



Code of Conduct and Ethics

PURPOSE

The purpose of this Code is to ensure a safe, respectful, and positive environment within all programs and activities of the Aurora-King Baseball Association (“AKBA”).

This Code is intended to make 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 its programs and activities and are treated with respect, dignity, and fairness.

APPLICATION

This Code applies to all individuals participating in AKBA programs and activities, including their conduct during AKBA events such as competitions, practices, evaluations, social events, and travel associated with an event.

This Code also applies to 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, as determined by the Board of Directors in its sole discretion.

RESPONSIBILITIES OF ALL INDIVIDUALS

All individuals have a responsibility to:

- (a) Maintain and enhance the dignity and self-esteem of others by:
 - i. Treating others 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.
 - v. Treating all individuals fairly and reasonably.
- (b) Refrain from engaging in behaviour that constitutes harassment or discrimination.
- (c) Refrain from using a position of power or authority to coerce another person into engaging in inappropriate activities.
- (d) Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in AKBA programs, activities, or events, or while representing the AKBA.

- (e) Refrain from consuming alcohol on the field of play and consume responsibly in all other circumstances related to baseball activities.
- (f) Respect the property of others.
- (g) Promote the sport of baseball in a constructive and positive manner.
- (h) Refrain from deliberate cheating intended to manipulate the outcome of a competition and from offering or receiving any bribe intended to influence the outcome of a competition.
- (i) Comply with the bylaws, policies, procedures, rules, and regulations of the AKBA, as adopted and amended from time to time.

DIRECTORS, COMMITTEE MEMBERS, AND ADMINISTRATIVE VOLUNTEERS

In addition to the responsibilities outlined above, directors, committee members, and administrative volunteers of the AKBA will:

- (a) Respect their duty of loyalty to the AKBA and refrain from engaging in activities or behaviour that may 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 responsibly and transparently 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 of matters of a sensitive nature.
- (i) Respect decisions of the majority of the Board.
- (j) Commit the necessary time to attend meetings and prepare for and participate meaningfully in discussions.
- (k) Maintain knowledge and understanding of all relevant AKBA policies and procedures.

COACHES

In addition to the responsibilities of all individuals listed above, coaches will:

- (a) Ensure a safe environment by selecting activities and establishing controls appropriate for the age, experience, ability, and fitness level of 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 or future health of players and cooperate with sport medicine professionals where applicable.
- (d) Provide players and, where applicable, parents/guardians of minor players with the information necessary to participate in decisions affecting the player.
- (e) Act in the best interests of the player's overall development.
- (f) Refrain from using offensive language and consider the age and maturity of the participants when communicating.

PLAYERS

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

- (a) Report any medical problems to their coach(es) in a timely manner when such problems may limit their ability to travel, practice, or compete.
- (b) Arrive on time and prepared to participate to the best of their abilities in all competitions, practices, training sessions, and evaluations.
- (c) Adhere to rules and requirements regarding clothing and equipment.
- (d) Dress appropriately to represent both themselves and the sport of baseball.
- (e) Follow applicable policies and procedures, as well as any additional rules established by coaches or team managers.

UMPIRES

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

- (a) Maintain and update their knowledge of baseball rules and rule changes.
- (b) Refrain from publicly criticizing 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 refrain from mistreatment of any person on the field of play.
- (e) Work within the boundaries of their role while supporting fellow umpires and following the direction of the Umpire-in-Chief.
- (f) Act as ambassadors of the sport of baseball.
- (g) Take responsibility for 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.
- (k) Honour all assignments unless unable to do so due to illness or personal emergency, and communicate promptly if unable to attend.
- (l) When writing reports, present the facts to the best of their knowledge and recollection.
- (m) Dress in appropriate umpiring attire.

PARENTS/GUARDIANS AND SPECTATORS

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

- (a) Encourage players to compete within the rules and resolve conflicts without 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 volunteers.
- (g) Never harass competitors, coaches, umpires, officials, parents/guardians, or other spectators.

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