Star team of 11 players to represent ESGS in local tournaments or beyond. If the vote passes, the following process will be used for the 12U Gold All-Star Selection. If the vote does not pass, there will only be one 12U All-Star Team. If that is the case, the Alternative Player Selection Process at the end of this document will be used. Everything else will stay the same.

On the last Sunday of April, an all-star selection meeting will be convened by the 12U Division Representative. The attendees of the meeting shall include all division managers and the ESGS 12U All Star Board Committee.

- The ESGS 12U All Star Board Committee will be made up of 3 ESGS Board Members with the following guidelines:
  - It is the ESGS Board President's responsibility to assign the members of the Committee.
  - There must be one female ESGS Board representative on the Committee.
  - The Committee members must not be one of the Division managers, the spouse of a Division manager, or the parent of a player in that division.
  - The Committee members will be based upon the following order assuming they meet the guidelines above:
    - Board President
    - All Star Coordinator
    - 10u/12u/14u Division Rep
    - 8U Division Rep
    - Player Agent
    - Fields and Equipment

If necessary, the Board President will select alternative committee member(s) if the above cannot complete the three-member committee.

- If a division manager is unable to attend the All-Star Selection Meeting:
  - He/she must notify the Division Representative that one (1) designated coach or Board member may attend the All Star Selection Meeting to vote, on his/her behalf, in any vote-offs that may occur. This designated person shall be approved in advance by the Board President.
- The selection of the 12U Gold All-Star **Manager and Players** will be chosen through ballot voting as detailed below. The All Star Voters will consists of:
  - Manager of each team in the 12U Division
  - Two designated Assistant Coaches from each team in the 12U Division
    - The Assistant Coaches must be designated by each team's 3<sup>rd</sup> game of the regular season in writing to the 12U Division Representative.
    - Changes to the designated assistant coaches during the season must be in writing and requires approval by both the Board President and 12U Division Representative.
  - All Players in the 12U Division

### MANAGER SELECTION



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The 12U Gold All-Star Team Manager is chosen through ballot voting conducted prior to the All-Star Selection Meeting. Announcement of the selected Manager will be made at the Selection Meeting as detailed below.

- All managers must submit their candidacy to be considered for 12U Gold All-Star Manager two weeks prior to the All Star Selection meeting. This shall include a written statement of interest and qualifications (maximum of 150 words) to the 12U Division Representative
  - Manager must commit to attending all tournaments and practices, except in extreme circumstances with ESGS All Star Board Committee approval
  - If no regular season managers are available/willing to manage the team, a regular season coach or other individual as determined by the board is eligible to manage the 12U Gold All-Star team
- The 12U Division Representative will create an All Star voting ballot. He/She will facilitate the ballot voting at a game or practice for each team during the last week of April. (Note: This will be done in connection with the Player Voting)
  - Ballots must be completed and returned within a reasonable time frame at that moment.
  - If a Manager or Assistant Coach is not in attendance, they can submit their vote in writing to the 12U Division Representative prior to the deadline.
    - Only girls in attendance at the game or practice will have a chance to vote
  - All votes will be sealed in an envelope and kept sealed until the envelope is opened and tallied by the ESGS 12U All Star Board Committee
  - The Managers/Assistant Coaches votes will count towards 2/3 of the overall vote and the Player votes will count towards 1/3 of the overall vote based on percentage of votes received.
    - In the case of a tie, the ESGS 12U All Star Board Committee will break the tie with a simple majority vote
- The selected manager will be announced after the determination of the automatic player selections has been completed at the All-Star Player Selection Meeting
- Selected manager will choose the coaching staff of up to three coaches and one chaperone, one of which must be a female
  - ESGS Board approves the Manager and coaching staff with a simple majority vote

### PLAYER SELECTION

The All-Star Players will also be chosen by a Voting Process. All girls who played in the division are eligible with no minimum playing time requirements. The Division a player played in is the Division All Star team she is eligible for. Girls must meet the ASA eligibility requirements. Players from the 12U Select Team are not guaranteed a spot. Likewise, players that did not play on the 12U Select Team are eligible for either the Gold or Silver 12U All-Star team.

- The Division Managers along with the 12U ESGS All-Star Board Committee will be the only attendees of the All-Star selection meeting (Assistant coaches do not attend unless replacing the manager per requirements above)
- The 12U Division Representative will create an All Star voting ballot. He/She will facilitate the ballot voting at a game or practice for each team during the last week of April.
  - Each ballot must include votes for the 20 players from the 12U Division that he/she sees as the best players and representatives of ESGS. Incomplete Ballots will not be counted.
  - All voters are allowed to vote for players on their team
  - Ballots must be completed and returned within a reasonable time frame at that moment.
  - If a Manager or Assistant Coach is not in attendance, they can submit their vote in writing to the 12U Division Representative prior to the deadline.



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- Only girls in attendance at the game or practice will have a chance to vote
  - All votes will be sealed in an envelope and kept sealed until the envelopes are opened and tallied by the ESGS 12U All Star Board Committee
  - The Manager/Assistant Coach votes will count towards 2/3 of the overall vote and the Player votes will count towards 1/3 of the overall vote based on percentage of votes received.
- Votes are tallied by the 12U Division Representative and the top 8 vote receivers are automatically placed on the 12U Gold All-Star roster.
  - In case of a tie and in order to get to 8 players, a “playoff vote” is taken with the managers at the meeting.
  - In case of a tie in the playoff vote, this process is conducted a second time to get the first 8.
  - In case of an unbreakable tie between two players, both players are automatically placed on team. Manager would then only have one final selection to complete a roster of 10 players.
  - In case of an unbreakable tie between more than two players, the automatic selection process concludes and the decision goes to the Manager as part of the Manager selections. The girls not selected are placed back into the eligible pool
- The All-Star Manager selects the final player(s) to make the roster of 10.
  - In order to be eligible to be selected, players must have at least four Manager/Assistant Coach votes during the original round of voting by the All-Star Voting Panel.
    - The manager is not required to select girls that went to the playoff vote.
  - If the eligible pool of girls with four votes is exhausted, then girls with three votes may be selected. Then, if the eligible pool of girls with three votes is exhausted, then girls with two votes may be selected. This process continues until there are eligible players to be selected.
  - If a Manager wants to select two or more players from their regular season team, this requires a majority approval of the other 12U Division Managers at the meeting.
    - In the case of a deadlock vote, a majority vote by the 12U ESGS All-Star Board Committee will break the tie.
- The entire first cut (10 players) of the 12U Gold All-Star team must be selected before the meeting adjourns.
- Manager makes immediate contact with all families and secures commitment of the girls for all tournaments, games, and practices.
  - A player unable to commit to all games and practices (unless excused by the Manager) is removed from the list of players and the manager selects another player from the pool of eligible girls with votes.
  - This process continues until the team is complete with 10 players
  - If a situation is reached where the list of all eligible vote receiving players is exhausted, the manager has the ability to select players from within the division who did not receive a vote to fill the roster.
- At any point during the All-Star season the 12U Gold Manager may pull any player from the 12U Silver All-Star team with approval of the 12U ESGS All-Star Board Committee.

**All conversations are strictly confidential and must not leave the room. Anyone found to be in violation of the procedure will be considered in violation of the Code of Ethics and league procedures and will be subject to possible expulsion from the league for the current and subsequent seasons. Consequences to any violations will be left to the discretion of the Board.**



## **\*\* ALTERNATIVE PLAYER SELECTION \*\***

*This selection process will be used if the ESGS Board does not approve both a Gold and Silver 12U All-Star team. If that is the case there will be only one 12U All-Star team representing ESGS in local tournaments.*

The All-Star Players will also be chosen by a Voting Process. All girls who played in the division are eligible with no minimum playing time requirements. The Division a player played in is the Division All Star team she is eligible for. Girls must meet the ASA eligibility requirements. Players from the 12U Select Team are not guaranteed a spot. Likewise Players that did not play on the 12U Select Team are eligible for the 12U All-Star team.

- The Division Managers along with the 12U ESGS All-Star Board Committee will be the only attendees of the All-Star selection meeting (Assistant coaches do not attend unless replacing the manager per requirements above)
- The 12U Division Representative will create an All Star voting ballot. He/She will hand out and collect the ballots at a game or practice for each team during the last week of April.
  - Each ballot must include votes for the 12 players from the 12U Division that he/she sees as the best players and representatives of ESGS. Incomplete Ballots will not be counted.
  - All voters are allowed to vote for players on their team
  - Ballots must be completed and returned within a reasonable time frame at that moment.
  - If a Manager or Assistant Coach is not in attendance, they can submit their vote in writing to the 12U Division Representative prior to the deadline.
    - Only girls in attendance at the game or practice will have a chance to vote
  - All votes will be sealed in an envelope and kept sealed until the envelopes are opened and tallied by the ESGS 12U All Star Board Committee
  - The Managers/Assistant Coaches votes will count towards 2/3 of the overall vote and the Players vote will count towards 1/3 of the overall vote based on percentage of votes received.
- Votes are tallied by the 12U Division Representative and the top 10 vote receivers are automatically placed on the 12U Gold All-Star roster.
  - In case of a tie and in order to get to 10 players, a “playoff vote” is taken with the managers at the meeting.
  - In case of a tie in the playoff vote, this process is conducted a second time to get the first 10.
  - In case of an unbreakable tie between two players, both players are automatically placed on team. Manager would then only have one final selection to complete a roster of 12 players.
  - In case of an unbreakable tie between more than two players, the automatic selection process concludes and the decision goes to the Manager as part of the Manager selections. The girls not selected are placed back into the eligible pool
- The All-Star Manager selects the final player(s) to make the roster of 12.
  - In order to be eligible to be selected, players must have at least four Manager/Assistant Coach votes during the original round of voting by the All-Star Voting Panel.
    - The manager is not required to select girls that went to the playoff vote.
  - If the eligible pool of girls with four votes is exhausted, then girls with three votes may be selected. Then, if the eligible pool of girls with three votes is exhausted, then



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girls with two votes may be selected. This process continues until there are eligible players to be selected.

- If a Manager wants to select two or more players from their regular season team, this requires a majority approval of the other 12U Division Managers at the meeting.
  - In the case of a deadlock vote, a majority vote by the 12U ESGS All-Star Board Committee will break the tie.
- The entire first cut of the 12U All-Star team must be selected before the meeting adjourns.
- Manager makes immediate contact with all families and secures commitment of the girls for all tournaments, games, and practices.
  - A player unable to commit to all games and practices (unless excused by the Manager) is removed from the list of players and the manager selects another player from the pool of eligible girls with votes.
  - This process continues until the team is complete with 12 players
  - If a situation is reached where the list of all eligible vote receiving players is exhausted, the manager has the ability to select players from within the division who did not receive a vote to fill the roster.

**All conversations are strictly confidential and must not leave the room. Anyone found to be in violation of the procedure will be considered in violation of the Code of Ethics and league procedures and will be subject to possible expulsion from the league for the current and subsequent seasons. Consequences to any violations will be left to the discretion of the Board.**



## ESGS All-Star Selection Process 12U Silver

### GENERAL

By April 15<sup>th</sup>, the ESGS Board will determine by a simple majority vote if the 12U Division has enough interest and talent to fill both a Gold 12U All-Star team of 10 players and a Silver 12U All-Star team of 11 players to represent ESGS in local tournaments or beyond. If the vote passes, the following process will be used for the 12U Gold All-Star Selection. If the vote does not pass there will only be one 12U All-Star Team and this selection process will not be used.

*Note: If there is a 12U Silver All-Star Team, there is no guarantee that the Silver team will play in the LA/South Bay District Tournament or beyond. That decision will be made by a majority vote of the ESGS Board.*

On the last Sunday of April, an all-star selection meeting will be convened by the 10U Division Representative. The attendees of the meeting shall include all division managers and the ESGS 10U All Star Board Committee for the 10U Division (as stated in the 10U Gold Policy). The 10U Gold All-Star Manager and Team will be selected first. Once complete, the 10U Silver All-Star Manager and Team will be selected.

- The selection of the 12U Silver All-Star **Manager** is chosen by the ESGS 12U All Star Board Committee.
- The selection of the 12U Silver All-Star **Players** will be based upon the eligible players with votes left over from the 12U Gold All-Star selection process.

### MANAGER SELECTION

The 12U Silver All-Star Team Manager will be chosen by the ESGS 12U All Star Board Committee.

- Manager must commit to attending all tournaments and practices, except in extreme circumstances with ESGS All Star Board Committee approval
- If no regular season managers are available/willing to manage the team, a regular season coach or other individual is eligible to manage the All-Star team
- The 12U Silver Selected manager will choose the coaching staff of up to three coaches and one chaperone, one of which must be a female
  - ESGS Board approves the Manager and coaching staff with a simple majority vote

### PLAYER SELECTION

The 12U Silver All-Star Players will be chosen based upon those remaining in the eligible pool receiving All-Star votes from the 12U Gold All-Star Selection process.

- The votes that were tallied by the 12U Division Representative from the 12U Gold All-Star Selection process will be used.
  - The remaining girls still in the eligible pool will be considered for selection
  - Players may decline a spot on the Gold All Star team and still be eligible for the Silver All Star Team.
  - The top 8 vote receivers are automatically placed on the 12U Silver All-Star roster.
    - In case of a tie and in order to get to 8 players, a second “playoff vote” is taken with the managers at the meeting.
    - In case of a tie in the playoff vote, this process is conducted a second time to get the first 8.
    - In case of an unbreakable tie between two players, both players are automatically placed on team. Manager would then only have one final selection to complete a roster of 11 players.



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- In case of a tie between more than two players, the automatic selection process concludes and the decision goes to the Manager as part of the Manager selections. The girls not selected are placed back into the eligible pool.
- The All-Star Manager selects the final player(s) to make the roster of 11.
  - In order to be eligible to be selected, players must have received a vote during the original round of voting by the All-Star Voting Panel.
    - The manager is not required to select girls that went to the playoff vote.
    - Manager selections shall be approved by the 12U All Star Board Committee.
- Once the Gold Team commitments are secured and the Silver Team roster is finalized, Silver Manager makes immediate contact with all families and secures commitment of the girls for all tournaments, games, and practices.
  - A player unable to commit to all games and practices (unless excused by the Manager) is removed from the list of players and the manager selects another player from the pool of eligible girls with votes.
  - This process continues until the team is complete with 11 players
  - If a situation is reached where the list of all eligible vote receiving players is exhausted, the manager has the ability to select players from within the division who did not receive a vote to fill the roster.
- At any point during the All-Star season, the 12U Gold Manager may pull any player from the 12U Silver All-Star team with approval of the 12U ESGS All-Star Board Committee.

**All conversations are strictly confidential and must not leave the room. Anyone found to be in violation of the procedure will be considered in violation of the Code of Ethics and league procedures and will be subject to possible expulsion from the league for the current and subsequent seasons. Consequences to any violations will be left to the discretion of the Board.**



## Code of Conduct Policy

El Segundo Girls Softball (ESGS) would like to remind coaches, parents, and players of the values that guide our league.

**• Teamwork • Respect • Honor • Fairness • Integrity • Good Citizenship**

Coaches and parents must remember that this is a recreational league, and that ESGS's primary goal is to provide a venue for our children to have fun, learn, and compete. Parents, through your cooperation and good example, you can help assure that we meet this goal.

Support your child by giving encouragement and showing interest in their team. Applaud good plays by your child's team as well as good plays by the opposing team. Never cheer against the opponent or use obscene language or gestures. Don't be a sideline coach. Our Managers and Coaches are parents just like you. They volunteer their time to help make your child's ESGS experience a positive one. They need your support, but having multiple voices yelling instructions from the stands causes confusion on the field. Please refrain from sideline coaching. If you wish to be a coach, please volunteer. Recognize that umpires are human. We all make mistakes and there are differences of opinion. ESGS promotes good sportsmanship and self-discipline. Please refrain from name calling or derogatory comments directed toward officials. Remember that personal conduct must be worthy of imitation by our children.

Behavior that is detrimental to ANY player, coach, parent, family, or official, or that shows disrespect for the league and/or the game will not be tolerated.

### **PUNITIVE/PHYSICAL PUNISHMENTS**

Coaches are not permitted to single out individuals or a group of Players (unless it's the entire team) for punitive/physical punishments (e.g. making a player run to the fence or do push-ups because they didn't perform a softball-related activity correctly). Any required physical activities for these types of situations should be limited, and if occurring, must be for the entire team. Managers/Coaches have limited discretion for punitive physical measures in the case of problematic behavioral issues only. Redirection of problematic behaviors is strongly encouraged. If behavioral issues occur, the Managers/Coaches should discuss with the Parents/Guardians of the Player or a Board Member.



## Cheer Policy

El Segundo Girls Softball (ESGS) prides itself on developing young athletes in a positive, respectful, and sportsmanlike environment. The ESGS Board encourages players to support one another by cheering during games and league events. Negative cheering will not be tolerated. This includes chants, cheers, or comments that are:

- disrespectful to an opponent or official
- derogatory because of race, gender, creed, body type or ability
- criticizing or diminishing the efforts or abilities of an umpire, player, coach or manager
- chanting in an attempt to distract the opposing team or pitcher
- booing or trash-talking of any kind

***Players, coaches, and managers who do not comply with the league's cheer policy may be subject to discipline at the Board's discretion.***



## **ESGS Disciplinary Policy**

El Segundo Girls Softball (ESGS) expects all participants to exhibit exemplary behavior both on and off the field while involved in any ESGS associated event. ESGS reserves the right to discipline any Manager, Coach, Parent, Volunteer or Player who violates the League's code of conduct during any ESGS associated game, practice or event. Disciplinary action will be taken according to the procedure and policy outlined below.

### **COMPLAINTS:**

Complaints must be communicated to the El Segundo Girls Softball Board, preferably in writing. Anonymous complaints cannot result in formal discipline. All complaints will be forwarded to the League President.

In the event the complaint is against the League President, the complaint shall be forwarded to the Vice President who will act in the capacity as the ESGS President in this matter.

The League President may, at his or her discretion, deal with the complaint, or forward it to the Disciplinary Committee.

Individuals accused of violating the disciplinary policy shall be informed of the complaint and will have the opportunity to respond before disciplinary action is taken.

In cases in which the complaint is referred to the Disciplinary Committee, the President of the League reserves the right to suspend the manager, coach, spectator, volunteer or player from further participation until the Disciplinary Committee can perform its due diligence to determine the punishment.

ALL participants determined to be involved in unacceptable behavior will be disciplined.

### **IN GAME ACTION:**

The game will be stopped by the Umpire when players, parents or spectators display unsportsmanlike conduct, disruptive behavior or behavior that interferes with the progress of the game, other spectators or participants in the game. The offending player, parent or spectator will be identified to the Manager of the respective team who will request the behavior to stop IMMEDIATELY. If the behavior continues, the game will be suspended until the offending player, parent or spectator leaves the property. An Umpire's in-game decision will be final. An Umpire has the authority to impose any disciplinary action deemed appropriate which can include a warning or ejection.

Any disciplinary action taken by an Umpire during a game will constitute an automatic referral to the ESGS Disciplinary Committee for further action consistent with this policy.

### **DISCIPLINARY COMMITTEE ACTION AND REVIEW:**

The Disciplinary Committee will be comprised of three members of the El Segundo Girls Softball Board, to be appointed by the League President before the beginning of the season. Should the complaint be against or directly involve a member of the Disciplinary Committee or a spouse of the member, the President shall appoint a replacement.

In cases in which the complaint has been referred to the Disciplinary Committee, the Disciplinary Committee will review the cases and present its recommended action to the Board President. This



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will be done as expeditiously as possible. The recommendation of the Disciplinary Committee will be reviewed and approved by the Board President. The decision will be final.

A summary of the disciplinary action(s) will be delivered in writing to the object of the complaint.

This may take the form of email, U.S. mail, or other means.

An ejection from a game by the umpire will result in an automatic, minimum one-game suspension.

The disciplinary committee will decide if further suspension is recommended based on the severity of the incident.

The penalties that may be imposed, based upon the severity of the infraction, range from, but are not limited to:

- Written Warning
- Game(s) suspension (which includes all other ESGS activities during the period, including practices/events)
- Expulsion from ESGS (Any person suspended from ESGS activities is not allowed to be present at any ESGS event or function including practices and games. This includes being in the dugout or any spectator areas (bleachers, outfield, etc.).

Any disciplinary action greater than a two-game suspension must be approved by a majority of the ESGS Board.

Any disciplinary action that results in expulsion from the League for the remainder of the season must be approved by two-thirds of the ESGS Board. The person, or their parent(s), subject to removal for the remainder of the season, will have an opportunity to address the Board before a vote is taken.

- Reinstatement to ESGS for the following season will need to be requested in writing and approved by a majority vote of the Board.

In the event the complaint is against one or more members of the ESGS Board of Directors, they will not be allowed to observe or participate in the proceedings.



## Field Clean-Up Policy

Each year, the Board of Directors, upon the request of the City of El Segundo Department of Recreation and Parks, is asked to institute a field clean-up policy that will be enforced at all the fields and facilities used by El Segundo Girls Softball (ESGS) for both games and practices. As a result, each youth sports league in the city is being required to establish and enforce a policy that will insure that the teams using city athletic fields and facilities will act responsibly in cleaning up after themselves following games and practices.

1. Following a game or practice session, teams are responsible for picking up all trash and debris at or around the field or practice site. This applies whether the trash or debris was at the site before the game or practice commenced, or produced during the game or practice. Teams are also to make sure that all equipment is picked up.
2. For games, the team occupying the first base dugout shall be responsible for cleaning up the field and the stands on the first base side of the field, and the team in the third base dugout shall be responsible for cleaning up the field and stands on the third base side of the field. Teams are responsible for cleaning UNDER the stands as well as around the stands.
3. Each Manager is responsible for making sure that this policy is strictly enforced and adhered to by coaching staff and players for every game and practice. ESGS Board of Directors will actively monitor the games, practice fields, and facilities to ensure that the policy is being followed.
4. The first violation of this policy by a team will result in a warning to that team. The second violation or subsequent violations will be immediately addressed by the Board. Violations and penalties will be assessed by the ESGS Board of Directors in their sole and reasonable discretion.

It is our hope that penalties will never have to be assessed against any team for the violation of this policy. However, if our league hopes to avoid the fees and cost incurred by the city for parks maintenance having to clean up after our league or worse, losing the privilege of using the fields and facilities, then we will need everyone's cooperation.



## Snack Bar Policy

El Segundo Girls Softball provides a fun, competitive and enriching opportunity for approximately 200 girls each year. A significant portion of each year's operating budget comes from our "snack bar" operations at the Rec Park Field during the regular season. In order to adequately staff the Snack Bar throughout the season, ESGS requires all members to work Snack Bar shift(s) for each child registered.

### Snack Bar Volunteer Process

Each family is required to work up to approximately 5 hours (2 shifts of 2.5-3 hours each) of snack bar duty per child they have in the league. Each family must work their scheduled shift(s) in order to receive credit. If there happens to be a rain out on your scheduled day, your shift will be rescheduled. Only parents or approved substitute workers scheduled by ESGS may fulfill your Snack Bar volunteer obligation. Volunteers will be required to wear a mask at all times when working the snack bar regardless of vaccination status.

### Below is the step-by-step process:

1. The Team Parent for each team will collect a Snack Bar deposit check of \$150 made payable to ESGS from the parents of each player. Please write the name of the child and the division in the memo section of the check. Checks will be turned in at either the Team Parent Meeting (Feb 9th) or on Opening Day (Feb 26th) NOTE: Players are ineligible to play in games until their Snack Bar deposit is received.

2. ESGS will send out a link to an on-line sign-up February 1st (or you can check the Volunteer page here: <https://signup.com/go/ESGSSignUp>) for families to sign up for snack bar shifts.

The following dates are important so please note:

February 21st: This is the deadline to sign up for your shifts.

February 22nd: The sign up will be locked and anyone who has not signed up (or asked for a sub) will be assigned a shift.

February 26th: Deadline for ESGS Snack Bar Deposit Due / Opening Day

March 1-3: Signup will be re-opened for any additional changes or sub requests. Signup will close at midnight on March 3rd and remain locked. Any changes after this need to be approved by the ESGS Team Parent Coordinator.

**If you cancel your shift without prior approval from the Team Parent Coordinator or fail to show for your shift, your Snack Bar deposit check will automatically be deposited by ESGS.**

3. When working a Snack Bar shift, parents must sign in and specify the player's name and team they are working for. If this is not done properly, you will be at risk of having your Snack Bar Deposit check deposited.

4. Please note that after the signup deadline, the signup will be locked and any shift changes will need to be made by the Parent Volunteer Coordinator. Any unauthorized cancellations will result in forfeit of your deposit.

5. Once parents have worked their shifts, ESGS will shred their Snack Bar deposit check.



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6. If a parent does not show up for their scheduled shift, or is more than 30 minutes late, they will have their Snack Bar deposit check deposited.
7. In the event that you are unable to work your shift due to a COVID 19 positive test or COVID 19 exposure, it is your responsibility to find your replacement. Failure to do so will result in forfeit of your deposit.

### **Hiring a Snack Bar Substitute Worker**

You have the option of paying \$60 per shift to hire a Substitute Worker to work your required shift. This would be a total of \$120 to buyout for both 2.5-3 hr shifts. Substitutes may be requested up to 48 hours prior to your scheduled shift in the event of an emergency.

To request a Substitute, please sign up under the Substitute Request found here:  
<https://signup.com/go/ESGSSignUp>

Payment of the \$60 per shift must be received at least 48 hours prior to the scheduled shift that your Sub is covering. Payment can either be made to the ESGS Square account online or a check may be dropped off at least one week in advance to the Snack Bar. If payment is not provided at this time, your Snack Bar deposit check will be deposited. No refunds will be provided.

## **Social Media Policy**

### **OVERVIEW**

Online, social media and other electronic communication tools such as text messaging have become a prevalent, convenient and effective means of personal and professional communication, and have fundamentally changed the way many people and organizations interact. This policy sets forth ESGS's expectations with respect to use of online and social media, as well as other forms of electronic communications, by all ESGS Board members, coaches, volunteers, parents, players, family and friends.

The term "social media" as used in this policy encompasses a wide array of online media and communications. For purposes of this policy, the terms "online media" and "social media" refer to internal and external websites, blogs, social networks (e.g., Facebook, Twitter, LinkedIn, Instagram, Snapchat), wikis, video and photo sharing sites (e.g., YouTube, SKYPE, Flickr, Periscope), and other forms of personal online publishing and discourse. Policies regarding text messaging, email and individual telephonic communications are also covered by these policies.

Social media forums are typically public. Even when using social media for purely personal purposes, a person's public expressions might affect their professional identity and the organizational interests of ESGS and our members. Accordingly, anyone participating in social media must ensure that their participation is consistent with ESGS policies.

Both on and off the field, safety and youth protection should be a key focus. ESGS is committed to be an advocate for youth and to keep children and their privacy safe, both online and off. Safety is always at the forefront of any considerations where social media is concerned.

With these objectives in mind, all ESGS Board members, coaches, volunteers, parents and players must be familiar with and adhere to this policy, regardless of whether they personally use social



media, and must share this policy with family members and friends as appropriate.

**GENERAL POLICIES AND GUIDELINES**

1. Posting negative comments about any ESGS Board member, coach, volunteer, parent, or player on any public social media site is strictly prohibited. All public commentary about ESGS, its volunteers, and its membership should be positive and respectful. If you have any doubt about whether an intended comment will violate this policy, the best option is to avoid posting it.

**POLICIES FOR COACHES**

1. Coaches shall not engage in private electronic communications with ESGS players (e.g., no private Facebook groups, direct messaging or private invitations to personal Facebook pages, invite-only YouTube channels, Twitter, etc.).
2. Coaches shall communicate with parents, legal guardians, or designated adults with respect to team activities. It is up to those individuals to make sure players are at practices and games.
3. A coach may respond to a direct inquiry via text message or email from a player regarding logistics of practice times, cancellations, schedules, etc., but should include an adult as a co-recipient of any response.
4. Coaches and team representatives shall avoid cell phone conversations with players to the greatest extent possible. Any such conversations should be brief and restricted to ESGS matters. Should any such conversation take place, it is up to the Coach or team representative to contact the player's parent or legal guardian and inform him/her of the communication.

**VIOLATIONS OF THE SOCIAL MEDIA POLICY**

The ESGS Board shall have the authority to monitor and enforce this Social Media Policy. The failure of any ESGS member to adhere to this Social Media Policy shall be considered a violation of the ESGS Code of Conduct, subjecting the violator to disciplinary action, up to and including termination of such individual's involvement with ESGS, in accordance with ESGS disciplinary procedures.