



EAGAN PARKS AND RECREATION Adult Softball League Rules

MANAGERS' DUTIES

1. Read everything. Ask questions if something is unclear.
2. Make sure Eagan Parks & Recreation has your correct contact information.
3. Know the eligibility requirements and consequences for use of an ineligible player.
4. Know the playing rules and inform members of your team. This will help the game run smoothly and help your team concentrate on playing.
5. Meet the official/umpire before the game starts. If you have any questions, ask them. Inform your players of the ground rules. The person representing your team at the pre-game meeting will be the "designated manager" for the game.
6. The "designated manager" must handle any dispute. Do not let one of your players face ejection by arguing over a call.
7. You are responsible for taking charge of your team's and your spectator's conduct. Abusive language, improper drinking, litter and other irresponsible acts will not be tolerated.
8. Any schedule information, changes or other league information will be sent to you and updated on the [online registration portal](#). It is your responsibility to pass this information on to your players.

SPORTSMANSHIP

1. Managers are responsible for the conduct of their players and conduct of their spectators.
2. Unsportsmanlike behavior will not be tolerated by managers, players and/or spectators. Respect yourself and others.
3. Casual profanity is prohibited. The official/umpire may choose to eject someone without warning depending on the situation.
4. Spectators are not allowed on the field/court/rink during the game. Failure to comply will result in halting the game until the spectator has left the facility.
5. Teams who repeatedly display unsportsmanlike conduct will be suspended from the league and forfeit their league fees.
6. The official may eject managers, players, and/or spectators who harass officials or other players, before, during or after games.
7. If someone is ejected from a game, the individual is required to give the official their name. Refusal by a manager, player and/or spectator to give proper names of other individuals or refusal by himself/herself, will result in an immediate suspension, in addition the game in play becomes an immediate forfeit.
8. Please see the sportsmanship policy located in the appendix regarding the appeals process.

CASUAL PROFANITY RULE

Casual Profanity pertains to expletives and verbal unsportsmanlike language that most likely involves a player uttering them out of frustration. This type of behavior is penalized by "outs" being declared against the offending team. The Casual Profanity-Verbal Unsportsmanlike Rule provides a lesser penalty for the gray area between accepted conduct and those situations where the offender must be ejected. This rule is to discourage the ball players from saying things others might feel are offensive.

1. If the team is at bat and unsportsmanlike words are used, the next batter will be declared out.
2. If the act is committed by a player remaining at bat, he/she will be called out.
3. If the defensive team commits the act, the first person to bat in the next inning will be declared out.
4. The outs will be treated as a delayed dead ball situation.
5. If the violation occurs in the bottom of the last inning where the fielding team may not bat again, apply the ejection rule. If a team has an eligible substitute, they can continue the game.
6. A game may be ended by a casual profanity out!

ALCOHOL AND SMOKING

1. The consumption of alcoholic beverages on the field or bench area is strictly forbidden.
2. Smoking is forbidden on the field or bench area.
3. If a player is impaired he/she can be asked to leave the game by the umpire or league director for the safety of the player(s) and other participants.
4. Umpires have the authority to eject any player who is drinking alcoholic beverages in unauthorized areas.
5. Umpires have the authority to remove any player smoking in unauthorized areas.

PARK REGULATIONS

1. All Eagan parks close at 11 p.m.
2. Glass bottles are NOT allowed in any Eagan park. Players and fans that have glass bottles in their possession will be asked to take all full and empty bottles to their vehicles.
3. No liquor, kegs, beer balls or case lots (24 cans) are allowed on any park property, by ordinance, without written permission from the City Council or Director of Parks & Recreation.
4. Please use trash containers to keep the parks clean.
5. Please keep tailgating to the parking lot areas by the pond when at Northview Athletic and try to be considerate to neighbors. Absolutely no tailgating on any roads in or around the parks.
6. Players are asked not bring their pet unless a non-playing person is actively supervising. If pets are found unattended or tied to the fence, animal control will be contacted.

Players and fans that break any of these park regulations will be given a warning. After the first warning of the season, teams again in violation will be subject to additional penalties, which could include game forfeiture or expulsion from the league.

SAFETY

1. Everyone at the park must be aware of the hazards associated with the game of softball. Errant throws and foul balls can endanger those in and around the ball fields.
2. Warning tracks are *not* utilized. Players must use extreme caution when approaching fences. Other players should be communicating how far from the fence a teammate is as they approach the fence. This applies to outfield and infield fencing as well as the dugout area.
3. Jack Corbett Hollywood style bases are used requiring base running skills to accommodate a *stationary* base.
4. A double first base is used for league play. See The Playing Rules "The Game".
5. A player who is bleeding or has an open wound shall be prohibited from participation until the bleeding is stopped and the wound is covered. If treatment can be administered in a reasonable amount of time, the individual will not have to leave the game. If excessive time is involved, the re-entry rule would apply. All teams are encouraged to have a First Aid Kit with them during each game.
6. Only Players, Managers or Coaches listed on the team roster will be allowed in the team bench area or on the field of play. Absolutely no children are allowed in the team bench area or on the field of play. No exceptions!

ELIGIBILITY

1. All participants must be at least 18 years old as of August 1 of this year.
2. Players may only play on one team per division (Men's, Women's or Co-Rec) per evening.
3. Pregnant women are discouraged from playing.

ROSTERS

1. The maximum number of players that may be on the roster is 20.
2. Roster changes may be made through August 27, 2023

INCLEMENT WEATHER

Players and fans should understand that weather conditions can change dramatically in a short period of time. A team is never "required" to play a game even if the weather line or the umpire has not cancelled the game. If there is a safety concern, players, managers and fans should always choose safety ahead of choosing to stay at the fields. The determination on make-ups, forfeits, etc. can be made at a future time.

1. Call the Sports Hotline at (651) 675-5566 press 1 or check the Game Status page on www.cityofeagan.com/gamestatus after 4:00 p.m. to verify whether games are on as scheduled.
2. Should weather conditions change, a decision will be made on site and the hotline will be updated as soon as possible.
3. Teams should report to the fields if the hotline or game status has not cancelled games.

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- If the game cannot begin within 15 minutes of its stated game time, the game is postponed, and all succeeding games may be postponed as well.
- If the storm warning sirens sound at 6:00 p.m. or later in Eagan, all games for the evening are postponed immediately. (5:30pm for Sunday games.)
 - Scores of official games will stand.
 - Discontinued games may be made up from the exact point of interruption if time and field space allow.
- One to two dates are available for make-up games. If more dates are needed, alternate evenings will be used to accommodate games based on the availability of field space and weather conditions. Teams should be prepared to play rescheduled games on any available night.
 - Games will be rescheduled within 2 to 3 business days after the cancellation.
 - Notification will be emailed to managers and the revised schedule will be posted online.
- Under no circumstances will a game be rescheduled due to a team or team's request.
- If games are cancelled due to poor weather conditions and no make-up dates are available, a pro-rated refund will be issued to affected teams should the final number of games be less than the advertised range.

LATE ARRIVAL AND FORFEITS

- A team must have a minimum of eight players to start and finish a game; no team shall start short.
- A team not ready to play at game time will forfeit the game.
- Out of respect for the opposing team, please notify the League Director if you need to forfeit a game within a reasonable amount of time. The opposing team will then be notified.
- Any team forfeiting two or more games will lose their returning team status for next season.

BLOOD RULE

- A player who is bleeding or has an open wound shall be prohibited from participation until the bleeding is stopped and the wound is covered. If treatment can be administered in a reasonable amount of time, the individual will not have to leave the game. If excessive time is involved, the re-entry rule would apply. All teams are encouraged to have a First Aid Kit with them during each game.

PLAYING RULES

All playing rules listed below will govern league play. If a situation is not listed below, it will default to the MN USSSA and then National rules.

The Playing Field

- The pitching distance is 50 feet.
- The bases are set at 70 feet.
- An outfield restraining line is used in Co-ed at 160 feet from the back corner of home plate. Outfielders must remain behind the line until the ball is hit. Penalty: no pitch. Teams in violation will be warned with the next incident resulting in game ejection(s).
- In Co-ed, no infielder (except the pitcher) shall be in front of the base paths until the ball is hit.
- Dugout Rule. There will be no more than two players outside of the dugout or on the field of play, referred to as the "on-deck" and "in-the-hole" players, at one time for offense and does not apply to the base coaches. While on defense, you may not have any player outside the dugout area.
 - It is the managers responsibility to ensure every player, coach, or manager practice social distancing when up to bat. Dugouts should only be used for a player in the whole while the remaining team members social distance themselves outside their designated dugouts. You will receive an explanation of this rule during the pre-game meeting and then you will get one additional warning.
 - After the first warning during the game, the manager or coach will be ejected from the field of play.

Equipment

- Official Bat. The performance standard for all bats will be a Bat Performance Factor (BPF) of 1.20 or less.
 - In USSSA leagues in Minnesota, all bats must now have the USSSA Certification Mark from either 2014 or 2020 to be used in league play. Older grandfathered bats and bats from other associations are not allowed.



2014 USSSA
Certification Mark



2020 USSSA
Certification Mark

- When a bat does not meet the specifications as defined by the USSSA, has flat spots, pronounced dents or if in the umpire's judgment, the bat has been altered, the umpire shall prohibit the use of the doubtful bat. Umpires also have the right to confiscate these bats immediately if they are used in a game. Use of altered bats will not be tolerated. If a player is found to have used an altered bat, he/she will immediately be suspended for at least one year.

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- c. For more information on bats, please refer to the USSSA Rule Book under Rule 2 Equipment, Section 2 The Official Bat.
2. Official Ball. Official softballs will be the Dudley Thunder Optic Yellow 12" .40 cor and 325 compression and Dudley Thunder Optic Yellow 11" .44 cor and 400 compression softball.
 - a. The league provides one new and one good, used back-up ball for each game.
 - c. Co-Rec games will use a new and back-up 11" and 12" softball. To speed up play, the third base coach will hold the opposite softball to alternate with the pitcher.
3. Bases. Jack Corbett Hollywood style bases are used requiring base running skills to accommodate a stationary base.
4. Shoes. Metal spikes are illegal.
5. Uniforms. Teams are requested to have matching colored shirts. Teams advancing to USSSA region or state tournaments must have similar colored shirts.
6. Bat rings or "donuts" are not allowed.
7. All other equipment not sanctioned by the United States Specialty Sports Association (USSSA) is not allowed.
8. Home team of the last game of the evening on a field pulls the bases, puts in the base anchor plugs (located in one of the bench areas) and bring the bases to the storage building.

The Game

1. Home team is listed first on the schedule. Tournaments will use a coin flip to determine home team.
2. The designated manager is the person meeting with the umpire prior to the start of the game. Any discussions with the umpire should only involve the designated manager.
3. An official game shall consist of seven innings and shall follow a 60-minute time limit, unless otherwise listed below.
 - a. No new inning shall begin after 55 minutes.
 - b. An official game is after 4 innings are completed or 3 ½ if the home team is in the lead.
 - c. If the minimum innings have not been played, the game may continue past the time limit in order to make an official game.
 - d. If the game is not official when it is stopped due to weather or darkness, the game will be resumed at a later date from the point it was suspended.
 - e. Games can end in a tie. Extra innings will be played only if there is still time left on the clock in the allotted 55 minutes of play.
 - f. If a team has a run lead of 15 runs after 5 innings of play (4.5 if the home team has the lead), the game will continue until the 55 minutes has been reached. At the 55-minute point, the game will end regardless of the game situation. If the home team is batting at the time the 55-minute mark is reached, the score of that inning will revert back to the last complete inning played. What we are doing is basically removing the "choice" that was in the rules previously; making it an expectation that the game will continue. The losing team can always surrender once the run rule applies if they so choose.
4. The flip-flop rule will not be utilized in league play.
5. Homerun Rule:
 - a. All men's leagues will have a homerun limit of 3. Section d applies.
 - b. Co-Rec leagues do not allow homeruns. Section d does not apply.
 - c. Any other ball hit over the fence between the foul lines, except when touched by a fielder, after the limit is reached shall be declared an out.
 - d. 1-Up Homerun Rule: For leagues that are allowed homeruns, once a team reaches the homerun limit, any ball hit over the fence after that is an out unless their opponent is even with them or only 1 up in homeruns hit for that game. Essentially once you are at the limit, you can't have more than 1 homerun than your opponent that counts. The Home team can go 1-Up in innings 1 through 6.
6. Start times may be as early as 6:00 p.m. (5:30pm Sundays) and as late as 9:00 p.m.
7. No protests are allowed. Umpires' decision is final.

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The Players and Substitutes

1. A team must have at least 8 players to start and continue a game. The 9th and 10th player may be added to those positions any time before the end of a game and be placed at the bottom of the batting order. Teams who start with 9 or more players may drop down to a minimum of 8 players; however, when it is time for each pulled player to bat, it is an appealed out.
 - a. Co-Rec teams must field an equal number of men and women, or in the case of odd numbers, more women.
 - b. In Co-Rec, the 9th and 10th player may be added at any time as long as the number of men doesn't exceed the number of women. If a team begins with ten players but must drop to nine (Co-Rec must drop to eight if the player dropping out is female) that player's spot in the batting order will be an appealed out.
2. Players removed from the line-up shall re-enter the game only when their team is in the field. They shall return to their original position in the batting order.
3. Starters may re-enter once.
4. If no Co-Rec league operates during a season females can participate on a men's team knowing that there are no alterations to the men's league rules, which includes the use of a 12" ball.

Pitching

All leagues will be offering an alternative pitching option. Legal positions of the pitcher's feet include:

1. The pitcher may pitch from the pitching plate or from the pitching area, an area the width of the plate and up to six (6) feet behind the pitcher's plate.
2. Preliminary to pitching, the pitcher shall take a position with his/her pivot foot firmly on the ground and in contact with the pitching plate or pitching area. The pivot foot must be in contact with the pitcher's plate or pitching area when the pitched ball is released.
3. The other foot (free foot) has no restriction on position and may be placed on, in front of, to the rear of, or to the side of the pitcher's plate or pitching area. After taking the initial position, the pitcher may take more than one step with the free foot, in any direction of his/her choice, provided that it is taken prior to, simultaneously with or during the actions of delivering the pitched ball.
4. After the release of the pitch, there are no restrictions on pitcher's subsequent movements or the fielding positions he/she may assume as a defensive player.

Note: The 3 – 10 foot arc still applies for any pitch delivered behind the official rubber. For more information on pitching, please refer to the USSSA Rule Book under Rule 6, Pitching Rule.

Batting

1. Each manager is required to report a batting line-up at the beginning of the game to the umpire:
 - a. The batting line-up may be a specific number of 8, 9, 10, 11 or 12. If a player has to leave the game, his/her position in the line-up is an appealed out unless a substitute is available to fill the vacated spot.
 - b. The batting order can be reported as "everyone". In this instance, every official player must bat. If a player has to leave the line-up, the line-up will collapse and no out occurs.
 - c. Co-ed teams may bat an odd-numbered line-up but must have more women than men.
 - d. There is no automatic forfeiture unless a team drops from eight to seven players. Any of (and only) the players listed in the batting line-up may play the ten defensive positions.
2. All co-ed leagues can use a floating men's line-up within a women's line-up (Snake Line-up). Example: If a team has 7 men and 5 women show up for a game, the team will bat a reported "everyone" using "10" batting positions. The 7 men will then rotate equally thru the 5 men's batting positions. All 12 players are eligible to play the 10 defensive positions, but it must still be 5 men and 5 women in the field.
3. If a player is ejected, that spot in the batting order is an automatic out.
4. A three-ball, two-strike count with a courtesy foul will be used in Women's and Co-Rec leagues. All Men's leagues will use a three-ball, two-strike count with no courtesy foul.

Baserunning

1. A double first base is used for league play. Any batted ball hitting the white portion is fair and any batted ball hitting the orange portion is foul. On the initial throw to first base the batter-runner must touch the orange portion of the base. The defensive player must touch the white portion of the base. This is in effect only on the initial play at first base and does not include:
 - a. Returning to the base after over running.
 - b. Running on a base hit to the outfield (runner may touch white or orange portion).
 - c. Re-tag to advance on a fly ball. If the batter-base runner is called safe for the initial play at first base but missed the orange base, the defensive team can appeal. To appeal, the defensive team must alert the umpire that they are appealing the runner at first and either legally tag the runner before the runner returns to first base or legally hold the ball on first base before the runner returns to first. The defensive team may also

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appeal after the umpire signals "Play Ball," but before the first pitch is thrown to the next batter. The pitcher must make a verbal appeal announcing which runner and which base they are appealing.

2. A limit of two (2) players will be allowed to use a courtesy runner for the duration of the game. If a manager has requested two players to have courtesy runners then a third player is not able to receive a courtesy runner.
 - a. Said runner must be the last player who made an out.
 - b. Co-ed is allowed two male and two female players. Runner shall be the last same sex out.
3. In Co-ed, if a man is walked, the next batter has the option to bat or walk. The man is awarded second base whether the woman chooses to walk or bat.
4. After a player hits a homerun over the fence, they can choose to run the bases or simply return to the dugout (hit-n-sit).
 - a. Any player(s) on base when a homerun is hit may choose to run the bases or simply return to the dugout.
5. Sliding is allowed in all leagues but is never required under any circumstance. There is always danger of injury to any player who slides into a base.

Umpires

The umpires are contracted through BASER PL Umpire Association. They are authorized and required to enforce the rules that govern league play. Umpires have the authority and should use it with discretion to direct managers, coaches, players and fans to do or not do any act within their judgment to manage the game and enforce the rules of play.

1. If there is a no show or late umpire, please notify another umpire immediately and a supervisor will be contacted to find a substitute. Both managers should then agree to one of the following:
 - a. Play the game with a substitute umpire agreed upon by both teams. The game result would stand. No rule protests will be allowed. Ask another umpire for a scorecard. Report scores to the League Director the next business day. Report name and address of substitute umpire for payment.
 - b. Play the game self-officiated. A player from the batting team will act as home plate umpire, while the 1st and 3rd base coaches will act as base umpires. Plays at 2nd base should be called by the 3rd base coach. No rule protests will be allowed. Ask another umpire for a scorecard. Report scores to the League Director the next business day.

Start the game immediately following your decision to keep games on schedule. Once an umpire arrives, they will take over from the substitute or self-officiated game.

2. If there is a no show or late umpire, it does not matter if one or both teams do not have enough players to start the game. Only the umpire assigned or substitute for that game can call a forfeit due to a team not having enough players.
3. Umpires are required to obtain team and player names involved in any incident. Refusal by a manager or player to give proper names of other players or refusal by a player to give information regarding himself/herself, will result in an immediate suspension plus the game becomes an immediate forfeit.

Scoring

Home team is responsible for keeping the official scorebook. This is important when protests occur, when games are halted for weather, when score disputes arise or when batting line-ups are questioned. Visiting teams are advised to keep a scorebook as well.

ONE-PITCH LEAGUE RULES

1. The game is scheduled to go 9 innings or 60 minutes, whichever comes first. No new inning shall begin after 55 minutes.
2. 15 run rule after 7 innings.
3. The offensive team will provide the pitcher.
4. The defensive team shall consist of 9 fielders, which includes the catcher. A team must have a minimum of 7 players to start and finish a game. The defense must consist of a catcher and three outfielders stationed beyond the restraining line.
5. The catcher must remain in the catcher's box until the ball is hit.
6. The defensive team still has the right to intentionally walk a batter.
7. The pitcher shall deliver one pitch to each batter. The possible outcomes will be ruled as follows:
 - a. Fair-batted ball – a live ball to be played by the defensive team.
 - b. Foul ball – a dead ball out.
 - c. Swinging miss – a strike out.
 - d. Pitch not swung at – a strike out.
8. The pitcher cannot touch or interfere with a live ball.
 - a. If a batted ball touches the pitcher, the batter shall be declared out and the ball is dead.

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- b. If a thrown ball touches the pitcher, the ball shall be declared dead and the runner closest to home (at the time of the interference) declared out. All other base runners remain at their respective bases (at the time of interference) unless forced to advance.

STANDINGS AND AWARDS

1. Final standings are based on:
 - a. Points earned. (Win = 2 points, Tie = 1 point, Loss = 0 points)
 - b. If tied, head-to-head record.
 - c. If tied, run differential from head-to-head games.
 - d. If tied, overall run differential.
2. The regular season league champion will receive t-shirts.
3. You can check standings by visiting [our online registration portal](#).

INSURANCE

1. Be aware that there are inherent risks to playing the game of softball. Injuries may occur due to collisions with other players, being struck by a ball or a bat, sliding into a base, running into a fence, etc. The City of Eagan does not provide insurance for the participants of our adult softball leagues. Each player as a result of participation in the leagues assumes all liability and risk of injury. It is strongly suggested that each player obtain medical and liability insurance prior to participating in the league. Team insurance policies are available through the USSSA. Information is available on the national website www.ussa.com.

LOST AND FOUND

1. Any item found at Northview should be turned into the Concession Stand. Individuals who have lost an item should inquire at the appropriate sites Concession Stand during league play. Claimants will be asked to describe the lost item in detail. The City of Eagan will not be responsible for lost or stolen items. This includes items that may have been turned in to the lost and found.

Eagan Parks & Recreation has the right to change or add rules for the betterment of all.

APPENDIX

SPORTSMANSHIP POLICY

Eagan Parks & Recreation is interested in ensuring that a high level of sportsmanship be maintained in the sports programs directed by the city. Eagan Parks & Recreation shall enforce a zero-tolerance policy with regards to negative conduct before, during or after league games. Therefore, the following policy for dealing with cases of unsportsmanlike conduct will be instituted:

1. Any player, coach, manager, or spectator ejected from any game for an unsportsmanlike act including but not limited to profanity, rowdy or disruptive behavior, mischief, tantrum behavior, verbal abuse will result in a:
 - a. Game suspension for the remainder of that game plus at least the next two games.
 - (1) A suspended person may or may not be allowed at any site where league games are in progress.
 - (2) Violating the suspension will result in forwarding the incident to state for further sanctions against the player and/or team.
 - b. The suspended player's name will be placed on probation for one year for all Eagan Parks & Recreation adult leagues.
 - c. Any player, coach, manager, or spectator ejected a second time during a 365-day period for unsportsmanlike conduct shall be prohibited from participating in all Eagan Parks & Recreation adult leagues for at least one calendar year.
2. Any unnecessary physical contact including but not limited to fighting, hitting, kicking another individual will result in a:
 - a. Game(s) suspension deemed appropriate by the League Director.
 - (1) A suspended person may not be present at any site where league games are in progress.
 - (2) Violating the suspension will result in forwarding the incident to state for further sanctions against the player and/or team.
 - b. Suspended indefinitely from all Eagan Parks & Recreation adult leagues, pending review of the incident by the Eagan Parks & Recreation for additional disciplinary action.
 - c. The suspended player's name will be placed on probation for one year after the suspension has been served for all Eagan Parks & Recreation adult leagues.
3. Any physical contact including but not limited to fighting, hitting, kicking an official will result in an immediate:
 - a. Minimum 12-month suspension from all Eagan Parks & Recreation adult leagues.
 - (1) A suspended person may not be present at any site where league games are in progress.
 - (2) Violating the suspension will result in forwarding the incident to state for further sanctions against the player and/or team.
 - b. The suspended player's name will be placed on probation for one year after the suspension has been served for all Eagan Parks & Recreation adult leagues.
 - c. The incident will also be reported to the state organizations or governing body for review.
4. Appeals Process:
 - a. An individual and/or the individual's team manager that has been ejected from a game has 24 hours from the time of the ejection to contact the League Director to share his/her information regarding the incident. Failure to call within the 24-hour time period will result in a forfeiture of ones right to appeal the League Director's final decision.
 - b. Should an individual/manager wish to appeal a ruling in Eagan, they must present a written appeal to the League Director(s) and \$60 cash within two working days of notification of the decision. The League Director(s) along with another Parks & Recreation Staff member will make the final decision. If your ejection is over-ruled, you will get your \$60 back.
 - c. This process applies to ejections due to both unsportsmanlike conduct and unnecessary physical contact.
5. An individual retains the right of a hearing when the action to be taken is expulsion from participation in the league:
 - a. The player will provide a written explanation of the situation that resulted in his/her ejection from the game.

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- b. An appeal letter along with \$60 cash must be received within 7 days of being notified of the expulsion to your League Director(s). Failure to do so will result in a forfeiture of one's right to appeal. If your ejection is over-ruled, you will get your \$60 back.
 - c. Invited to attend the hearing: the player, his/her manager, the League Director, the League Coordinator, the Official/Umpire Assigner for the community and another Parks & Recreation Staff Member.
6. Remember that leagues are available to help you enjoy your leisure time. Your "fun" should not be at the expense of others. Check your language and actions that might be offensive to others. Keep your socializing before and after games to a moderate level of noise and alcohol consumption. Keep traffic speed and parking appropriate for safety. Remember, we are neighbors to residents and need to respect their rights. Respect people and the facility!