



## **AKBA CODE OF CONDUCT**

### **PURPOSE**

The purpose of this Code is to ensure a safe and positive environment within the programs and activities of the AKBA by making individuals aware that there is an expectation, at all times, of appropriate behaviour. The AKBA supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals can safely participate in the AKBA and are treated with respect, dignity and fairness.

### **APPLICATION**

This Code applies to all individuals and their conduct during AKBA events, including, but not limited to competitions, practices, evaluations, social events, travel associated with an event, etc. It also applies to all individuals and their conduct outside of an AKBA event, when such conduct adversely affects the AKBA's relationships or is detrimental to the image and/or reputation of the AKBA, in the Board's sole and unfettered discretion.

### **RESPONSIBILITIES OF ALL INDIVIDUALS**

All individuals have a responsibility to:

- (a) Maintain and enhance the dignity and self-esteem of other individuals by:
  - i. treating each other with the highest standards of respect and integrity.
  - ii. focusing comments or criticism appropriately and avoiding public criticism of players, coaches, umpires, officials, organizers, volunteers, employees, or other participants.
  - iii. consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct.
  - iv. acting to correct or prevent practices that are unjustly discriminatory, and
  - v. consistently treating Individuals fairly and reasonably
- (b) Refrain from engaging in any behaviour that constitutes harassment and discrimination.
- (c) Refrain from using their position of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- (d) Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in the programs, activities or events of the AKBA or while representing AKBA at any such activities or events.
- (e) Refrain from consuming alcohol on the field of play and consuming responsibly otherwise when related to baseball activities.
- (f) Respect the property of others.
- (g) Promote sport in the most constructive and positive manner possible.

- (h) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition, and/or refrain from offering or receiving any bribe which is intended to manipulate the outcome of a competition.
- (i) Comply with the bylaws, policies, procedures, and rules and regulations of the AKBA, as adopted and amended from time to time.

### **DIRECTORS, COMMITTEE MEMBERS AND OTHER ADMINISTRATIVE VOLUNTEERS**

In addition to the responsibilities of all individuals listed above, directors, committee members, and staff of the AKBA will have additional responsibilities to:

- a) ensure that they respect their duty of loyalty to the AKBA, and refrain from engaging in any activity or behaviour that could constitute a conflict of interest.
- b) Ensure their loyalty prioritizes the interests of the AKBA.
- c) Act with honesty and integrity.
- d) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
- e) Conduct themselves openly, professionally, lawfully and in good faith.
- f) Behave with decorum appropriate to both circumstance and position.
- g) Exercise the degree of care, diligence, and skill required in the performance of their duties.
- h) Respect the confidentiality appropriate to issues of a sensitive nature.
- i) Respect the decisions of the majority.
- j) Commit the time to attend meetings and be diligent in preparation for, and participation in discussions at such meetings.
- k) Have knowledge and understanding of all relevant AKBA policies and procedures.

### **COACHES**

In addition to the responsibilities of all individuals listed above, coaches have many additional responsibilities to:

- (a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the players.
- (b) Prepare players systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm players.
- (c) Avoid compromising the present and future health of players by communicating and cooperating with sport medicine professionals (where applicable) in the diagnosis, treatment, and management of players' medical and psychological treatments.
- (d) Provide players (and the parents/guardians of minor players) with the information necessary to be involved in the decisions that affect the players.
- (e) Act in the best interest of the player's development as a whole person.
- (f) Not use offensive language, and take the audience being addressed into account (e.g., the age/maturity of the participants).

### **PLAYERS**

In addition to the responsibilities of all individuals listed above, players will have additional responsibilities to:

- (a) Report any medical problems to their coach(es) in a timely fashion, when such problems may limit their ability to travel, practice, or compete.

- (b) Participate and appear on-time and be prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations (including tryouts or any other form of testing).
- (c) Adhere to any rules and requirements regarding clothing and equipment.
- (d) Dress to represent the sport and themselves appropriately.
- (e) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers.

## **UMPIRES**

In addition to the responsibilities of all individuals listed above and those found in the Rules of Baseball and the Baseball Ontario Rules, umpires will have additional responsibilities to:

- (a) Maintain and update their knowledge of the rules of baseball and any rule changes.
- (b) Not publicly criticize any Individual.
- (c) Place the safety and welfare of competitors, and the fairness of the competition above all else.
- (d) Strive to provide a fair sporting environment, and at no time engage in mistreatment of any person on the field of play.
- (e) Work within the boundaries of their position's description while supporting the work of other umpires and follow the direction of the Umpire-in-Chief.
- (f) Act as an ambassador of the sport of baseball by agreeing to enforce and abide by major league, provincial and local rules and regulations.
- (g) Take ownership of actions and decisions made while umpiring.
- (h) Respect the rights, dignity, and worth of all Individuals.
- (i) Act openly, impartially, professionally, lawfully, and in good faith.
- (j) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
- (k) Honour all assignments unless unable to do so by virtue of illness or personal emergency, in which case they must communicate their situation to the individual(s) responsible for assignments as soon as possible.
- (l) When writing reports, set out the facts to the best of their knowledge and recollection.
- (m) Dress in appropriate attire for umpiring.

## **PARENTS/GUARADIANS AND SPECTATORS**

In addition to the responsibilities of all individuals listed above, parents/guardians and spectators will, at all times:

- (a) Encourage players to compete within the rules and to resolve conflicts without resorting to hostility or violence.
- (b) Condemn the use of violence in any form.
- (c) Never ridicule a participant during a competition or practice.
- (d) Respect the decisions and judgments of umpires and officials and encourage players to do the same.
- (e) Support all efforts to eliminate verbal and physical abuse, coercion, intimidation, and sarcasm.
- (f) Respect all competitors, coaches, umpires, officials, and other volunteers.
- (g) Never harass competitors, coaches, umpires, officials, parents/guardians, or other spectators.