

St James Assiniboia Minor Baseball Association (SJAMBA) Assiniboia West – Deer Lodge – Headingley -- Heritage Victoria – Kirkfield Westwood – Sturgeon Heights	Policy Name: Code of Conduct	Policy Number 01:2016
	Date: October 2016	Status: v1.0

1. **Definitions**

SJAMBA - St James Assiniboia Minor Baseball Association Inc.

Individuals – All players, coaches, officials, board members, spectators, volunteers and employees engaged in activities of the SJAMBA

Provincial Sport Organization (PSO) - Baseball Manitoba

2. **Purpose**

The purpose of the Code of Conduct is to:

- ensure a safe, respectful and positive environment within SJAMBA activities, program and events for all Individuals, and
- inform Individuals of the expectation of appropriate behaviour consistent with a sportsman-like environment

3. **Scope**

- a) This Code applies to conduct that may arise during the course of SJAMBA business, activities, and events, including but not limited to: competitions, practices, training camps, tryouts, travel, and any meetings of SJAMBA;
- b) This Code applies to the conduct of Individuals that may occur outside SJAMBA business, activities, events, and meetings when such conduct is detrimental to the image and reputation of SJAMBA. Such applicability will be made by the SJAMBA; and.
- c) This Code applies to Individuals participating in SJAMBA activities and events at all SJAMBA "home" and "away" venues and travel destinations.

4. **Responsibilities**

SJAMBA subscribes to Baseball Manitoba's Code of Conduct - Responsibilities (Section 7) and have amended to their use as follows:

All Individuals have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of *SJAMBA* members and other Individuals by:
- i. Demonstrating respect for Individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of Individuals;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct;
 - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
 - v. Consistently treating Individuals fairly and reasonably; and
 - vi. Ensuring adherence to the rules of Baseball as established by Baseball Canada, Baseball Manitoba and *SJAMBA*, and the spirit of those rules.
- b) Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an Individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behavior that constitute harassment include, but are not limited to:
- i. Written or verbal abuse, threats or outbursts;
 - ii. The display of visual material which is offensive or which one ought to know is offensive in the circumstances;
 - iii. Unwelcome remarks, jokes, comments, innuendo or taunts;
 - iv. Leering or other suggestive or obscene gestures;
 - v. Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working or playing conditions;
 - vi. Practical jokes which cause awkwardness or embarrassment, endanger an Individual's safety, or negatively affect performance;
 - vii. Any form of hazing where hazing is defined as *"Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior team-mate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any team-mate based on class, number of years on the team, or athletic ability."*
 - viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
 - ix. Unwelcome sexual flirtations, advances, requests, or invitations;
 - x. Physical or sexual assault;
 - xi. Behaviors such as those described above that are not directed towards a specific Individual or group but have the same effect of creating a negative or hostile environment;
 - xii. Retaliation or threats of retaliation against an Individual who reports harassment to *SJAMBA*.
- c) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:

- i. Sexist jokes;
 - ii. Display of sexually offensive material;
 - iii. Sexually degrading words used to describe a person;
 - iv. Inquiries or comments about a person's sex life;
 - v. Unwelcome sexual flirtations, advances or propositions;
 - vi. Persistent unwanted contact.
- d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. SJAMBA will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by the PSO or any other sport organization
 - e) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development or supervision of the sport of competitive Baseball, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES).
 - f) Refrain from the use of power or authority in an attempt to coerce another Individual to engage in inappropriate activities.
 - g) In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with SJAMBA events.
 - h) Respect the property of others and not willfully cause damage.
 - i) Promote Baseball in the most constructive and positive manner possible.
 - j) Adhere to all federal, provincial, municipal and host country laws.
 - k) Comply at all times with the bylaws, policies, procedures, rules and regulations of SJAMBA, as adopted and amended from time to time.

5. Administration of the Code of Conduct

- a) Review of the Code of Conduct and sign-off documentation will be required from coaches, players and parents at the beginning of each season. The documentation will be retained by SJAMBA for the baseball season. Refer to:
 - Coach's Code of Conduct
 - Parent's Code of Conduct
 - Player's Code of Conduct
- b) Conduct which violates the Code of Conduct may be subject to sanctions as per SJAMBA Complaint and Discipline Policy.
- c) This Code applies to the conduct of Individuals that may occur outside SJAMBA business, activities, events, and meetings when such conduct is detrimental to the image and reputation of SJAMBA. Such applicability will be made by SJAMBA.