



Oregon School Activities Association

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TO: Athletic Directors and Baseball/Softball Coaches, Commissioners, and Umpires

FROM: Kris Welch, Assistant Executive Director (Baseball)
Missy Smith, Assistant Executive Director (Softball)

SUBJECT: Procedures to Address Discriminatory Behaviors During a Baseball/Softball Contest

Thank you for all your work with students to make this a successful high school season for students. The OSAA continues to work with schools to address unsportsmanlike conduct and discriminatory harassing behaviors during interscholastic activities. Our efforts are to foster a safe and positive environment for everyone by following established protocols if you hear or have something reported to you. We believe that with common steps to follow, including interrupting the behaviors occurring, we can more effectively stop acts of discrimination during high school baseball/softball games.

We want to remind you of behavior expectations of participants during a game, as well as expected steps to take if an incident of discriminatory harassment occurs.

Additionally, we communicated with schools earlier today about focusing our efforts to foster a safe and positive environment for everyone by following established protocols if you hear or have something reported to you. It takes everybody attending an event working collaboratively to make it the best environment possible. This includes a commitment to interrupt discriminatory acts when they occur and take action to eradicate such behaviors.

Toward that end, we have created a new required form to report such incidents and have updated our response protocols for officials to follow when an incident occurs.

- **Discriminatory or Harassing Behavior Incident Report (REQUIRED)**

This new form must be filled out by an official following a contest for each time a discriminatory incident was reported, and the contest was interrupted. When submitted, the form comes directly to the OSAA and your commissioner. OSAA staff will take it from there. Having data regarding how often these incidents are reported will help us better address these behaviors.

- **Discriminatory or Harassing Behavior Immediate Incident Response Protocols (REQUIRED)**

If a discriminatory incident is witnessed or reported to an umpire, coach, or event management, it is important to take action to interrupt the contest. For any additional incidents, these protocols must be repeated. Here are the required steps:

When relaying reports of discriminatory language, use a substitution, never repeat/write the actual slur. Describe it so that people will understand (example: "n-word" or "a homophobic slur starting with F").

- When discriminatory or harassing behavior is heard or seen by an umpire, the umpire must:
 - Stop the contest and relay what was heard or seen to other contest umpires.
 - In apply NFHS rule **Baseball 3-3 & Softball 3-6 BENCH and FIELD CONDUCT**, and appropriate penalties, which may include ejections from the contest. (Discriminatory and or Harassing language is an automatic ejection if the player is heard and identified by the umpires).
 - Send the teams to their dugouts and bring coaches together to relay what was heard or seen.
 - Return coaches to their dugouts to immediately address their teams on behavior expectations prior to resuming the contest.

- Alert event management of what has occurred so event staff can communicate directly with on-site administrators of participating schools.
- Remain vigilant throughout the rest of the contest and address any further discriminatory or harassing incidents. This applies to officials, event managers, and on-site administrators.

- When discriminatory or harassing behavior is reported to an umpire by a participating student, coach, or event management, the umpire must:
 - Stop the contest and relay what was reported to other contest umpires.
 - Send the teams to their dugouts and bring coaches together to relay what was reported.
 - Share any identifying information that was reported to the umpire (i.e., name, number, position, etc.) with the coaches.
 - Return coaches to their dugouts to immediately address their teams on behavior expectations prior to resuming the contest.
 - Alert event management of what was reported so event staff can communicate directly with on-site administrators of participating schools.
 - Remain vigilant throughout the rest of the contest and address any further reports of discriminatory or harassing behaviors. This applies to officials, event managers, and on-site administrators.

- When discriminatory or harassing behavior is reported to event management by an umpire, participating student, coach or spectator, event management must:
 - Contact on-site administrators to alert them of the reported behaviors.
 - On-site administrators must increase their presence in each school's spectator sections.
 - Announcements should be made to spectators reminding them of behavior expectations.
 - If reported by umpires, event management and umpires must remain in communication throughout the remainder of the contest regarding reported behaviors.
 - Event management and on-site administrators must remain vigilant throughout the remainder of the contest and during post-contest egress.

Remember that umpires should not directly engage with spectators who are exhibiting unsporting behavior. School administration is responsible for dealing with unruly spectators.

Please contact me with any questions.

Thank you for your continued work to keep Oregon high school activities a positive environment for all. Have a great season!