

# THE BASEBALL B.C. CODE OF CONDUCT

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**NOTE: IN THIS POLICY “MEMBER” REFERS TO** all categories of members in Baseball B.C., as well as to all individuals engaged in activities with or employed by Baseball B.C., including, but not limited to, athletes, coaches, officials, volunteers, directors, officers, team managers, team captains, medical and paramedical personnel, administrators and employees (including contract personnel)

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## PREAMBLE

- 1) Baseball B.C. is committed to the development of amateur baseball in B.C. and the establishment of a friendly and mutually rewarding relationship among the members of the Association to better facilitate competition.
- 2) Membership in Baseball B.C. brings with it many benefits and privileges. At the same time, members are expected to fulfill certain responsibilities and obligations, including but not limited to, complying with the Code of Conduct, policies, rules and regulations of Baseball B.C.
- 3) The Baseball B.C. Code of Conduct identifies the standard of behaviour which is expected of members of Baseball B.C. Members who fail to meet this standard will be subject to the disciplinary sanctions identified within this policy.
- 4) Baseball B.C. adheres to the principles and ethical standards outlined in the Coaching Association of Canada Code of Ethics.

## APPLICATION

- 5) This Code of Conduct applies to all categories of members in Baseball B.C.
- 6) These parties have a duty to encourage and maintain the highest standards of courtesy, fairness, and mutual respect in the execution of their duties. It must be recognized that instructors, officials, coaches and volunteers play a critical role in the personal and athletic development of the competitors and athletes. Instructors, officials, coaches and other volunteers must both understand and respect the inherent power imbalance that may exist in these relationships and they must be careful not to abuse it.
- 7) Instructors, officials, coaches and volunteers must also recognize that they are important conduits through which the values and goals of Baseball B.C. are expressed and communicated. How a competitor or athlete regards himself or herself and their position within the Baseball B.C. program is often dependent upon the behaviour of the instructor, official, coach, or volunteer.
- 8) This Code of Conduct has been developed to govern the behaviour of instructors, officials, coaches, parents and volunteers to allow them to assist competitors and athletes to become well-rounded, self-confident and productive human beings.

**INSTRUCTORS, OFFICIALS, COACHES, PARENTS AND VOLUNTEERS HAVE A RESPONSIBILITY TO:**

- 9) Treat everyone fairly and with respect within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, marital status, political belief, economic status or disability;
- 10) Direct constructive comments or criticism at the performance rather than the individual;
- 11) Consistently display standards and project a favourable image of Baseball B.C. and shall:
  - a) Refrain from harassment of any kind upon any individual, as defined by the Baseball B.C. Harassment Policies, including any unnecessary public criticism of other members, or individuals;
  - b) Abstain from the use of tobacco products while in the presence of students, competitors and athletes and discourage their use by other individuals;
  - c) Abstain from excessive consumption of alcoholic beverages when working with students, competitors and athletes;
  - d) Refrain from the use of profanity, insulting, harassing or otherwise offensive language;
  - e) At no time verbally or physically abuse an official, coach, contestant, spectator or other person while at any baseball event;
  - f) Wear the appropriate dress for the activity attended;
  - g) Respect the property of the association at all time and make every attempt to prevent damage of said property;
  - h) Report the theft or attempted theft of any of the possessions of the association and refrain from any unauthorized use or taking of said property; and
  - i) Respect the Constitution, Rules and Regulations of Baseball B.C. and the standards and ethics of Baseball B.C.
- 11) Ensure that any activity being undertaken is suitable for the age, experience, ability and fitness level of the competitors and athletes and educate individuals about their responsibility in contributing to a safe practice or performance environment;
- 12) Communicate and cooperate with competent medical practitioners in the diagnosis, treatment and management of medical and psychological problems of competitors and athletes;
- 13) Consider the future health and well being as foremost when making decisions regarding an injured competitor or athlete's ability to continue training or competing;

- 14) Recognize and accept when to refer competitors or athletes to other instructors, officials or coaches;
- 15) Regularly seek ways of increasing personal development, self awareness and a greater understanding of Baseball B.C.;
- 16) Treat all other members with due respect and encourage competitors and athletes to act accordingly, and actively encourage them to uphold the principles, ethics and rules of Baseball B.C.;
- 17) In the case of minors, communicate and cooperate with the parents or legal guardians of competitors and athletes, and where necessary involve them in decisions pertaining to their child's development, and
- 18) Be aware of academic pressures being placed upon competitors and athletes and ensure that their activities permit them to pursue academic success.

**INSTRUCTORS, OFFICIALS AND COACHES MUST:**

- 19) Ensure the safety of competitors and athletes;
- 20) At no time become inappropriately, intimately or sexually involved with competitors or athletes. In particular this includes any request, directly or indirectly, for sexual favours or the threat of reprisal due to the rejection of such requests;
- 21) Respect the individual dignity of competitors and athletes; verbal or physical behaviour which constitutes harassment or abuse of any kind being unacceptable;
- 22) Never advocate or condone the use of drugs or any other banned performance enhancing substance; and
- 23) Never provide under age competitors or athletes with alcohol.

**ATHLETES MUST ADHERE TO:**

- 24) Integrity - The athlete must act with integrity in performing all duties owed to the sport and the general public;
- 25) Competence - The athlete must strive to be well prepared and current in order that all duties in the respective discipline are fulfilled with competence;
- 26) Athletes Interest - The athlete must act in the best interest of the sport's development and as a whole person;
- 27) Respect For The Rules - The athlete must accept both the letter and the spirit of the rules that define and govern sport;

- 28) Respect For Officials - The athlete must accept the role of officials in providing judgment to ensure that competitions are conducted fairly and according to the established rules, and at no time verbally or physically abuse an official, and
- 29) Responsibility To Other Athletes - The athlete's conduct toward other athletes must be characterized by courtesy, good faith, and respect.

## **HARASSMENT**

- 30) Baseball B.C. is committed to providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment which promotes equal opportunities and prohibits discriminatory practices.
- 31) Harassment can take many forms but is generally defined as inappropriate behaviour including comments and/or conduct which is insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual, or group of individuals, or which creates an uncomfortable environment. All individuals participating in events sanctioned by Baseball B.C. must adhere to the principles set forth in the Baseball B.C. Harassment Policy.