



BARS Committee Meeting  
05 February 2020

Attendance: Timothy Brown, Rolando “Juni” Mercado, Michael Wellbrock, Dennis Trammell, Salvatore Scrimenti, Joel Penvose, Alexander Yee, Dalton Richardson, Michael Mirpuri, Michael Stephan, Brent Roach, Thomas Milano, Joshua Levine

Committee: Nicholas Smith, Tomasz Najda, Aaron Esman

**1. Open Discussion from the Committee**

- a. Want something discussed at the meeting? Think there is a problem? Have a good idea and want to get more involved? Toss it in the mix for discussion!

**2. Updates from the Commissioner**

- a. Executive Board Vote: Josh requested \$199 for exploration of SportsPress template with 30-day trial and full refund ability. Approved unanimously.
  - i. Motioned by TB, Seconded by JM. Unanimously voted Yes, motion passes.
- b. Special Election: Treasurer

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**1. Sport discussions and sport proposals**

- a. Bowling
  - i. Proposed Spring Registration Dates/Season Information
    1. Season Dates: Sunday, April 19th- June 14th (Skipping 5/26 for Memorial Day)
    2. Women and Gender Minorities Registration: Tuesday, March 24th @10:00am-Thursday, March 26th at 10:00am
    3. Veteran Registration: Thursday, March 26th @ 10:00am- Friday, March 27th at 10:00am
    4. Open Registration: Friday, March 27th at 4:00pm
- b. Dodgeball
  - i. Proposed Spring Registration Dates/Season Information
    1. New Player Orientation: Monday, March 9th
    2. Season Dates: Monday, March 16th- May 18th
    3. Women and Gender Minority Registration: Tuesday, February 18th @ 10:00am -Thursday, February 21st at 10:00am
    4. Veteran Registration: Thursday, February 20th @ 10:00am until Friday, February 21st at 10:00am
    5. Open Registration: Friday, February 21st at 1:00pm
- c. Kickball
  - i. Proposed Spring Registration Dates/Season Information (Dates pending permits)
    1. New Player Orientation: Tuesday, April 7th, 2020
    2. Tuesday Season Dates: April 14th- June 2nd, 2020 (Rain Date: June 9th)
    3. Tuesday Women and Gender Minority Registration: March 10th @10am-March 12th @10am
    4. Tuesday Veteran Registration: Thursday, March 12th, 10am-1pm



5. Tuesday Open Registration: Thursday, March 12th @4pm
  - ii. Weekend Proposed Dates and Registration
    1. Saturday Season Dates: April 4th, 2020- May 30th, 2020 (Rain Date: June 6th)
    2. Women and Gender Minority Registration: Tuesday, March 17th @10am- Thursday, March 19th at 10am
    3. Saturday Veteran Registration: Thursday, March 19th @10am-1pm
    4. Saturday Open Registration: Thursday, March 19th @4pm
- 2. League-wide proposals**
- a. Player Participation Policies and Infraction Guidelines Draft (MW/DR)
    - i. A need to codify how to hold players accountable for certain behaviors in writing
    - ii. A lot was adopted from other sports leagues and adapted to our own
    - iii. Clarifications in certain points while remaining broad enough to allow discretion of directors
    - iv. Would be something needed to be agreed to upon registration
    - v. The appropriate punishment can fall on the correct level
    - vi. A need to keep track of verbal/written warnings
    - vii. A statute of limitations?
      1. Motioned by DR, seconded by MW. Yea 11, Nay 1, Abstain 1, motion passes.
  - b. Treasury - Proposal: Amendment to the Financial Policies
    8. b. iv. - No individual may both provide payment and approve such a transaction.
      - i. Motioned by MW, seconded by MM. - Unanimously voted yes, motion passes.
- 3. Philanthropy**
- a. AIDS walk
- 4. Treasury**
- a. 2019 Expense Reconciliation Complete
  - b. 1099 forms sending this week (officially late, should have been received by Jan 31)
  - c. Late Fees issued, but not necessarily due
- 5. Press/Marketing**
- 6. Social**
- 7. Miscellaneous**



## Draft of Player Participation Guidelines and Infraction Policies

*Big Apple Recreational Sports is New York City's non-profit, community-minded co-ed sports league for lesbian, gay, bisexual, transgender, queer and LGBTQI-friendly New Yorkers who want to play competitive sports in an athletic environment free of harassment, discrimination and drama. Our leagues are committed to creating an inclusive environment for all participants.*

*The following applies to all participants in all Big Apple Recreational Sports sponsored events.*

*The goal of Big Apple Recreational Sports is to provide a fun, social atmosphere for its players. In order to promote this atmosphere, unsportsmanlike conduct will not be tolerated.*

In the spirit of vision and goal, league participants should avoid the following actions:

- Express derogatory, discriminatory or unwelcome comments based on or in reference to race, sex, religion, national origin, disability, age, sexual orientation, or gender identity.
- Engage in any physical, verbal or sexual harassment. Sexual harassment is unwanted, unacceptable, inappropriate or offensive behavior of a sexual nature that affects the dignity of another player and creates an intimidating, hostile, unstable or offensive play environment.
- Verbally harass, threaten, or physically (push, shove, hit) lay hands upon a referee, participant or spectator.
- Refuse to abide by a referee's decision.
- Demonstrate objectionable behavior or visible, outward dissent at a referee's decision by throwing equipment, punching walls or any other forceful (physical or verbal) reaction.
- Intentional disruption to gameplay or game equipment
- Prolonged, combative arguing or dissent with a referee, in any manner, well after the decision reached by referees during an active game/match (exception is made for team captains).
- Verbally or physically abuse any referee for any decision or judgment.
- Discuss publicly in a derogatory manner any play, decision, or personal opinion of other participants.
- Possess or consume alcohol on the premises, where alcohol is prohibited.
- Play under another individual's name, falsified name, or falsified address.
- Encouraging team members not to show up or return to the sport in question
- Public urination on field space being used by Big Apple Recreational Sports
- Falsifying game outcomes such as scores or rosters



Any behavior demonstrated by a player that is deemed in violation of the aforementioned guidelines and/or is violent, harassing, and/or inappropriate in any way, as witnessed by Big Apple Rec Sports Board members, referees, or league leadership is subject to the levels of warning detailed below, from the Director/Operations Manager of the sport(s) in question, after consultation with the greater General Board for BARS.

**Verbal Warning:** A documented warning given to a player/community member that demonstrates inappropriate behavior. All verbal warnings will be communicated directly and clearly to the player or community member and delivered by the Director/Operations Managers of the sport in question.

**Written Warning:** Written warnings are documented offenses against a player or community member that may have escalated past a verbal warning. Written warnings should be delivered to a player or community member via email following the event from the sport director/board member who received information regarding the alleged violation. Written warnings should include an improvement plan for the individual in question.

**Suspension (Short Term):** Pending the severity of the infraction, players may receive up to, but not limited to a one-week suspension from the sport or all sports they are participating in. A short-term suspension may only be issued by the director of a Big Apple affiliated sport, in consultation with the Director of Operations/Executive Board of BARS.

**Suspension (Long Term):** Pending the severity of the infraction, players may receive a season suspension from the sport or all sports they are participating in. A long-term suspension may only be issued by the director of a Big Apple affiliated sport, in consultation with the entire General Board for BARS.

**Expulsion:** If, following a long-term suspension, there are still demonstrations of inappropriate behavior, the General Board for Big Apple Recreational Sports may vote to expel the player/community member from the league permanently. Expulsion from the league must be formally voted on by the general board for Big Apple Recreational Sports.

Depending on the nature of the violation in question, an individual who has allegedly violated the participation policies or mission statement of Big Apple Recreational Sports may automatically rise to a higher-level violation/consequence. For example, a player who physically assaults another player may be immediately expelled from the league, whereas a player who violates the sportsmanship policy may only simply receive a verbal or written warning for their behavior. More serious infractions will be reviewed by



the Big Apple Recreational Sports Executive Board/General Board, who will decide in their best judgement what type of warning or action is constituted.

If a player is subject to suspension or expulsion from the league due to violations of these policies, they are not eligible to receive a refund for the season of the sport(s) that they have received a suspension/expulsion from.

Infractions can carry over from season to season and can also cross over to all sports under Big Apple Rec Sports.

Players or community members who wish to contest a warning/suspension/expulsion may do so in writing. All appeals should be communicated to the Director of Operations, who will share the appeal to the General Board of BARS.

In reading this document, I understand and sign that I will be held to these participation policies and expectations if my behavior is directly in conflict with the mission statement of Big Apple Recreational Sports.

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