



Code of Conduct – Coaches

1. Aurora King Baseball Association (AKBA) is committed to providing an environment in which all individuals are treated with respect. Further, AKBA supports equal opportunity and prohibits discriminatory practices. Members of AKBA and participants in AKBA's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of AKBA.
2. Behaviour that violates this Code of Conduct may be subject to sanctions pursuant to AKBA's Discipline Policy.
3. The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will at all times maintain and enhance the dignity and self-esteem of members and participants of AKBA by:
 - a. Demonstrating respect to individuals regardless of gender, ethnic or racial origin, sexual orientation, athletic potential, age, marital status, religion, political belief, ability/disability or economic status;
 - b. Acting, when appropriate, to prevent or correct practices that are unjustly discriminator;
 - c. Focusing comments or criticism appropriately and avoiding public criticism of athletes, umpires, organizers, volunteers, opponents and members;
 - d. Consistently demonstrating the spirit of fair play, sport leadership and ethical conduct and practices;
 - e. Maintaining and protecting members' and participants' right to privacy;
 - f. Interacting with others in a way that enables all individuals to maintain their dignity and respect;
 - g. Consistently treating individuals fairly and reasonably; and
 - h. Ensuring that the Rules of Baseball, and the spirit of such Rules, are adhered to.
4. Adhere to AKBA's policy with respect to the use of tobacco or cannabis while participating in AKBA events.

5. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods, as set out in AKBA's Anti-Doping Policy.
6. Refrain from any behaviour that constitutes harassment, where harassment is a form of discrimination and is defined in the Ontario Human Rights Code as "a course of vexatious comments or conduct that is known or ought reasonably to be known to be unwelcome." While this applies to any form of harassment, the Ontario Human Rights Code specifically prohibits harassment on the following grounds: race, ancestry, place of origin, colour, ethnic background, citizenship, creed (religion), sex, sexual orientation, disability, age, marital/family status, and/or record of offense.
7. Refrain from any behavior that constitutes hazing or initiation rites that would be required to ensure inclusion in a group, team or activity within the AKBA organization.
8. Refrain from bullying – the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
9. Comply at all times with the By-laws, policies, rules and regulations of AKBA, as adopted and amended from time to time, including complying with any contracts or coach agreements executed with AKBA.
 - a. In addition to the above, COACHES will have additional responsibilities. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment
 - b. Avoid compromising the present and future health of athletes, and doing so by taking time to communicate and cooperate with sport medicine professionals in the diagnosis, treatment and management of athletes' injuries, medical and psychological problems, most particularly for athletes in weight restricted events
10. Inform athletes about the dangers of illicit drugs and performance-enhancing substances and under no circumstances promote or condone their use.
11. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise.
12. Encourage and facilitate athletes to be responsible for their own behaviour, performance and decisions

13. Give athletes the opportunity to discuss, contribute to and agree with proposed training and performance standards. Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete.
14. Consider the academic pressures placed on student-athletes and conduct training and events in a manner that supports academic success.
15. At no time engage in an intimate or sexual relationship with an athlete with whom the coach has a coach/athlete relationship.
16. Refrain from intervening inappropriately in private matters that are outside the generally accepted jurisdiction of a baseball coach.
17. Keep confidential any information about athletes or others gained through coaching activities believed to be considered confidential by those persons.
18. Act in the best interests of the athlete's development as a whole person.
19. Adhere to AKBA's requirements regarding clothing and equipment as required.