



Media Waiver

I hereby grant the Miracle League of the South Hills, its affiliates, sponsors, franchises, advertising and promotional agencies, and their agents, the irrevocable, unrestricted right to use, publish, display, and distribute materials bearing my name, voice, likeness, or any other identifiable representation of myself, my family members, including my Miracle League of the South Hills player/child.

These materials may appear in any form, style, color, or medium whatsoever, including, without limitation, photographs, video tapes, films, sound recordings, software, drawings, prints, broadcast, internet, and electronic media.

I agree that all material containing any identifiable representation of my child or family members, including, without limitation, all negatives, plates, and masters of any photographs, files, prints, or tapes, shall be and remain the sole and exclusive property of the Miracle League of the South Hills.

I hereby release and forever discharge the Miracle League of the South Hills from any and all liability and damages relating to the use of my child or family's name, voice, likeness, or any other identifiable representation.

I acknowledge that I have fully read and understand this document and that I have had any questions regarding its effect or the meaning of its terms answered to my satisfaction.



No Drop-Off Policy.

At all Miracle League of the South Hills activities and events, we uphold a "No Drop-Off" policy for the well-being of our participants, regardless of their age. To ensure a safe and enjoyable experience, a parent, guardian, or designated staff member must be present at all times to supervise the participant.

Responsibilities include providing assistance for any needs outside the registered activity, such as medical help or bathroom breaks. Miracle League of the South Hills staff and volunteers are specifically authorized to manage and facilitate their programs, not to provide individual assistance or supervision.

In situations requiring one-on-one attention, closed-door interactions, or any personal assistance, the parent, guardian, or designated staff member is responsible for handling such cases.

In the event of a medical emergency where the family member cannot be reached, our staff will promptly contact 911 to ensure immediate assistance.

Thank you for your cooperation in maintaining a safe and inclusive environment for all participants.



Medical Waiver

Purpose of This Binding Agreement: By reading this document and registering for our programs, "You," the undersigned, sometimes also referred to as "User" or "I," agree to release and hold the Miracle League of the South Hills ("Club" or "We") harmless from, and assume all responsibility for, all claims, demands, injuries, illness, including the COVID-19 virus, damages, actions, or causes of action to persons or property, arising out of or connected with your use of the Club's facilities, premises, or services. This agreement and release benefit the Club, its employees, agents, independent contractors, other users of the Club, and all persons on the Club's premises.

Acknowledgment of Risks: You acknowledge and represent that you understand and appreciate the risks associated with participation in various activities at the Club, including the risks of injury, disability, and death. You have expressly assumed all risks associated with your activities and use of equipment/facilities at the Club, even during non-supervised times.

Physical Condition: You declare yourself to be physically sound and acknowledge the need for a physician's approval for your participation in exercise/fitness activities or the use of exercise equipment. You assume all responsibility for your participation and activities, and utilization of equipment and machinery.

Waiver and Release: In consideration of being allowed to participate in the activities and programs of the Club and to use its equipment/facilities and machinery, you hereby waive, release, and forever discharge the Club and its directors, officers, agents, employees, representatives, successors and assigns, administrators, executors, and all others from any and all responsibilities or liability from injuries or damages resulting from your participation.

Loss or Theft of Property: The Club is not responsible for lost or stolen articles. By executing this Agreement, you assume all responsibility for your own property and that of any dependent(s) and agree to forego any right to institute any claim against the Club related to lost or stolen property.

Governing Law: This Agreement shall be interpreted according to the laws of the State of Pennsylvania. If any part of this Agreement is determined to be invalid, the remaining portions shall be deemed valid and enforceable.

Acknowledgment: I have read and understood this Agreement, its Exhibits, and any Rules and Regulations of the Club. I agree to be bound by the terms and conditions, which shall be binding upon me and my heirs, executors, administrators, successors, and/or assigns.



Sexual Abuse and Misconduct Policy

Introduction

The Miracle League of the South Hills (“MLSH”) is committed to maintaining a safe environment for all participants, employees, volunteers, and other stakeholders. This policy outlines our zero-tolerance stance towards sexual abuse and misconduct and provides clear procedures for reporting and addressing such incidents.

Prohibition and Reporting

MLSH strictly prohibits sexual abuse or misconduct during any organization-related activity or in the workplace. All employees, volunteers, board members, and participants are urged to report any suspected incidents promptly. Reporting can be made to the Executive Director of MLSH, who will ensure a thorough investigation.

Disciplinary Measures

Individuals reasonably suspected of committing sexual abuse or misconduct may face disciplinary action, including termination of services, employment, or membership. Criminal prosecution may also be pursued when appropriate. No person, regardless of title or position, has the authority to commit or allow sexual abuse or misconduct.

Definitions and Examples

Sexual abuse or misconduct includes but is not limited to:

- Child sexual abuse
- Sexual activity with someone legally incompetent or unable to give consent
- Physical assaults or violence, including rape and sexual battery
- Unwanted and intentional physical conduct of a sexual nature
- Distribution of pornographic material
- Unwelcome sexual activities, advances, comments, or gestures
- A sexually hostile environment creating an intimidating or offensive atmosphere

- Direct or implied threats linking submission to sexual advances with employment or affiliation

Warning Signs of Sexual Abuse

Physical signs, behavioral signs, and emotional signs may indicate possible sexual abuse. Vigilance and attention to sudden changes in behavior are essential. Reporting suspected abuse is crucial.

Reporting Procedure

Immediate reporting of suspected sexual abuse or misconduct to the Executive Director is required. The No Drop-Off Policy is emphasized, allowing the parent/guardian or staff member to handle any situation requiring assistance during activities.

Anti-retaliation and False Allegations

MLSH prohibits retaliation against anyone reporting sexual abuse or misconduct in good faith. Making false or malicious accusations may lead to disciplinary actions or criminal prosecution.

Investigation and Follow-up

Thorough and prompt investigations of allegations will be conducted, with confidentiality maintained to the extent possible. MLSH may cooperate with law enforcement agencies for external investigations.

Reporting to Authorities

MLSH adheres to state and federal legal requirements for reporting sexual abuse allegations to law enforcement and protective services organizations. Mandated reporters will immediately contact local authorities upon awareness of abuse.

Employee and Volunteer Screening and Selection

A rigorous screening program for prospective and existing adult employees, volunteers, and others is maintained, including criminal background checks and personal references.

Supervision of Youth

A minimum of two adult employees or volunteers must supervise minors during organization-related activities to prevent one-on-one interactions not easily observable by others.

No Drop-Off Policy

Parents, guardians, or staff members must be present at all activities, and the No Drop-Off Policy is strictly enforced.

"Zero Tolerance"

MLSH maintains a zero-tolerance policy for physical threats and sexual harassment. All incidents are treated seriously, promptly investigated, and reported to local authorities if necessary.

Acknowledgement

Participants must read and sign the policy during each registration period, ensuring they understand and discuss it. Contact information for MLSH staff is provided for any questions.

Training

Full-time staff undergo an annual review of the Sexual Abuse and Misconduct Prevention Policy, along with other relevant policies. Volunteers and participants receive written documents and acknowledge their understanding during registration. Volunteer coaches have in-person training sessions annually.



Equal Opportunity and Inclusion Policy (Non-discrimination)

For All Personnel

At the Miracle League of the South Hills, we are committed to fostering a diverse and inclusive environment. We unequivocally oppose any form of discrimination and harassment against employees, job applicants, and volunteers. We embrace the principles of equal opportunity and seek to create a workplace that values diversity.

Non-Discrimination Statement

The Miracle League of the South Hills and its employees shall not unlawfully discriminate against or harass individuals on the basis of:

- Sex
- Race
- Color
- Religious Creed
- National Origin
- Ancestry
- Age (over 40)
- Marital Status
- Physical or Mental Disability
- Vietnam Era Veteran Status
- Good Faith Reporting to the Board on a Matter of Public Concern

Equal Opportunity for Employees

Equal opportunity shall be provided to all employees in every aspect of personnel policy and practice. We are committed to ensuring a workplace that is free from discrimination, where everyone has an equal opportunity to thrive.

The organization shall not discriminate against physically or mentally disabled persons who, with reasonable accommodation, can perform the essential functions of the job in question.

Equal Opportunity for Volunteers

Equal opportunity shall be provided to all volunteers in every aspect of personnel policy and practice. We value the contributions of volunteers and are dedicated to providing an inclusive environment where everyone can participate and contribute.

The organization shall not discriminate against physically or mentally disabled persons who, with reasonable accommodation, can perform the essential functions of the volunteer job in question.

We believe that diversity and inclusion are essential to our success and are committed to fostering an environment that respects and values the differences among us.



Social Media Policy for Miracle League of the South Hills (MLSH)

This policy applies to all staff, volunteers, and participants engaging in social media activities on behalf of MLSH or those who may be identified as MLSH members.

General Guidelines:

1. Definition: Social media includes platforms like blogs, wikis, and sites such as Facebook, LinkedIn, Twitter, Flickr, and YouTube.
2. Additional Policies: This policy complements existing and future policies on technology, computers, email, and the internet.
3. Identification: MLSH employees, volunteers, and participants must adhere to this policy when identifying themselves as MLSH members on social media.
4. Applicability: The policy covers all social media use, including personal, by individuals whose MLSH affiliation is widely known within the community.

Publication and Commentary:

1. Ethical Standards: Social media usage must adhere to the same ethical standards as other forms of publication or commentary.
2. Volunteers/Interns: Those assigned to MLSH social media platforms follow the same standards as employees.

Best Practices:

1. Confidentiality: Avoid publishing confidential information.
2. Privacy: Set privacy settings to limit access; be cautious about personal information.
3. Honesty: Use real names, be transparent about MLSH affiliation, and avoid dishonest or misleading content.
4. Respect: Be mindful of diverse viewpoints, respect MLSH policies, and make it clear that personal views don't represent MLSH.
5. Copyright: Respect copyright laws; attribute and link to others' work appropriately.

Interaction Guidelines:

1. Controversial Issues: Address misrepresentations respectfully and factually; avoid arguments.
2. Mistakes: Acknowledge and correct mistakes promptly.
3. Consequences: Consider potential consequences, especially in professional settings.
4. Disclaimers: Include a disclaimer if expressing personal views; however, don't solely rely on it to avoid issues.
5. Day Job: Ensure social media activities don't interfere with job responsibilities or customer commitments.

Volunteer-Specific Guidelines:

1. Access to MLSH Platforms: Volunteers do not have access to MLSH-owned/operated social media platforms unless specifically assigned by a staff member.
2. Respectful Posting: When posting about MLSH, the public, employees, and customers, reflect diverse customs, values, and viewpoints. Avoid offensive comments, defamatory remarks, or personal insults.
3. Controversial Issues: Volunteers are not responsible for speaking on behalf of the league. If addressing misrepresentations about MLSH, do so with facts and respect.

Harassment and Abuse:

1. Application: MLSH's sexual abuse and misconduct policy extends to social media; refer to the specific policy document for details.

Enforcement:

1. Disciplinary Action: Violations will result in disciplinary action, up to and including termination for cause.
2. Leave of Absence: In serious incidents, individuals may be asked to take a leave of absence during investigations.

Restrictions:

1. Interactions: Employees are restricted from personal interaction with athletes on social media. Employees can engage with athletes through MLSH pages if initiated by the athlete. Adult volunteers (18yrs and older) must not interact with minors (17 years and younger) on social media that participate in MLSH programming. The MLSH's recommendation to ALL volunteers is to not interact with any athletes, adults included, on social media if you do not have a personal relationship with them outside the MLSH.

Zero Tolerance:

1. Commitment: MLSH maintains a zero-tolerance policy for physical threats and sexual harassment on social media. Incidents will be treated seriously, promptly investigated, and reported to local authorities.

Training Procedures:

1. Volunteer Training: Volunteers will review the social media policy prior to each season.
2. Board Review: The board of directors will assess the policy annually for updates or changes.
3. Notification: Volunteers will be informed of the policy during the annual coaches meeting each spring.
4. Participant Review: The policy will be accessible during participant registration for their review before program sign-up and available online on each.

Volunteer and Participant Social Media Engagement Disclaimer:

The Miracle League of the South Hills recognizes the autonomy of volunteers and participants to engage with each other on social media voluntarily. In such instances, it is essential to understand that these interactions occur independently of MLSH control. The organization does not assume responsibility for any actions or consequences resulting from these engagements.

Should any participant or volunteer encounter threats or concerning behavior during such interactions, it is strongly advised to report these incidents promptly to the appropriate law enforcement authorities. MLSH emphasizes the importance of personal safety and encourages individuals to take necessary precautions in their online interactions. Remember, your safety is our priority, and we recommend involving law enforcement for any serious concerns.

By engaging with each other on social media, volunteers and participants acknowledge that MLSH is not liable for actions occurring outside our organizational control.



Conflict of Interest Policy

Purpose:

The Miracle League of the South Hills (MLSH) is committed to maintaining the highest standards of integrity, transparency, and accountability. This Conflict of Interest Policy is established to ensure that the personal and financial interests of Board Members, employees, volunteers, and anyone associated with MLSH do not compromise the organization's mission, values, or the trust placed in it by the community.

Scope:

This policy applies to all Board Members, employees, volunteers, and individuals associated with MLSH, including but not limited to contractors, consultants, and representatives.

Policy:

Disclosure:

- All individuals associated with MLSH are obligated to disclose any potential conflicts of interest that may compromise, or appear to compromise, their objectivity in fulfilling their responsibilities to the organization.
- Conflicts of interest include financial interests, relationships, or situations that could influence an individual's ability to make impartial decisions in the best interest of MLSH.

Definitions of Conflict of Interest:

- Financial Interest: Any direct or indirect interest in a financial arrangement, transaction, or relationship.
- Material Interest: A financial interest that is significant enough that it could reasonably be expected to affect the individual's judgment, decision, or actions.

Procedures for Disclosure:

- Individuals shall promptly disclose any potential conflicts of interest to the Executive Director or designated officer.
- The disclosure should include full details of the conflict, including the nature of the interest and its potential impact on MLSH.

Review and Recusal:

- The Executive Director, in consultation with the Board of Directors, will review disclosed conflicts of interest.
- Individuals with a conflict of interest may be asked to recuse themselves from decisions or discussions related to the matter at hand.

Documentation:

- All disclosures, evaluations, and actions taken regarding conflicts of interest will be documented in MLSH records.

Annual Review:

- An annual review of potential conflicts of interest will be conducted to ensure ongoing compliance with this policy.

Consequences of Violation:

Violation of this Conflict of Interest Policy may result in disciplinary action, including termination of employment, volunteer status, or board membership, and could lead to legal action if deemed necessary.

Acknowledgment:

All Board Members, employees, and volunteers are required to acknowledge receipt and understanding of this Conflict of Interest Policy annually.

This Conflict of Interest Policy will be reviewed periodically and updated as needed to ensure its effectiveness.



Whistleblower Policy

Purpose:

The Miracle League of the South Hills (MLSH) is committed to maintaining the highest standards of ethical conduct, transparency, and accountability. This Whistleblower Policy is established to encourage and facilitate the reporting of any illegal, unethical, or inappropriate activities within the organization and to ensure protection for those individuals who come forward to report such activities.

Scope:

This policy applies to all Board Members, employees, volunteers, and anyone associated with MLSH, including contractors, consultants, and representatives.

Policy:

Reporting Mechanism:

- Individuals are encouraged to report any concerns or suspicions of illegal, unethical, or inappropriate activities within MLSH promptly.
- Reports should be made to the Executive Director, designated officer, or through a confidential hotline or reporting system if available.

Protection from Retaliation:

- MLSH is committed to protecting whistleblowers from any form of retaliation. Any individual who makes a report in good faith is protected against adverse employment actions or other retaliatory measures.

Confidentiality:

- Every effort will be made to protect the confidentiality of individuals reporting concerns, to the extent permitted by law.
- MLSH will not tolerate any form of retaliation against individuals who report concerns in good faith.

Non-Retaliation Policy:

- MLSH strictly prohibits retaliation against whistleblowers. Any individual found to be engaging in retaliation will be subject to disciplinary action, up to and including termination of employment, volunteer status, or board membership.

Investigation and Resolution:

- Reports will be promptly and thoroughly investigated by the Executive Director or a designated officer.
- Appropriate corrective action will be taken based on the findings of the investigation.

Anonymous Reporting:

- Individuals may choose to make anonymous reports, and MLSH will make reasonable efforts to protect the anonymity of the whistleblower.

False Reports:

- Deliberately making false accusations with malicious intent can have serious consequences. Individuals found to be knowingly making false reports may be subject to disciplinary action.

Acknowledgment:

All Board Members, employees, and volunteers are required to acknowledge receipt and understanding of this Whistleblower Policy annually.

This Whistleblower Policy will be reviewed periodically and updated as needed to ensure its effectiveness.



Document Retention and Destruction Policy

Purpose:

The Miracle League of the South Hills (MLSH) is committed to the effective management of its records and documents. This Document Retention and Destruction Policy outlines guidelines for the retention and timely destruction of organizational documents to ensure compliance with legal requirements, efficient use of storage space, and protection of sensitive information.

Scope:

This policy applies to all MLSH employees, volunteers, board members, and individuals associated with MLSH who handle organizational documents.

Record Categories:

Organizational records can be broadly categorized into administrative, financial, legal, and program-related records.

Retention Periods:

Administrative Records:

- Routine administrative records, such as internal memos, emails, and general correspondence, should be retained for a period of three (3) years.

Financial Records:

- Financial records, including but not limited to invoices, receipts, budgets, and financial statements, should be retained for a minimum of seven (7) years to comply with legal and auditing requirements.

Legal Records:

- Legal documents, contracts, and other agreements should be retained for a minimum of seven (7) years after the expiration or termination of the document.

Program-Related Records:

- Program-related documents, participant records, and other program-related information should be retained for a period of five (5) years after the conclusion of the program or activity.

Destruction Procedures:

Confidential Information:

- Documents containing confidential or sensitive information should be securely shredded or permanently deleted to prevent unauthorized access.

Regular Destruction Schedule:

- Organizational records that have met their retention periods should be regularly reviewed, and, if no longer required, scheduled for destruction.

Delegation of Responsibility:

- The Executive Director or a designated officer is responsible for overseeing the destruction of records in compliance with this policy.

Legal Holds:

- In the event of pending or anticipated litigation, or when MLSH is officially notified of an investigation, the destruction of relevant records should be temporarily suspended to comply with legal holds.

Review and Update:

This policy will be reviewed periodically to ensure its effectiveness and may be updated to reflect changes in legal requirements or organizational needs.

Training and Communication:

All MLSH employees, volunteers, and board members will receive training on this policy, and any updates will be communicated promptly.

Documentation of Destruction:

A record of the destruction of documents, including the type and quantity of documents destroyed, the date of destruction, and the responsible party, will be maintained for a period of three (3) years.



Miracle League of the South Hills Parent Code of Conduct

Purpose:

The Miracle League of the South Hills (MLSH) is dedicated to creating an inclusive community where individuals with disabilities can enhance their lives as athletes, teammates, and members of society. This Parent Code of Conduct outlines expectations for behavior and engagement to ensure a safe and enjoyable experience for everyone involved.

Expectations:

Respect:

- Treat all participants, volunteers, staff, and other parents with respect, courtesy, and kindness, fostering an environment of acceptance.
- Embrace diversity and inclusion, recognizing and appreciating individual differences as we build a community that reflects our vision.

Positive Support:

- Encourage and support your child and other participants in a positive manner, recognizing the potential for growth and achievement in every individual.
- Be a positive role model by exhibiting good sportsmanship and fair play, reinforcing our commitment to authentic relationships.

Communication:

- Communicate openly and respectfully with coaches, staff, and other parents, fostering connections that extend beyond the field.
- Address concerns or issues through appropriate channels, such as designated staff members, to promote meaningful relationships within our community.

Safety:

- Prioritize the safety and well-being of all participants, contributing to an environment that aligns with our mission.
- Follow safety guidelines and instructions provided by MLSH staff during activities and events, ensuring a secure space for everyone.

Involvement:

- Participate actively and enthusiastically in MLSH events, programs, and activities, contributing to the vibrancy of our inclusive community.
- Volunteer your time or skills to support the organization whenever possible, strengthening the connections we create on and off the field.

Follow Policies:

- Familiarize yourself with and adhere to all MLSH policies, including those related to behavior, social media, and child protection, to uphold the values of our organization.
- Encourage your child to follow MLSH rules and guidelines, reinforcing our commitment to creating a supportive environment.

Sportsmanship:

- Encourage good sportsmanship, teamwork, and a positive attitude in your child and others, reinforcing the principles that baseball serves as the root of our mission.
- Refrain from engaging in negative or disruptive behavior during games and events, contributing to a positive and enjoyable experience for all.

Privacy:

- Respect the privacy of all participants and avoid sharing sensitive information without proper consent, contributing to a community built on trust.
- Do not engage in gossip or harmful discussions about other participants or their families, fostering an atmosphere of acceptance and understanding.

Consequences of Violation:

Violations of this Parent Code of Conduct may result in disciplinary actions, including verbal warnings, suspension from MLSH activities, or, in severe cases, permanent dismissal from MLSH programs. Decisions will be made at the discretion of MLSH staff and the Board of Directors.

Acknowledgment:

By registering yourself or a participant for MLSH programs, you acknowledge that you have read and understand the Parent Code of Conduct. MLSH reserves the right to update this code periodically, and any changes will be communicated to parents.

Contact Information:

If you have any questions or concerns regarding this code of conduct, please contact the Miracle League of the South Hills staff or Board of Directors.



Miracle League of the South Hills Participant Code of Conduct

Purpose:

The Miracle League of the South Hills (MLSH) is committed to fostering an environment of acceptance, teamwork, and enjoyment for all participants. This Participant Code of Conduct outlines expectations for behavior, promoting a positive and inclusive experience on and off the field.

Expectations:

Respect:

- Treat teammates, coaches, volunteers, and other participants with respect, kindness, and understanding, creating an atmosphere of acceptance for everyone.
- Embrace diversity and appreciate the unique qualities of each individual, fostering connections within the MLSH community.

Positive Attitude:

- Maintain a positive and enthusiastic attitude during games, practices, and events, contributing to the uplifting spirit of the Miracle League.
- Be selfless, putting the needs of the team and fellow participants above personal interests.

Good Character:

- Uphold good character by demonstrating honesty, integrity, and responsibility both on and off the field.
- Act as a positive role model for other participants, embodying the values of MLSH in your words and actions.

Enthusiasm:

- Show enthusiasm for the game and the MLSH community, encouraging a sense of joy and excitement among teammates and spectators.
- Celebrate achievements with genuine enthusiasm, recognizing the efforts of yourself and others.

Sportsmanship:

- Demonstrate good sportsmanship by displaying fairness, respect for opponents, and adherence to rules, reflecting the values of baseball as the root of our mission.
- Celebrate the successes of teammates and opponents alike, creating an inclusive and supportive sports environment.

Team Unity:

- Recognize that every teammate is important to the success of the team, valuing the contributions of each individual.
- Embrace the differences in skill levels, celebrating the unique abilities and efforts of all participants.

Safety First:

- Prioritize your safety and the safety of others by following all safety guidelines and instructions provided by MLSH staff during activities and events.
- Alert coaches or staff to any concerns related to safety, ensuring a secure and enjoyable experience for all participants.

Inclusivity:

- Encourage inclusivity by making an effort to include all participants in activities, fostering connections and friendships both on and off the field.
- Be selfless in your interactions, considering the well-being and happiness of your teammates.

Follow MLSH Policies:

- Familiarize yourself with and adhere to all MLSH policies, including those related to behavior, social media, and safety, contributing to the success of our programs.
- Participate in activities and events in accordance with MLSH rules and guidelines, respecting the values and principles of our organization.

Communication:

- Communicate openly and respectfully with coaches, volunteers, and fellow participants, promoting positive interactions and teamwork.
- Share any concerns or issues through appropriate channels, such as designated staff members, to ensure a supportive and enjoyable experience for everyone.

Privacy and Confidentiality:

- Respect the privacy and confidentiality of all participants, refraining from sharing sensitive information without proper consent.
- Avoid engaging in gossip or harmful discussions about teammates or their families, contributing to a trusting and respectful MLSH community.

Consequences of Violation:

Violations of this Participant Code of Conduct may result in disciplinary actions, including verbal warnings, suspension from MLSH activities, or, in severe cases, permanent dismissal from MLSH programs. Decisions will be made at the discretion of MLSH staff and the Board of Directors.

Acknowledgment:

By participating in MLSH programs, you acknowledge that you have read and understand the Participant Code of Conduct. MLSH reserves the right to update this code periodically, and any changes will be communicated to participants.

Contact Information:

If you have any questions or concerns regarding this code of conduct, please contact the Miracle League of the South Hills staff or Board of Directors.



Miracle League of the South Hills Volunteer Code of Conduct

Purpose:

The Miracle League of the South Hills (MLSH) values the contributions of volunteers who support our mission. This Volunteer Code of Conduct outlines expectations for behavior, fostering a positive and inclusive environment for participants and fellow volunteers.

Expectations:

Commitment to Mission:

- Align your actions and interactions with the mission of MLSH, creating an environment of acceptance and inclusion for individuals with disabilities and their families.
- Demonstrate a genuine commitment to promoting meaningful relationships on and off the field.

Respect:

- Treat participants, fellow volunteers, MLSH staff, and other stakeholders with respect, kindness, and empathy, contributing to a welcoming atmosphere.
- Embrace diversity and appreciate the unique qualities of each participant, fostering connections within the MLSH community.

Positive Attitude:

- Maintain a positive and enthusiastic attitude during volunteer activities, serving as a source of inspiration and support for participants.
- Be selfless in your service, prioritizing the needs of participants and contributing to the overall success of MLSH programs.

Good Character:

- Uphold good character by demonstrating honesty, integrity, and responsibility in all interactions, serving as a positive role model for participants.
- Actively promote the values of MLSH and contribute to a culture of trust and camaraderie.

Enthusiasm:

- Show enthusiasm for the mission of MLSH and the joy of the Miracle League experience, encouraging a sense of excitement and fulfillment for participants.
- Celebrate achievements and milestones with genuine enthusiasm, recognizing the efforts of all involved.

Sportsmanship:

- Demonstrate good sportsmanship by displaying fairness, respect for participants, and adherence to rules during activities.
- Celebrate the successes of participants and fellow volunteers alike, fostering a positive and inclusive sports environment.

Team Unity:

- Recognize and value the contributions of every volunteer, understanding that teamwork is essential to the success of MLSH programs.
- Embrace the differences in skill levels among volunteers, creating an environment where everyone's unique abilities are celebrated.

Safety First:

- Prioritize the safety and well-being of participants by following all safety guidelines and instructions provided by MLSH staff.
- Report any safety concerns promptly to MLSH staff, contributing to a secure and enjoyable experience for all involved.

Inclusivity:

- Actively promote inclusivity by making an effort to include all participants in activities, fostering connections, and friendships both on and off the field.
- Be selfless in your interactions, considering the well-being and happiness of participants above personal interests.

Follow MLSH Policies:

- Familiarize yourself with and adhere to all MLSH policies, including those related to behavior, social media, and safety, contributing to the success of our programs.
- Participate in activities and events in accordance with MLSH rules and guidelines, upholding the values and principles of our organization.

Communication:

- Communicate openly and respectfully with participants, fellow volunteers, and MLSH staff, promoting positive interactions and teamwork.
- Share any concerns or issues through appropriate channels, such as designated staff members, to ensure a supportive and enjoyable experience for everyone.

Privacy and Confidentiality:

- Respect the privacy and confidentiality of participants and fellow volunteers, refraining from sharing sensitive information without proper consent.
- Avoid engaging in gossip or harmful discussions, contributing to a trusting and respectful MLSH community.

Buddy System Specifics:

Volunteers participating in the Buddy System must adhere to the following additional guidelines:

- I am at least 12 years old.
- My primary responsibility during games is to keep my player safe.
- I will do my best to assist my player with all their needs during games.
- I promise to be a friend to my player on and off the field.
- I will display patience, caring, and understanding with my player.
- I am committed to my player and the Miracle League of the South Hills for the full 6-week season, including any rain makeup dates.
- I will be energetic and enthusiastic for each game, providing an unbelievable experience for my player and their team.
- I will be punctual to all games.
- I will be dressed appropriately in my Buddy tee shirt for each game.
- If circumstances prevent me from attending a game, I will let my coach and director know at least 24 hours in advance.
- I will display an attitude of service when at the Miracle League Field.
- I will comply with the morals and ethics of The Miracle League of the South Hills, helping to preserve the mission of the league.
- If I wear my Buddy tee shirt away from the field, I will represent the Miracle League of the South Hills with dignity and respect through my actions and behavior.

Consequences of Violation:

Violations of this Volunteer Code of Conduct may result in disciplinary actions, including verbal warnings, suspension from volunteer activities, or, in severe cases, termination of volunteer status. Decisions will be made at the discretion of MLSH staff and the Board of Directors.

Acknowledgment:

By volunteering with MLSH, you acknowledge that you have read and understand the Volunteer Code of Conduct. MLSH reserves the right to update this code periodically, and any changes will be communicated to volunteers.

Contact Information:

If you have any questions or concerns regarding this code of conduct, please contact the Miracle League of the South Hills staff or Board of Directors.



Miracle League of the South Hills Code of Ethics

Introduction:

Miracle League of the South Hills (MLSH) is dedicated to fostering a culture of integrity, responsibility, and respect. Our Code of Ethics outlines the principles and standards that guide the conduct of our staff, volunteers, participants, and all individuals associated with our organization. Adhering to this Code ensures that MLSH remains committed to its mission and values.

1. Mission and Values:

- All individuals associated with MLSH will uphold and promote the organization's mission and values. Our commitment is to create an inclusive environment for people with disabilities, foster authentic relationships, and promote acceptance.

2. Integrity:

- Act honestly and transparently in all interactions related to MLSH.
- Avoid conflicts of interest and promptly disclose any potential conflicts that may arise.
- Uphold the highest ethical standards and conduct.

3. Respect:

- Treat every individual with dignity and respect, regardless of their abilities, background, or position.
- Create an inclusive and welcoming environment for participants, volunteers, and staff.
- Foster a culture of open communication and active listening.

4. Responsibility:

- Fulfill roles and responsibilities with diligence, accountability, and a commitment to excellence.
- Safeguard the well-being of participants, prioritizing their safety and comfort.
- Follow and adhere to MLSH policies, procedures, and guidelines.

5. Fairness:

- Ensure fair and equal treatment of all participants, volunteers, and staff.
- Promote diversity and inclusion in all aspects of MLSH activities.

- Strive to eliminate discrimination and bias from our programs and interactions.

6. Confidentiality:

- Respect the privacy of individuals associated with MLSH.
- Safeguard sensitive information and refrain from disclosing confidential details without proper authorization.

7. Professional Conduct:

- Uphold professional conduct in all interactions, both within and outside MLSH.
- Avoid engaging in behaviors that may bring disrepute to MLSH or compromise its mission.

8. Compliance with Laws and Regulations:

- Adhere to all applicable laws, regulations, and industry standards.
- Report any suspected violations promptly to the appropriate authorities within MLSH.

9. Continuous Improvement:

- Strive for continuous personal and organizational improvement.
- Encourage constructive feedback and actively seek opportunities for growth and development.

10. Reporting Violations:

- Individuals associated with MLSH are encouraged to report any violations of this Code promptly and responsibly.
- Retaliation against those reporting violations in good faith is strictly prohibited.

Conclusion:

By embracing and embodying the principles outlined in this Code of Ethics, we contribute to a positive and enriching experience for all involved with Miracle League of the South Hills.