

BASEBALL CANADA CODE OF CONDUCT

Introduction

Baseball Canada is committed to delivering its mission professionally and ethically and is guided by the values of integrity, trust, fair play, respect for others and sportsmanship. Baseball Canada is committed to providing an environment in which all individuals are treated with respect. Furthermore, Baseball Canada supports equal opportunity and prohibits discriminatory practices. Participants are expected to conduct themselves at all times in a manner consistent with the values of Baseball Canada.

The Baseball Canada Code of Conduct provides all participants – players, parents, coaches, officials, spectators and administrative officials – with some simple rules that assist in delivering a safe and positive environment to everyone involved with the sport.

General Principles

Baseball Canada participants are defined to include: all registered players, coaches, umpires and officials, coach developers, umpire instructors, Association staff, volunteers and members of the Board of Directors, parents, sponsor representatives and club supporters, members of the general public attending as spectators.

Participants are encouraged and expected to:

- **show positive acts of sportsmanship**, discouraging all instances of foul or illegal play, or acts of violence, both during and after competitions and training.
- **demonstrate the greatest levels of respect**, protecting the rights, dignity and worth of every person regardless of their gender, ability/disability, sexual orientation, age, race, national or ethnic origin, colour, or religion;
 - participants are to refrain from any behaviour that constitutes harassment, where harassment is defined as improper conduct by an individual during a Baseball Canada sponsored event or business activity and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable act(s), comment(s), or display(s) that demean, belittle or cause personal humiliation or embarrassment, and any act of intimidation or threat.
 - Participants are to refrain from behaviour that constitutes sexual harassment, where sexual harassment is defined to include such activities as, unwelcome sexual comments and advances, requests for sexual favours, or conduct of a sexual nature.
 - Participants shall not have sexual relations, or sexual intimacy of any description, with any other participant he/she has access to in the

sport environment if the participant is under the age of 18 years of age. If the participant is 18 years of age or older and if there exists a significant imbalance of power with respect to the relationship between the participants which could reasonably jeopardize effective decision making given the existence or nature of the sexual relations or sexual intimacy, a written disclosure is required to enable assessment and appropriate action.

- **use social media responsibly**, and understand that cyber-bullying, which includes negative or demeaning comments, status posts, personal messages or emails, is deemed as a serious form of harassment.
- **lead by positive example**, and condemn the use of recreational and performance enhancing drugs and doping practices; their use endangers the health of players and is contrary to the concept of fair competition.
- **demonstrate integrity in all matters involving the sport** by behaving with honesty and transparency.
- **resolve any potential conflict of interest situation:**
 - a conflict of interest situation is a situation where a personal or financial interest of a participant could conflict with or be reasonably seen to conflict with the best interests of Baseball Canada.
 - To avoid conflict of interests, participants:
 - May not have direct or indirect interests of any nature that is in conflict with the discharge of their duties;
 - Shall not accept or solicit any personal gift, favour, or service that might influence the participant in discharging his/her duties;
 - Shall not disclose confidential information acquired conducting business for Baseball Canada for personal gain or benefit;
 - Shall not transact any business in his/her official capacity with any business of which the participant is an officer, agent or member in which he/she owns a substantial interest;
 - Must disclose potential conflicts of interest as soon as possible after they realize conflict may have arisen. Should the Board of Directors accept a conflict and, as required, appropriate mitigation, records will be held on file for the appropriate timeframe.
 - **respect and protect confidential information acquired** in the conduct of his/her role by safeguarding it when it is in use, storing it properly, and discussing it only with those who have legitimate business with Baseball Canada and have a need to know.

The Baseball Canada Code of Conduct shall govern all disciplinary matters to the extent that it conflicts with or augments the code of conduct of any Provincial/Territorial Baseball Association.

CODE OF CONDUCT – PLAYER

- Always respect the umpire’s decision.
- Never become involved in acts of foul play.
- Honour both the spirit and the letter of the competition rules and live up to the highest ideals of ethics and sportsmanship.
- Never engage in disrespectful conduct of any sort including profanity, obscene gestures, offensive remarks, trash-talking, taunting or other actions that are demeaning to other players, officials or supporters.
- Care for and respect the facilities and equipment made available to you during training and competition.
- Safeguard your health; don’t use any illegal or unhealthy substances. More specifically, Baseball Canada adopts and adheres to the Canadian Anti-Doping Program.
- Recognize that many officials, coaches and umpires are volunteers who give up their time to provide their services. Treat them with the utmost respect.

CODE OF CONDUCT - COACH

- Actively discourage foul play and/or unsportsmanlike behaviour by players.
- Seek to maximize the participation and enjoyment of all players regardless of ability.
- Show concern and caution toward all sick and injured players. Follow the advice of a physician and/or sports trainer to the letter when determining when an injured athlete is ready to recommence training or competing.
- Maintain appropriate, professional relationships with players at all times.
- Maintain a thorough knowledge of the sport and keep abreast of current coaching methods.
- Always consider the health, safety and welfare of players.
- As coach, conduct yourself at all times in a manner, and in all situations, that shows leadership, respect for the sport of Baseball and those that are involved with the sport – the players, officials, the fans, the parents, the umpires and the media.

CODE OF CONDUCT –UMPIRE/OFFICIAL

- Be impartial. Also, be consistent, objective and courteous.
- Place the safety and welfare of the players above all else; be alert to minimise dangerous competition, fair or foul.
- Accept responsibility for all actions taken.
- Avoid any form of inappropriate verbal contact with coaches, team officials, parents and spectators during competition.
- Condemn all and every instance of unsportsmanlike, foul or unfair competition.

CODE OF CONDUCT – SPECTATOR/PARENT

- Condemn all violent or illegal acts, whether they are by athletes, coaches, officials, parents or spectators.
- Respect an official's decisions – don't complain or argue about decisions during or after a game.
- Unsportsmanlike language, harassment or aggressive behaviour will not be tolerated.
- Never ridicule or scorn an athlete for making a mistake – respect their efforts.
- Participate in positive cheering that encourages athletes you are supporting; do not engage in cheering that taunts or intimidates opponents, their fans or officials.

CODE OF CONDUCT – ASSOCIATION EMPLOYEES/ ADMINISTRATORS/MEMBERS OF THE BOARD OF DIRECTORS

- Conduct oneself openly, professionally, collaboratively, in good faith and in the collective, best interests of Baseball Canada.
- Behave with decorum appropriate to the circumstance and position.
- Exercise due diligence in upholding one's fiduciary responsibility to the Membership of Baseball Canada.
- Promote the open exchange of ideas and perspectives. Respect the governance, policies and lawfully taken decisions of Baseball Canada.
- Strive to model the general principles outlined in this Code of Conduct thereby setting a positive leadership example for the sport.

Note:

This code of conduct incorporates concepts, format and wording from a broad cross section of sporting association and organization codes of conduct with appreciation.