



## Coach Code of Conduct

Coaches must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.

Coaches must place the well-being and safety of each player above all other considerations, including the development of performance.

Coaches must adhere to all guidelines laid down within the Constitution and the Rules of Baseball Ontario.

Coaches must develop an appropriate working relationship with each player based on mutual trust and respect.

Coaches must NOT exert undue influence to obtain personal benefit or reward.

Coaches must encourage and guide players to accept responsibility for their own behavior and performance.

Coaches must ensure at the activities they direct or advocate is appropriate for the age, maturity, experience and ability of players.

Coaches should, at the outset, clarify with the player (and, where appropriate, their parents) exactly what is expected of them and also what they are entitled to expect from their coach.

Coaches must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the player.

Coaches must always promote the appropriate Code of Conduct and positive aspects of the sport (e.g. fair play) to players, parents and spectators alike. Never condone violations of the Laws of the Game, behavior contrary to the spirit of the Laws of the Game or relevant rules and regulations or the use of prohibited substances or techniques.

Coaches must consistently display high standards of behavior and experience and be a role model for players, parents, and spectators.

Failure to comply with this code of conduct will result in disciplinary action.

The essential elements of character-building and ethics in baseball are embodied in the concept of sportsmanship and six (6) core principles: trustworthiness, respect, responsibility, fairness, caring and good citizenship. The highest potential of the game of baseball is achieved when competition reflects these "six pillars of character" and in an effort to achieve this potential, Baseball Ontario has developed and will enforce Codes of Conduct for every level of membership in the association.

Baseball Ontario is adopting a zero tolerance policy and failure to adhere to these Codes of Conduct will result in appropriate disciplinary action at the discretion of Baseball Ontario.

a) Disciplinary Action for Code of Conduct infractions will, as a general rule, follow multi-tiered disciplinary approach, with the severity of the penalty increasing for each subsequent infraction. However, Baseball Ontario reserves the right to impose a more severe penalty than the next subsequent tier in the process should the infraction warrant such a penalty. The penalties, in increasing order of severity are as follows:

1st Infraction – Written Warning

2nd Infraction – Single Game Suspension

3rd Infraction – Multi Game Suspension

4th Infraction – Season Long Suspension (Pending Fair Hearing)

5th Infraction – Removal from Baseball Ontario Membership (Pending Technical Hearing)

b) All reports of Code of Conduct infractions must be submitted in writing to the Baseball Ontario office and will be subject to the same process that is in place for handling complaints.

### **Discipline**

a) Baseball Ontario reserves the right to reject membership in such a case where previous record of behavior unbecoming a member of Baseball Ontario has been evident.

b) Membership may be revoked at any time to an individual who has been deemed by the Board of Management to be in contravention of the Bylaw or Operating Procedures. Such action shall only result after a fair hearing, and a majority vote of the Board of Management.

Signature \_\_\_\_\_

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Print Name

Witness \_\_\_\_\_

Date \_\_\_\_\_