



Code of Conduct – Umpires

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. Behavior that violates this Code of Conduct may be subject to sanctions pursuant to AKBA's Discipline Policy.
3. All umpires and other members of AKBA (excepting the Board of Directors which is covered under a separate policy) have a responsibility to 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 discriminatory;
 - c. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, umpires, organizers, volunteers, employees 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 and cannabis while participating in AKBA events.
5. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.

6. Refrain from any behavior 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 or activity within the AKBA organization.
8. Refrain from bullying or the acceptance or knowledge of bullying and 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.
10. In addition to the above, Umpires will ensure that all games are conducted in a manner that is safe and fair for the athletes.