



City of Phoenix

PARKS AND RECREATION DEPARTMENT

Building healthy communities through parks, programs, and partnerships



ADULT SOFTBALL RULES and LEAGUE INFORMATION

Rev. 08/21

phoenix.gov/parks/sports/softball

ADULT SOFTBALL LEAGUE RULES

The League Coordinator reserves the right to change, add or delete any City League Rule or regulation that in their best judgement will benefit the program. Team managers affected by the change will be notified. Rules not covered within this booklet will be found in the current ASA rule book. It is the team manager's responsibility to know and understand ASA and City League Rules, and to inform team members of rules and league requirements.

SAFETY

- Players should participate in league and tournament play that is compatible to their skills and abilities.
- For personal safety, players should not play if they have an injury.
- Players may not appear on the field of play, at any time, in an intoxicated condition or under the influence of any other type of drug which might affect the individual's safety or the safety of others.
- Players are responsible for their own insurance coverage.

The City of Phoenix does not carry insurance to cover players injured during practice, league, or tournament play. When all rules and regulations are strictly followed, the potential for injury still exists. Involvement in this activity is done at the participant's own risk.

TEAM ROSTER/ PLAYER ELIGIBILITY

Rosters are the private property of the City of Phoenix and the teams involved.

- Roster is limited to a maximum of:
 - 20 players (Men's or Women's leagues)
 - 24 players (CoRec leagues).
- A player may be on only one roster in the same league.
- Players must be 18 years old or older by the first scheduled league game.
- Roster forms are distributed to team representatives at the mandatory Team Packet Pick-up.
- **Rosters are due to the onsite league director prior to the start of the first game. A TEAM MAY NOT PLAY UNTIL THEIR ROSTER IS TURNED IN.**
- The roster form submitted to city staff is the Official Roster.
- Rosters are frozen by the 1st pitch of the 5th game.
- Player signatures are due prior to any player playing in the game. See the onsite league director for signature forms for any rostered players that need to get their signature on file after the rosters are frozen. Falsification of signatures will result in the team being suspended from league and tournament play.

BANNED AND SUSPENDED PLAYERS

Teams are responsible for ensuring that all of their rostered players are eligible to participate in City of Phoenix league play. Any team with a banned or suspended player in their lineup will FORFEIT the game, and additional TEAM penalties will be assessed under the Code of Conduct.

EQUIPMENT

The City of Phoenix, Parks and Recreation Department reserves the right to withhold or withdraw approval of any equipment which significantly changes the character of the game, affects the safety of participants or spectators, or renders a player's performance more a product of his/her equipment than individual skill.

UNIFORMS

Team uniforms are not required. Players' attire should be appropriate to the safe play of the game.

- **Shoes:** No metal spikes, hard plastic or polyurethane spikes similar to metal sole and heel plates are allowed.
- Offensive and Defensive players may wear protective equipment. See ASA Rule 3, Sec. 5, A-F.

NON-APPROVED AND ALTERED BATS

Only ASA approved bats may be used in league and tournament play. (ASA Rule 3, Sec.1). An ASA official bat's characteristic shall remain fixed at the time of the manufacture and may not be altered in any way.

- **Non-Approved Bats:** The ASA non-approved bat list distributed in the managers' packet will remain in effect for the entire season.
- **Altered Bats:** Approved bats shall be considered altered if they are rolled, shaved repainted, weighted or modified in any way to change their characteristics from that produced by the manufacturer.
- When a batter enters the batter's box with or is discovered using an **altered or non-approved** bat the batter shall be ejected from the game. ASA Rule 7, Section 6B-C. (Also see "Players Leaving the Lineup")
- If a player is found in violation of the altered/non-approved bat rule additional TEAM penalties will be assessed under the Code of Conduct.

The umpire may at their sole discretion, and without penalty to the batter/team remove any bat from play that in their judgement significantly changes the character of the game, affects the safety of participants, or renders a player's performance more a product of his/her equipment than individual skill. Once removed, the bat will be treated as an illegal bat and may not be used for the duration of that game.

SOFTBALLS

Game balls will be provided for each game. Male batters will utilize a 12" ball. Female batters will utilize an 11" ball.

- Game balls will be given to the home team at the conclusion of the game. In CoRec leagues, the same game balls will be utilized for two games, then will be given to the home team of the second game.
- HOME TEAM is responsible for providing the backup ball(s) for each game. ONLY softballs equivalent in COR and Compression to the game balls may be utilized.
- In order to facilitate game play, the offensive team is responsible for retrieving any ball hit out-of-play that cannot be quickly retrieved by the defensive players.

OFFICIAL GAME TIME

The umpire's time will be the official time for determining forfeits. It is the responsibility of the team manager to check with the umpire to confirm the official start time for their games. No new inning will begin after 55 minutes (or 50 minutes if the 5-minute grace period is used); the next inning starts as soon as the 3rd out is declared in the preceding inning. Innings that are in progress when time runs out will be played to their conclusion unless the home team is already ahead. Ties will stand in league play if game time runs out.

GRACE PERIOD

Every game will have a 5-minute grace period from the point at which the official declares the start of the game until the declaration of a forfeit.

- A team will only be granted the grace period if they are unable to field the minimum number of required players.
- The 5-minute grace period comes off of the 55 minutes of playing time.

FORFEITS

- Four forfeits may cause a team to be dropped from the league. League fees will not be refunded under these circumstances.
- Teams should contact their league coordinator if they anticipate forfeiting their game(s).

RAIN-OUT PROCEDURE

Managers are responsible for calling the designated league rain-out number to find out the status of their games. If conditions change during the evening, league directors will make an effort to contact the team managers with scheduled games to notify them of the cancellation.

SCORE KEEPING

- BOTH TEAMS are responsible for providing a designated, non-playing scorekeeper along with a score sheet that reflects the lineups for both teams and reflects runs and outs for each inning.
- HOME TEAM is designated as official scorekeeper. The VISITING TEAM will be declared official scorekeeper if the HOME TEAM is unable to meet the scorekeeping requirements when the VISITING TEAM is able to do so.
- The HOME TEAM is responsible for reporting the official final score to the onsite league director immediately following the conclusion of the game.
- The VISITING TEAM is responsible for checking the score at each 1/2 inning and bringing any discrepancies to the attention of the umpire.
- The score of a forfeited game will be recorded as 7-0.

WARM-UPS

- No batted infield warm-ups will be allowed.
- The pitcher may have 5 warm-up pitches before the 1st inning and 3 warm-up pitches between innings.
- No batting warm-ups are allowed against the backstop or any fencing.

LENGTH OF GAME

- A regulation game consists of 7 innings, with no new inning starting after 55 minutes (50 minutes if a 5-minute grace period is used). Regular season games that are tied at 7 innings may go into extra innings if there is time remaining. Tournament games can continue past the 55-minute limit/ 7 innings ONLY if needed to determine a winner.
- Umpires are the official timekeepers.
- A game is official after the top of the 4th inning is complete if the Home Team is ahead. If the Visiting Team is ahead the game is complete after completing the bottom of the 4th inning.
- If a game is not played or does not reach 4 innings/ top of the 4th or complete the bottom of the 4th inning (as noted above) due to undesirable playing conditions, it will be replayed only if it affects the final standings in relation to the awards package.

ACCELERATED PLAY

All batters begin each at-bat with a one (1) ball, one (1) strike count with one foul ball to waste after two (2) strikes.

NUMBER OF PLAYERS

Teams must have a minimum of eight players to start or continue a game. Teams may play up to ten players defensively.

- If at any time there are less than eight players, the game is a forfeit.
- Acceptable player combinations for CoRec teams include:
 - 4 Men & 4 Women
 - 4 Men & 5 Women
 - 4 Men & 6 Women
 - 5 Men & 5 Women
- When a team begins play with less than 10 players, additional team players may be added to the lineup at any time by calling time-out and informing the official. The players will be added to the bottom of the lineup. Only up to 10 players allowed.

7 inning RUN RULE

Each team will be allowed to score a maximum of 7 runs in each inning. Once a team scores 7 runs in an inning they will automatically switch sides and become the fielding team.

RUN RULE

ASA run rule is in effect for all league and tournament games: 20 after 3 innings/
15 after 4 innings/10 after 5 innings.

BORROWED PLAYERS **(Men's & CoRec Leagues)**

Teams may borrow rostered players from another team in the same league under the following stipulations:

1. The onsite League Director must be notified prior to utilizing the borrowed player(s) to verify they are eligible, rostered players.
2. A maximum of 2 players may be borrowed to bring the lineup up to a maximum of 10 players. However, the team may only borrow players to bring their lineup to an equal or lesser number than the team they are playing against.
3. The borrowed player(s) must bat in the last two places in the lineup.
 - EFFECT: Failure to bat borrowed players in the last two places in the lineup will result in an automatic out being called each time their names appear in the lineup. The opposing team must notify the umpire of the error. If the borrowed player has already completed their at-bat, the penalty will go into effect the next at-bat. The borrowed player may still play defense.
4. The borrowed player (s) must play catcher and right field on defense.
 - EFFECT: The opposing team must notify the umpire if the borrowed player(s) plays a defensive position other than catcher or right field. The umpire shall call time out and move the player(s) into the assigned position(s) and play will continue.
5. The opposing team MUST be notified which player(s) have been borrowed.
6. When the team's actual rostered player(s) arrive, the team must immediately substitute their rostered player(s) for the borrowed player(s).

ADDITIONAL PLAYERS

- Team Managers have the option to bat their entire roster.
 - To utilize this option the players must be present at game time and listed in the batting order.
 - Players that arrive after the start of the game may only enter the game under ASA substitution rules.
- A maximum of 10 players play the field defensively.
 - Players included in the batting order may alternate in and out of defensive positions.
 - CoRec teams may never have more men than women on the field defensively.

ALTERNATING BATTING LINEUP (CoRec)

CoRec teams will utilize the True Alternating method for their batting lineups. There is one lineup for the female batters and one lineup for the male batters. The batting order for each gender is required to stay the same. Male and female batters will alternate at-bats while following their respective lineups.

DEFENSIVE PLACEMENT (CoRec)

NO requirements for male/female combinations in defensive positioning.

WALK RULE (CoRec)

A walk to a male batter will result in a two-base award. The next batter (a female) shall bat. EXCEPTION: With two outs, the female batter has the option to walk or bat. (ASA rule 8, section 1, article C -4)

SLIDE RULE

There is NO mandatory sliding rule. Sliding is done at the player's own risk.

'RUNNER SAFETY' RULE

There is NO runner safety rule. ASA Rule 8, sec. 7-R is in effect. The runner is OUT if "the runner fails to keep contact with the base to which they are entitled until a pitched ball is batted, touches the ground or reaches home plate."

COURTESY RUNNER

Each team will be allowed to utilize a courtesy runner for one player (of each gender) for each inning.

- The courtesy runner will be a rostered non-player or the player who made the last out.
- If that player is on base, or if it is the 1st inning and no outs have been made, the courtesy runner will be determined by going backward in the batting lineup to the first available player (of the same gender.) If the courtesy runner is still on base when it is his/her turn to bat, that runner will go into bat and the replacement runner will be the last player (of the same gender) to have crossed the plate.
- If an illegal runner takes the base, the defensive team may protest that runner. If this protest is made prior to the next pitch the illegal courtesy runner will be declared out. If the defensive team fails to protest prior to the next pitch it is no longer a protestable situation and the runner shall be considered legal.

PITCHING PRELIMINARIES

ASA Rule 6, Section 1-B (Seniors) will be in effect: The pitcher may take a position from the front edge of the pitcher's plate to six feet behind the pitcher's plate, within the 24 inch width of the pitcher's plate, with both feet firmly on the ground.

CALLED STRIKE

Any legally pitched ball delivered with a perceptible arc at least 6 feet above the ground and not exceeding a maximum of 12 feet that is not struck and that lands on any part of the plate or strike mat will be ruled a strike.

HOME RUN RULE

For an over-the-fence home run or a four base award the batter and all runners on base are credited with a run and are not required to run the bases.

The One-up Rule is in effect for all leagues (ASA Rule 5, Sec. 8, B – a.) Once both teams have an over-the-fence home run, either team is allowed to hit an additional home run, to go one home run ahead of the opposing team. The opposing team may then hit one more home run to even it up, and then either team may hit another homerun to go "one-up" again. This can continue for the duration of the game. Any batted ball that goes over the fence on the fly in excess of the one-up limit will be declared a DEAD BALL and ruled an AUTOMATIC OUT.

ILLEGAL PLAYER PROTEST

Game clock will not be stopped for any roster check.

During League & Tournament Play: Teams may request a roster check of the opposing team's full lineup at any point in the game prior to the end of the 3rd inning. Teams will not be able to do a roster check after the 3rd inner. League Directors may do a roster check at any time they feel a player may not be on a team's roster.

All Illegal Player protests will be resolved at the time of the protest by the onsite League Director. Their decision is final.

The player(s) in question:

1. must be listed on the official roster, AND
2. must have their signature on the official roster/ official signature form, AND
3. must produce photo identification which also verifies their age at the time of the protest.

If the player is unable to meet **ALL** these requirements, the player is automatically ineligible to play.

- The illegal player will be disqualified and be counted as an **out each time their name comes up in the batting order.**
- The team will **NOT be allowed to substitute** another player for the illegal player.

PLAYERS LEAVING THE LINEUP

If a player is disqualified, they are prohibited from playing in the game in which the disqualification occurs. The player can remain in the team area or serve as a coach/manager.

- The game may continue if the team has 8 or more players remaining. CoRec teams must maintain acceptable male/female combinations.
- Following the disqualification, the team may either enter a substitute into the lineup for the disqualified player OR collapse the batting line up, skipping that player without further penalty unless they are disqualified as an Illegal Player.
 - EFFECT: An illegal player will be disqualified and be counted as an out each time their name comes up in the batting order. The team will not be allowed to substitute another player for the illegal player.
- If the disqualified player is a batter or base runner then they will be declared an out at the time they are disqualified.

If a player/participant is ejected they must leave the grounds (Park) for the remainder of the day/evening and have no contact with the umpires, staff or participants in the game. The ejected player will serve a two-game suspension, one counts for the game they have currently been ejected from and their next scheduled game.

- The game may continue if the team has 8 or more players remaining in their existing lineup. CoRec teams must maintain acceptable male/female combinations.
- The team **will not be allowed to substitute** another player into the lineup for the ejected player.
- If the ejected player is a batter or base runner then they will be declared an out at the time they are ejected.
- **Following the ejection, the ejected player will be counted as an out each time their name comes up in the batting order.** An inning or the game can end with an automatic out.

If a player is unable to continue playing the game due to injury or reasons other than disqualification or ejection:

- The game may continue as long as the team has 8 or more players remaining. CoRec teams must maintain acceptable male/female combinations.
- The team may either enter a substitute into the lineup for the injured/absent player OR collapse the batting line up, skipping that player without further penalty with the following EXCEPTIONS...
 - If the injured/absent player is the BATTER an out will be declared for that at-bat.
 - If the injured/absent player is the BASE RUNNER and no eligible substitute is available, an additional courtesy runner can be allowed for the INJURED base runner to complete that inning

PROTEST

To protest an umpire's call (rule interpretation only, not judgement calls), the team manager must inform the umpire prior to next pitch.

- A protest card must be completed and submitted with \$25.00 in the form of cash or money order by 5:00 pm the next working day after the game in question. This must be hand-carried to the Citywide Softball Office. A non-partisan protest committee will rule on the protest within one working week.
- If upheld, the protest fee will be returned. If the protest is not upheld, the \$25.00 will be forfeited.
- During tournament play all protests will be resolved at the point of infraction by the umpire and onsite league director. Their decision is final.

POST SEASON TOURNAMENT

Post season tournament brackets will be seeded based on the league standings as of the 6th week of play, which allows teams to receive the brackets at the site the week prior to tournament play.

- Teams will be paired to provide a balanced bracket (i.e. 1 vs. 5, 2 vs. 6)
- Home team will be the team with the highest seeded position.

TIES

Tied games count as ½ win and ½ loss in the league standings. If there is a tie in league standings, the following criteria, in the order listed, will be used to establish the final standings of the teams that are tied:

1. Who beat whom?
2. The run differential in league games between the teams who are tied.
3. The total run differential for the season for the teams who are tied.

CODE OF CONDUCT

As part of the City of Phoenix Adult Softball Program, we have established the City of Phoenix Softball Rules and Code of Conduct to ensure all individuals and teams participate in a safe and sportsmanlike manner. Providing a quality softball program requires the cooperation of all managers, players and spectators. Any demonstrations of misconduct will result in disciplinary action and can jeopardize your player's and/or team's eligibility to participate in any City of Phoenix sports program or utilize city facilities.

DEFINITIONS

- The term "individual" includes manager, player and spectator.
- The term "official" includes umpire, league director and City Staff.
- The manager and entire team are responsible for the conduct of its individuals.
- Misconduct will result in penalizing an individual or a team with respect to the City of Phoenix leagues, tournaments and facility access.

INFRACTIONS AND PENALTIES

CATEGORY I:

Minimum Penalty: Warning.

Maximum Penalty: Banned from City of Phoenix Sports Programs/Facilities.

NO INDIVIDUAL SHALL:

1. Demonstrate dissent by throwing gloves, bats, balls or any other forceful action.
2. Bring illegal, altered or non-approved equipment onto the field.
3. Discuss with an official, in any manner, the decision reached by an official (except the team manager.)
4. Use unnecessary rough tactics in the play of game.
5. Use abusive or intimidating language or gestures toward any official or individual on or off the playing field.
6. Use profane, obscene or vulgar language, in any manner, at any time, on or off the playing field.
7. Lay a hand upon, shove, or make unnecessary physical contact with an individual.
8. Make direct or implied threats, either verbally or physically, toward any individual or their property.
9. Appear on the field of play, at any time, in an intoxicated condition or under the influence of any other type of drug which might affect the individual's safety or the safety of others.
10. Consume or possess beer or alcoholic beverages in any City facility parking lot.
11. Leave behind excessive trash.
12. Demonstrate unsportsmanlike conduct.
13. Hit the ball up the middle with the intent to harass or harm an oppsing team member(s).
14. Bring in radio boxes or any other form of music to play while inside the complex.

CATEGORY II:

Minimum Penalty: Forfeit of game(s).

Maximum Penalty: Banned from City of Phoenix Sports Programs/Facilities.

NO INDIVIDUAL SHALL:

1. Bring outside beer or alcohol into any of the three Softball Complexes (Rose Mofford, Papago, Desert West) where alcohol is sold. Coolers will also not be allowed in the complex.
2. Fail to leave the park when directed to do so by an official.
3. Bring beer or alcohol either onto the playing field or into the dugout at any time during an official game. This includes any "Borrowed Players" participating in the game.

No outside alcohol is allowed inside any of the three Softball Complexes at any time.

CATEGORY III:

Minimum Penalty: Ejection and Additional Suspensions (team and/or individual) and probation for one year.
Maximum Penalty: Banned from City of Phoenix Sports Programs/Facilities.

NO INDIVIDUAL SHALL:

1. Lay a hand upon, shove, or make unnecessary physical contact with an official.
2. Make direct or implied threats, either verbally or physically, toward an official.
3. Strike an official or individual with any object or equipment.
4. Physically attack or strike any official or individual.
5. Damage destroy or steal City property.

Multiple violations of the Code of Conduct will result in an escalation of penalties.

REGULATIONS AND REQUIREMENTS

PARK REGULATIONS

It is the responsibility of the team manager, players and spectators to be familiar with all park regulations and related ordinances or stipulations of use.

FACILITY USE ELIGIBILITY

Failure to obtain all permits and licenses required by law, ordinance or Parks and Recreation Department rules and regulations and/or failure to comply with any law, city ordinance, park regulation, established stipulations of usage or reasonable request from an authorized staff person can result in immediate suspension of facility use privileges, and/or citation and/or loss of eligibility to utilize any city of Phoenix facilities on the part of the individual and/or the group.

DISORDERLY CONDUCT

The City of Phoenix reserves the right to eject or cause to be ejected any person or persons considered by staff to be disorderly. Disorderly conduct includes, but is not limited to, conduct committed with the intent to disturb the peace or quiet of a neighborhood, family or person by engaging in fighting or seriously disruptive behavior, or by making unreasonable noise: or by using abusive or offensive language with the likely result of provoking physical retaliation.

ALCOHOLIC BEVERAGE RESTRICTIONS

- Participants may not bring beer or alcohol onto the playing field or into the dugout at any time during an official game.
- Outside alcoholic beverages may not be brought into any of the three Softball Complexes. (Rose Mofford, Papago and Desert West)
- No alcoholic beverages may be possessed or consumed in any City facility parking lot.
- Violators may be cited; further penalties may be imposed.

LEAGUE INFORMATION

TEAM CLASSIFICATION PROCESS

It is the intent of the City of Phoenix to make the softball program as enjoyable and as fair as possible. To achieve this goal, a team skill classification system has been developed.

1. Teams who played in the immediately preceding season are automatically classified; however, teams that alter their roster by 51% or more from the previous season must reclassify. Teams who did not play in the previous season must submit a classification application for rating.
2. All classification applications must be submitted by the established deadline prior to general registration. Teams that submit classification applications after the deadline will need to register at late registration. Information on the classification process, timelines and the application form are online at phoenix.gov/parks/sports/softball
3. Teams will be classified by staff based on the information provided. Teams that finished 1st, 2nd and 3rd in the preceding season of play are eligible for Early Registration. Staff reserves the right to automatically reclassify these teams to the next higher level of play and to assign Early Registrants to specific leagues.
4. Teams in the last positions in league standings may request to City Staff to be reclassified to the next lower level of play. (No guaranteed status is given).
5. Appeals to assigned team classification must be made in writing prior to Early registration.
6. Teams may only register for leagues designated for the level of play that corresponds to their classification. Requests to register for a higher classification league will only be considered following general registration. Teams may never register down in classification.
7. The City of Phoenix reserves the right to eject or ban any team from a specific league when it is determined they are participating out of classification. Entry fees will not be refunded.

TEAM CLASSIFICATION DEFINITIONS

Division "B": Teams with experience playing together as well as individual experience. Very good offensive and defensive skills required with some home-run power.

Division "C": Teams with experience playing together as well as individual experience. Effective offensive and defensive skills required with 1-2 power hitters.

Division "D": Teams with little or no experience playing together or a combination of experienced and inexperienced players. Offensive and defensive skills vary among teammates.

LEAGUE REGISTRATION

The league fees are due in full at the time of registration, and cover the cost of one ball per game, umpire fees, field reservation fee and surcharge, post season tournament and awards.

EARLY REGISTRATION: Teams that finished 1st – 3rd in the preceding season of play is eligible for Early Registration. Staff reserves the right to automatically reclassify these teams to the next higher level of play. These teams must register in their assigned league in order to utilize their option for early registration. Teams that are eligible for early registration but want to play in a league other than their assigned league, must go through General registration. Those teams who do not take advantage of their early registration option, may still register through the first-come, first-served General registration process; however, they forfeit their guaranteed league placement.

GENERAL REGISTRATION: General Registration is open to all classified teams on a first-come, first-served basis. Registration is conducted online through our Current League Flyer at phoenix.gov/parks/sports/softball Classified teams will be given their Classification Letter including their Login ID and PIN to access their account for online registration during their current season's tournament play.

LATE REGISTRATION: This registration will be held after General Registration and is for all teams who did not register at General Registration or did not meet the classification deadline. Teams must contact staff to classify and have their on-line team account established before they can sign up.

ONLINE REGISTRATION: To view league information on league offerings and registration information through our Current League Flyer please visit: phoenix.gov/parks/sports/softball

TEAM PACKET PICK-UP/COACHES MEETING

All teams must have a representative pick up their team packet or attend the coaches/managers meeting prior to the beginning of the season. Teams will receive important league information including rules, schedules and rosters. Failure to pick up team information prior to the start of the season may result in forfeiture of the team's first game of the season. The dates, times and location for the Team Packet Pick-up or Coaches/Managers meeting can be found on the Current League Flyer which is posted on the website: phoenix.gov/parks/sports/softball

PRACTICE FIELD RESERVATIONS

A team wanting to reserve a ball field for team practice may contact any Division Office or Community Center to check on availability and current rental fees. Please visit our website phoenix.gov/parks/sports for office locations, hours, and contact numbers.

INSURANCE DISCLAIMER

The City of Phoenix does not carry accident insurance to cover participants. When all rules and regulations are strictly followed, the potential for injury still exists. Involvement in any activity is done at the participant's own risk.

ADA

This publication can be provided in an alternate format upon request. Call 602-262-6862 (voice) or 602-262-6713 (TTY). 602-534-3787 (FAX). E-mail receptionist.pks@phoenix.gov

Non-Discrimination Notice

The City of Phoenix prohibits discrimination on the basis of race, ethnicity, national origin, sex, religion, age, sexual orientation, or disability in its services, programs and activities. Anyone who believes he or she has been discriminated against may file a complaint with the City of Phoenix Equal Opportunity Department.

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