

Baseball New Zealand



Code of Conduct Policy

Date Established: 15 July 2014

Responsible Executive: CEO

Date Last Revised: 15 June 2020

CODE OF CONDUCT

Purpose

The purpose of this Code of Conduct is to encourage fair, ethical treatment of all persons and organisations that come under the umbrella of Baseball New Zealand. Some sections of the Code will be more applicable to some persons and groups than others.

All persons will agree to abide by the Baseball NZ Code of Conduct and acknowledge that any breach of the Code of Conduct, or any part of it, may result in disciplinary action under the Baseball NZ Constitution, Regulations and Policies.

The following Code of Conduct applies to all Baseball NZ members and persons participating in Baseball NZ activities.

All Members

As a Baseball NZ member and/or participant you should meet the following requirements with regard to your conduct during any Baseball NZ sanctioned activity:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealings with others.
3. Be professional in, and accept responsibility for, your actions.
4. Make a commitment to providing quality service and performance.
5. Be aware of, and maintain, an uncompromising adherence to, standards, rules, regulations and policies.
6. Operate within the Constitution, Regulations, Policies and Procedures of Baseball NZ and WBSC.
7. Understand the possible consequences of breaching the Baseball NZ Code of Conduct. Immediately report any breaches of Baseball NZ members to the appropriate authority.
8. Comply with any and all applicable national or local legislation. Refrain from any form of abuse towards others.
9. Refrain from using any obscene language.
10. Refrain from any form of harassment towards others.
11. Refrain from any form of discrimination towards others.
12. Refrain from any form of victimisation towards others.
13. Reject corruption, drugs, racism, violence and other dangers to our sport.
14. Promote the interests of baseball.
15. Provide a safe environment for the conduct of activity in accordance with relevant Baseball NZ policy.
16. Show concern and caution towards others who may be sick or injured.
17. Be a positive role model.
18. Do not provide comment to any media, or publish any comment (including on any website), on behalf of Baseball New Zealand or its Associations.
19. Do not speak to any media in a negative way, or publish any negative comment (including on any website) regarding Baseball New Zealand or any of its Associations.
20. Never act in any way that may bring disrepute or disgrace to Baseball NZ members, its stakeholders and/or its sponsors, potential sponsors and/or partners.
21. Do not participate (or benefit from assisting others involved) in sports betting or gambling activity associated with baseball matches and/or baseball results in which you are participating or have been directly involved in.

Baseball New Zealand expects all associations, clubs organisations, employees, members, umpires, scorers, administrators, coaches players volunteers, parents and guardians, supporters, advisors, and associates to abide by the Code of Conduct that upholds the principles and values of the game, the organisation and the Baseball NZ Member Protection Policy. Members should recognise that at all times they have a duty of care to all Baseball NZ members.

Baseball New Zealand also expects all associations, clubs organisations, employees, members, umpires, scorers, administrators, coaches players volunteers, parents and guardians, supporters, advisors, and associates to understand the possible consequences of breaching the Code of Conduct and ensure that they abide by the Code.

What is a breach of this policy?

It is a breach of this policy for any person or organisation bound by this policy to do anything contrary to this policy, including but not limited to:

- a) Breaching the codes relating to behaviour;
- b) Bringing the sport and/or Baseball New Zealand into disrepute, or acting in a manner likely to;
- c) bring the sport and/or Baseball New Zealand into disrepute;
- d) Failing to follow Baseball New Zealand policies (including this policy);
- e) Breaching the procedures for the protection, safety and well-being of children;
- f) Discriminating against, harassing or bullying (including cyber-bullying) any person
- g) Victimising another person for making or supporting a complaint;
- h) Engaging in a sexually inappropriate relationship with a person that he or she supervises, or has influence, authority or power over;
- i) Verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport;
- j) Disclosing to any unauthorised person or organisation any Baseball New Zealand information that is of a private, confidential or privileged nature;
- k) Making a complaint that they know to be untrue, vexatious, malicious or improper;
- l) Failing to comply with a penalty imposed after a finding that the individual or organisation has breached this policy;
- m) Failing to comply with a direction given to the individual or organisation as part of a disciplinary process.

Disciplinary measures

Baseball New Zealand may impose disciplinary measures on an individual or organisation for a breach of this policy. Any disciplinary measure imposed will be:

- Fair and reasonable;
- Applied consistent with any contractual and employment rules and requirements;
- Be based on the evidence and information presented and the seriousness of the breach;
- Be determined in accordance with Baseball New Zealand's Constitution, any applicable by-laws, this policy and/or the rules of the sport.

Coaches (Manager and Assistant Coaches)

Coaches of a team may be the second most influential person in a player's life. Coaches, through their own behaviour (on and off the field) have an enormous impact on the development of young players. In establishing a solid foundation of character building with players, the key responsibility of any coach is to lead by example. This holds true at all levels of development. The responsibilities and duties of a coach are not simple and should be dealt with in a professional manner.

Coaches will:

1. Respect the rights, dignity and worth of every individual player as a human being;
2. Respect the talent, developmental stage and goals of each player in order to help each player reach their full potential;
3. Operate within the rules of baseball and in the spirit of fair play, while encouraging players to do the same;
4. Refrain from initiating a relationship with a player and also discourage any attempt by a player to initiate a sexual relationship with them, explaining the ethical basis of the refusal;
5. Accurately represent personal coaching qualifications, experience, competence and affiliations;
6. Seek continual improvement through ongoing coach education and other personal and professional development opportunities;
7. Provide players with planned and structured training programmes appropriate to their needs and goals;
8. Maintain appropriate records;
9. Provide a safe environment for training and competition;
10. Adopt appropriate risk management strategies to ensure that the training and/or competition environment is safe;
11. Ensure equipment and facilities meet safety standards;
12. Ensure equipment, rules, training and the environment are appropriate for the age, physical and emotional maturity, experience and ability of the players;
13. Show concern and caution toward sick and injured players;
14. Allow further participation in training and competition only when appropriate;
15. Encourage players to seek medical advice when required;
16. Provide a modified training programme where appropriate;
17. Protect players from any form of personal abuse;
18. Ensure that any physical contact with players is appropriate to the situation and necessary for the player's skill development;
19. Be alert to any forms of abuse directed towards players from other sources while in their care;
20. Provide supervision of the behaviour of the team at all times;
21. Refrain from criticising players in front of spectators, parents and other teams.
22. Accept decisions of the umpire as being fair and called to the best of their ability (do not abuse or ridicule the umpire nor allow your players to do so);
23. Develop team respect for opponents, spectators and officials;
24. Refrain from criticising other teams, supporters or officials by words or gestures;
25. Encourage sportsmanlike behaviour among the players;
26. Encourage players to work together as a unified group (teamwork);
27. Encourage your team to hustle on and off the playing field at all times;
28. Ensure all press statements and/or interviews have prior Baseball New Zealand approval;
29. Place the welfare and development of the individual above a winning or losing record;

30. Not use or possess of any form of tobacco, tobacco products, vapes, illegal drugs, drug paraphernalia or alcohol of any description during trainings, training camps and tournaments (this is strictly forbidden and will not be tolerated under any circumstances);
31. Be aware of any player with medical problems;
32. Strive to develop a positive image and self sufficient attitude with each player;
33. Enforce the Baseball New Zealand Player Code of Conduct;
34. Present Baseball New Zealand in a positive image.

In addition a Coach will:

- Keep informed of sound coaching principles and seek more skilled advice when necessary;
- Abide by the applicable tournament rules and regulations;
- Whenever possible provide assistance with coaching expertise and knowledge to developing teams;
- Ensure whenever possible all players have equal time on the diamond. (Avoid overplaying the talented players - the average players need and deserve equal time).

I acknowledge that I have read the Baseball New Zealand Coaches Code of Conduct, and I am aware of and fully understand the responsibilities and conditions disclosed. I acknowledge that I am bound by that Code, and that any breaches can be reported to Baseball New Zealand for their deliberation.

Name:

Signature:

Date: