



CSJBA Ethics and Expectations Policy including Code of Conduct for Tournament and Representative Team Participation

Distribution:

Players, parents, guardians of players
associated with CSJBA Tournament and
Representative Teams

Version 1.21

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Document Scope and Purpose

This document is aimed to educate each player, coach, executive officer, parent, guardian or official about the behaviour expectations and policies of the program. The expectation is that each person will read, understand and comply with what is required to compete for CSJBA.

If you have any questions regarding the information herein, please contact the CSJBA at secretary.csjba@gmail.com

Revision and Approval History

Date	Version	Author/Approver	Description of Change
Jan 2020	1.0	Jason Chabi/CSJBA Executive	Adopting and adapting existing BNSW policy to apply to CSJBA members
Mar 2020	1.1	Jason Chabi	Privacy obligations elaboration and general tidy up
May 2020	1.2	Jason Chabi	Minor edits and corrections including provision of Medical Certificates
July 2020	1.21	Jason Chabi	Grammatical corrections as provided by Mr. Colin Bowmaker

Introduction and Welcome

On behalf of the Cronulla Sutherland Junior Baseball Association Incorporated Executive (CSJBA Executive), congratulations on you or your child's selection into a Cronulla Sutherland Junior Baseball Association Incorporated (CSJBA) representative or tournament team.

CSJBA engenders a culture that supports the development of players through an array of strategies which facilitates both individual and team progression. Being afforded the opportunity to represent the CSJBA is a privilege and honour that has clear expectations regarding your conduct, behaviour and professionalism as an athlete or related participant.

For players and arguably Coaches, selection and representation in a CSJBA team is a significant achievement which is a culmination of training, dedication, knowledge and skill development. As such, this is the pathway to potential opportunities within baseball and representation at higher levels. A high level of commitment, effort, respect and adherence to the policies and procedures is an expectation in all instances. As such, it is important participants are always seen as both a role model and ambassador for the CSJBA.

To this end, all players and where relevant, Manager/Head Coach, Assistant Coaches, Executive Officers (collectively Team Officials), parents, guardian or other officials duly appointed by the CSJBA Executive, are required to read this policy and sign the respective Codes contained within this document.

Players are also reminded that if they do not satisfactorily fulfill the required playing and training commitments, that player will not be invited to trial or be eligible for selection in any CSJBA Representative Squad for the following season. Exemptions may be made by the CSJBA Executive only in the event of serious injury or extraordinary circumstances.

The CSJBA Executive would like to take this opportunity to again congratulate you on your achievement and wish you every success in your participation in the CSJBA Representative Program.

Program Mission Statement

The CSJBA Representative Program recognizes that representative baseball is an important part of a complete baseball experience and career. The CSJBA and the program are committed to fair play, teamwork, leadership development and community involvement.

CSJBA will continue to emphasize responsibility, strong work ethic and a positive attitude to help our members succeed on and off the field.

All individuals involved, directly or indirectly, in the program must maintain and foster the values and goals associated with the CSJBA Mission and Vision Statements.

Program Objectives

The assurance that members will be held to the highest level of accountability and understand that it is a privilege to represent CSJBA and not a right.

- Commitment and acknowledgement that health and safety play a major role in the success of our program.
- Understanding and implementing equitable opportunities for all genders.
- Recognize that excellence in baseball may bring local, state and national exposure to CSJBA.
- Recognize that education, employment and family exceed all other baseball responsibilities.

Program Leadership

The CSJBA Representative Program follows a hierarchical management structure to ensure its smooth operation. In all cases the CSJBA Executive shall maintain the highest level of decision-making authority and as such all decisions by people in these positions shall be respected. An Executive member will also act in the capacity of CSJBA Representative Program Liaison Officer (**RPLO**) and act where necessary, as an impartial conduit between players, parents, Coaches and support staff such as the Executive Officer.

The Head Coach and Executive Officers shall be given frameworks from which to leverage their decision-making capabilities. These are based around day-to-day decision for the team, usually when present at an event.

Any member found to be in violation of a direction or decision made by a higher authority will be subject to disciplinary action, which shall be determined by the CSJBA Executive in accordance with the severity of the violation, the member's record of past conduct, and CSJBA policies.

Communication

Open, constructive and regular communication is encouraged between all levels of the program, particularly between each hierarchical level. Where a player, coach, manager, executive officer, parent, guardian feels that communication may be constrained within the team hierarchy, that person is encouraged to engage the team's RPLO.

The RPLO will typically be a member of the CSJBA Executive and this person will be identified by way of written correspondence issued to the team at the time this Policy was circulated. However, in the event the RPLO is unknown, confirmation of the RPLO can be sought by writing to the CSJBA Secretary at secretary.csjba@gmail.com

Codes of Conduct

In order to participate in activities for the CSJBA, the member will not engage in conduct that reflects negatively on him/her, any fellow members, or the CSJBA. Each member understands that if he/she is charged with violating public law, he/she will be suspended from his/her activity pending resolution of charges, unless and until, an exemption is granted by the CSJBA.

Participation in a CSJBA Tournament or Representative Team requires a member understand their obligation under this policy, code of conduct and sign and return the Code within the prescriber period. Codes can be found herein at:

- Attachment A: Player Code of Conduct
- Attachment B: Parent/Guardian Code of Conduct

Sportsmanship

All members bear the responsibility of displaying good sportsmanship during games and competition. Behaviour always must reflect the high standards of honour and dignity that should characterise participation in competitive sports. Members shall conduct themselves in a manner reflecting positively on the reputation of CSJBA both on and off field, in pre-game and post-game comments to the public and in all forms of media, and when traveling and participating at other institutions.

Members are expected to maintain an attitude of dignity and respect toward opponents. The following are examples of unsportsmanlike behaviour:

- fighting
- taunting opponents
- inappropriate “celebrations” with the intent to demean opponents
- disrespectful attitude toward opponents
- inciting crowd hostility toward opponents, and
- profane and vulgar language.

We are committed to establishing great sportsmanship and developing healthy environments for competition through five core values, being:

- Integrity
- Respect
- Responsibility
- Sportsmanship, and
- Leadership.

These character values help young people and those associated with their development make good choices in all aspects of their life and reflect the true spirit of competition. Members displaying unsportsmanlike behaviour will be subject to disciplinary action as determined by the CSJBA Executive.

Personal Presentation

A member’s physical presentation reflects on the CSJBA. While representing the CSJBA, athletes must be well groomed and presentable as determined by the coaching staff and the CSJBA Executive.

Logos, body art and tattoos deemed inappropriate by coaches or CSJBA must be covered when representing the CSJBA. Players and team staff may also be subject to additional presentation standards issued by their specific team and coaching staff.

Equipment/Uniform Apparel

The CSJBA provides teams various equipment for use by players, coaches and team staff. The CSJBA also offers the opportunity for all members to purchase clothing and uniform apparel for on and off field wear.

All players, coaches and team staff must only wear the official and approved clothing, always when at the field, on the field, during travel and during official functions. Uniforms are levied players and generally includes Training Top, Game Top and Cap. Additional items may be may available or may be considered necessary by the CSJBA for travelling teams.

If equipment/apparel is lost, misplaced or stolen, the players, coaches and the executive officer may be financially responsible for replacing the items. All equipment is the property of the CSJBA and must be returned

at the end of each event or program. Equipment/Apparel not returned within one week of the end of each event or program or as otherwise agreed with the CSJBA Executive could result in the suspension of any Club membership until replacement cost are paid to the CSJBA.

Equipment/apparel provided by the CSJBA should only be used in conjunction with CSJBA's Representative Program. Failure to follow this policy could result in suspension, loss of eligibility or loss of other privileges determined by the CSJBA Executive.

Practice Facilities

The CSJBA provides and/or hires practice facilities to aid in the pursuit of athletic excellence. Practice facilities, including the field, weight rooms, locker rooms, and other athletic facilities that may be provided are only to be used under the supervision of a coach or another authorized member of the program.

Under no circumstances is a member to use a practice facility for recreational purposes or to aid persons not approved by the program in accessing practice facilities, except as authorized by the CSJBA Executive. Failure to follow these rules could result in loss of eligibility, suspension or other consequences.

Often practice facilities are used under agreement with a baseball club. Every effort should be taken by all members to ensure the facilities are returned to a "better than found" condition. This includes the repair of the field, cleaning of rubbish, return of equipment and consideration towards residents and other facility users.

Payment of Levies and Expenses

All teams will incur costs as part of their participation in various events. In recent times, Baseball NSW and/or Baseball Australia have employed a Registration and Participation package for all National Championships. When possible, fees shall include accommodation, meal and ground transport arrangements within the package.

Included within this, the Baseball Australia has installed a 'Fare Equalisation Policy' that attempts to ensure each player, regardless of their geographical location, pay an identical amount for their travel costs to attend a National tournament.

Any costs that Baseball Australia or BaseballNSW request CSJBA teams to pay to participate in a Tournament shall be portioned between the players without additional margins other than costs incurred directly by CSJBA outside of the activities and provisions within the Baseball Australia or BaseballNSW package.

CSJBA costs typically include additional food and beverage requirements, fuel for ground transport, coach costs, trials and training costs, uniform apparel and laundry and equipment supplies such as baseballs, helmets, umpire fees for scrimmages etc.

As a condition of participation over and above those set within this document and those set by the event organizer, players must have completed one of the following by the date set out in the invoice by CSJBA;

- Paid their nominated levy to CSJBA in full, or
- In extenuating circumstances, only, paid a deposit and entered a repayment arrangement with CSJBA to ensure the levy is finalized no later than date agreed. Such arrangements must be made in writing and sent to csjba.treasurer@gmail.com

Academic Policy

Junior players have a responsibility to pursue academic excellence, as well as athletic excellence. It is the responsibility of players to seek out and use appropriate resources, develop time management skills, develop effective study skills and understand the requirements of their studies and ensure that they are not using baseball as an excuse not to perform well academically. Coaches and team staff are to be considerate of players' academic needs, especially during highly important stages such as exams periods.

Medical Policy

All players, coaches, executive officers and officials may, at the CSJBA Executive's discretion¹ be required to disclose all injuries, illnesses and conditions, as well as their level of medical expense cover (i.e. additional private health insurance) every time they are selected to participate for or represent CSJBA.

From time to time, coaches, executive officers and officials may require medical assistance in cases of illness or injury whilst under the care of CSJBA. Parent/Guardians are requested to allow appointed CSJBA officials to obtain medical assistance and treatment from a qualified medical officer/practitioner as deemed necessary. In these cases, CSJBA will not meet the cost of any medical or hospital service incurred. This will be the responsibility of the injured or ill person. As such, CSJBA strongly recommends that each member have adequate health insurance and extras cover always.

CSJBA shall not be deemed responsible or liable, whether in contract or in tort or under any statute, for any injury, illness, loss or damage or other mishap to person or property sustained in, arising from or out of, or in any way directly or indirectly connected with a Player, Parent/Guardian or Team Official's participation in a CSJBA team or program.

Finally, players who sustain an injury related or otherwise to Baseball that necessitates missing practice and/or games will be required to provide the CSJBA or their designate(s) a Medical Certificate outlining the injury sustained and the period of coverage. Notwithstanding the period of coverage defined in the Medical Certificate, a subsequent clearance to play from the Player's medical practitioner will also need to be provided to the CSJBA or its designate(s).

Duty of Care and Player Supervision

Duty of Care obligations placed on Team Officials can vary depending on the location, duration and travel arrangements of a Team. These obligations are amplified particularly where a team travels together as part of a coordinated activity to events such as National Titles or to represent the CSJBA internationally. As such, Team Officials take charge of and have a duty of care at the time a Parent/Guardian relinquishes or leaves their child in the care of a Team Official; this is typically at an agreed co-ordinated central location such as an airport. The Team Official is duty bound until such time as they discharge the Player back to their Parent/Guardian.

While typically, this commences with the departure of team to a campaign and ends with the team returning from that campaign, parents that accompany teams often have cause and/or will be given an opportunity to reengage with their child. The rule of thumb in these instances is where a player attends a team event (team dinner, group activity such as theme park etc); the player will remain in the care of a Team Official. However, where a Parent/Guardian requests their child attends a personal event that or is released for "Free Time" as is typically the case on prolonged trips, the player will be released fully to the Parent/Guardian until such time that the player is returned to the care of a Team Official at a mutually agreed time and location.

Furthermore, and for the avoidance of doubt, Team Officials will be accountable for the welfare of players in situations where teams travelling together happen to be accompanied by Parents/Guardians of players in that team. Unless other arrangements have been made requiring the approval from the Team's designated Representative Program Liaison Officer (RPLO), only upon returning from a campaign and at the conclusion of the final transfer will a player be relinquished to the care of their Parent/Guardian.

Buddy System and Team Central Meeting Point

The Duty of Care and Player Supervision provisions outlined above aren't without limitation, particularly where a team travels together. This includes such things as use of amenities, lay over periods while in transit and attending team activities.

Given the obvious limitations presented by a group of four (4) Team Officials presiding over a team of fourteen (14) or more players, the CSJBA is pragmatic about the limitations placed on players and the obligations on Team Officials. As such, Team Officials may approve the discretionary application of the Buddy System which allows players to pair up for the purposes of exploring or roaming within a defined perimeter. Examples include but are not limited to players pairing up while spectating a baseball game to roam food and beverage facilities, secure

¹ Typically required for travelling teams as part of BA, BNSW or International Event co-ordinators but may also be required under unique circumstances for teams or individual players participating locally.

player autographs; attend show stands, view exhibits and the like. Similarly, long lay overs while on transit may warrant Team Officials to exercise the Buddy System allowing players to roam freely within the confines of for example, an airport departure lounge. In all instances, Team Officials will exercise common sense informed by such things as the time spent in any one location and environment as it relates to player's safety.

Equally important, and on the basis that a player is never to be left unattended, and in the context that it is not inconceivable that all players could be Buddied Up and not in the presence of or direct supervision of Team Officials, it is critical that a Team Central Meeting Point is agreed and understood by all Team Officials and players prior to potential separation. The Team Central Meeting Point, which could be a location in a grandstand at a baseball game, location in shopping mall, gate at an airport departure lounge, must always be occupied by at least one (1) Team Official and serves as secure return point for players. In essence, what this implies is that players can extract themselves from the group subject to the approval of a Team Official but in effect, at **no point** can all Team Officials extract themselves from players albeit players could be in disparate locations under the Buddy system. There will always be at least one (1) Team Official supervising and available to players at the Team Central Meeting Point.

Player House or Team Rules for Travelling Teams

The House Rules document has been adopted from Baseball Australia is intended to convey expectations that the CSJBA and Team Officials have of players when touring. These supplement the Player Code of Conduct and can be found as Attachment C.

Drug and Alcohol Policy

The CSJBA Drug and Alcohol Policy applies to on field facilities, such as the field, dugout, bullpens, spectator areas, and clubhouse, as well as off field facilities, such as accommodation, team events, airports, and vehicles provided by or to the CSJBA.

All on and off field facilities noted above are to remain Drug and Alcohol Free always for each player, parent, Team Official (coach, executive officer, umpire and scorer) while a player, players or team is under the care of a Team Official. For clarification, parents are not bound by previously mentioned alcohol consumption limitations at off-field facilities.

All members need to recognize and abide by these policies along with the any other sanctions, rules, or disciplinary actions that are described in this policy or any other policies from all affiliations we are members of. For the avoidance of doubt, the above includes arriving and attending training and/or game under the influence of Drugs or Alcohol.

CSJBA expects all members to adhere to all Federal, State, and City laws, which include but are not limited to the consumption of Alcohol under the legal age of 18 or the distribution of Alcohol to a person(s) under the legal age of 18.

Any violation may receive immediate sanctions with further action taken against the player, parent, coach, executive officer, umpire and scorer through the CSJBA's Judicial Process. As required, the matter may also be referred to BaseballNSW' High-Performance Program's Judicial Process and will be under review and may receive further disciplinary action through each individual coach of the athlete with guidance from the CSJBA Executive.

The CSJBA Executive reserves the right to refer the member's violation to the appropriate authorities with the member potentially subject to criminal charges.

The member will be responsible for any fees related to counselling, public service units called to the on or off field facilities, and any other expenses incurred due to the violation.

Substance abuse is not limited to "social drugs" (i.e. marijuana, cocaine, alcohol). In the best interests of each player, parent, coach, executive officer, umpire, scorer, and the CSJBA, "performance enhancing" drugs (e.g. steroids) are also prohibited under the Baseball Australia and WADA Anti-Doping Codes. If there are questions or concerns regarding the use of any drug or medication, please contact the CSJBA Executive prior to using such substance.

Please visit the WADA website at www.wada-ama.org for list of prohibited drugs and to download a "Therapeutic Use Exemption" form or TUE form. Baseball Australia and ASADA could test in or out of

competition for the use of both “social” and “performance enhancing” drugs. CSJBA will accept no responsibility should a player’s test be positive.

Images of Children

There is a risk that images of children may be used inappropriately or illegally. CSJBA requires that individuals and associations, wherever possible, obtain permission from a child’s parent/guardian before taking an image of a child that is not their own. They should also make sure the parent/guardian understands how the image will be used. To respect people’s privacy, the CSJBA does not allow camera phones, videos and cameras to be used inside changing areas, showers and toilets which we control or are used in connection with baseball.

When using a photo of a child, the CSJBA will not name or identify the child or publish personal information, such as residential address, email address or telephone number, without the consent of the parent/guardian. The CSJBA will not provide information about a child’s hobbies, interests, school or the like.

The CSJBA will only use images of children that are relevant to baseball and will ensure that they are suitably clothed in a manner that promotes participation in the sport. The CSJBA will seek permission from the parents/guardians of the children before using the images which is typically requested at the time the player or their parent/guardian registers an expression of interest to trial for CSJBA team selection. The CSJBA requires its member clubs to do likewise.

Should a parent/guardian **not** wish their child to be photographed, they must advise the CSJBA immediately via written correspondence sent to secretary.csjba@gmail.com

Harassment

Harassment is any type of unwelcome behaviour, which has the effect of offending, humiliating or intimidating the person harassed. Unlawful harassment can be based on any of the personal characteristics covered by anti-discrimination law, such as a person’s race, sex, pregnancy, marital status or sexual orientation (see the list under “Discrimination”).

Discrimination

Discrimination occurs when someone is treated (or is proposed to be treated) unfairly or less favourably than another person in the same or similar circumstances because of one of the personal characteristics covered by anti-discrimination laws.

This is known as direct discrimination. Indirect discrimination occurs when there is (or is proposed) an unreasonable requirement, condition or practice that seems to treat everyone equally, but which has or is likely to have the effect of disadvantaging persons with a personal characteristic covered by anti-discrimination laws.

In Australia, it is against the law to discriminate against someone because of:

- Age
- Sex or gender
- Gender identity
- Intersex status
- Race, colour, descent, national or ethnic origin, nationality, ethno- religious origin, immigration
- Disability, mental and physical impairment
- Family/carer responsibilities, status as a parent or carer
- Marital status
- Pregnancy, potential pregnancy, breastfeeding
- Sexual orientation and gender identity
- Physical features
- Irrelevant medical record
- Irrelevant criminal record, spent convictions
- Political beliefs or activities

- Religion, religious beliefs or activities
- National extraction or social origin
- Lawful sexual activity
- Profession, trade, occupation or calling
- Member of association or organisation of employees or employers, industrial activity, trade union activity
- Defence service
- Personal association with someone who has, or is assumed to have, any of the above characteristics

Further examples of discrimination are available on the Play by the Rules website:
www.playbytherules.net.au/legal-stuff/discrimination

Bullying

CSJBA is committed to providing an environment that is free from bullying. We understand that bullying has the potential to result in significant negative consequences for an individual's health and wellbeing, and we regard bullying in all forms as unacceptable in our sport.

Bullying is characterised by repeated, unreasonable behaviour directed at a person, or group of persons, that creates a risk to health and safety. Bullying behaviour is that which a reasonable person in the circumstances would expect to victimise, humiliate, undermine, threaten, degrade, offend or intimidate a person. Bullying behaviour can include actions of an individual or a group. Whilst generally characterised by repeated behaviours, one-off instances can amount to bullying.

The following types of behaviour, where repeated or occurring as part of a pattern of behaviour, would be considered bullying:

- Verbal abuse including shouting, swearing, teasing, making belittling remarks or persistent unjustified criticism
- Excluding or isolating a group or person
- Spreading malicious rumours; or
- Psychological harassment such as intimidation.

Bullying includes cyber-bullying, which occurs using technology. New technologies and communication tools, such as smart phones and social networking websites have greatly increased the potential for people to be bullied through unwanted and inappropriate comments.

The CSJBA will not tolerate abusive, discriminatory, intimidating or offensive statements being made online. Frustration at a referee, teammate, coach or sporting body should never be communicated on social networking websites. These issues should instead be addressed – in a written or verbal statement or a complaint – to the relevant controlling club, the CSJBA, BaseballNSW or Baseball Australia.

If any person believes they are being, or have been, bullied by another person or organisation bound by this policy, he or she may make a complaint. Refer to Complaint Handling Procedures outlined in the CSJBA Member Protection Policy.

Social Media and Networking

The CSJBA acknowledges the enormous value of social networking to promote our sport and celebrate the achievements and success of the people involved in our sport.

Social networking refers to any interactive website or technology that enables people to communicate and/or share content via the Internet. This includes but is not limited to social networking websites such as Snapchat, Facebook, Instagram, Twitter and others.

We expect all people bound by this policy to conduct themselves appropriately when using social networking sites to share information related to our sport. Social media activity including, but not limited to, postings, blogs, status updates, and tweets:

- Must not contain material which is, or has the potential to be, offensive, aggressive, defamatory, threatening, discriminatory, obscene, profane, harassing, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate
- Must not contain material, which is inaccurate, misleading or fraudulent

- Must not contain material, which is in breach of laws, court orders, undertakings or contracts
- Should respect and maintain the privacy of others; and
- Should promote the sport in a positive way.

Caution Issuance Procedures

This document considers various matters ranging in significance. It's worth pointing out to players, their Parents/Guardians and Team Officials that the CSJBA expects that the likelihood of an event warranting formal disciplinary action outlined herein is in the CSJBA's experience, remote. Furthermore, Team Officials or where applicable, a CSJBA Executive Member would where possible, likely intervene to curtail signs of a Player, Parent/Guardians or Team Official's non-compliance with this policy or respective Codes before it escalated.

To this end, where a Team Official, the RPLO and/or CSJBA Executive determine that a formal engagement with a player, Parent/Guardian or Team Official is warranted for the purposes of issuing a formal caution:

- the caution will be conveyed in the presence of the RPLO, delivered by a Team Official or member of the CSJBA Executive
- Where the individual is a player, in the presence of that player's Parent/Guardian with the exception where a Parent/Guardian is repeatedly unavailable, despite the best endeavours of the CSJBA
- cite specific instance(s) of non-compliance with this policy or respective Code
- outline the potential consequences of continued non-compliance, and
- followed up in writing by the RPLO within 48 hours outlining the date, location, attendees, nature of what was discussed and potential implications of non-compliance

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:

- breaching the Code of Conduct
- bringing the sport and/ or CSJBA, BaseballNSW, Baseball Australia into disrepute, or acting in a manner likely to bring the sport and/ or CSJBA into disrepute
- failing to follow CSJBA's policies (including this policy) and its procedures for the protection, safety and well-being of children
- discriminating against, harassing or bullying (including cyber-bullying) any person
- victimising another person for making or supporting a complaint
- engaging in an inappropriate intimate relationship with a person that he or she supervises, or has influence, authority or power over
- verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport
- making a complaint that they know to be untrue, vexatious, malicious or improper
- failing to comply with a penalty imposed after a finding that the individual or organisation has breached this policy, and
- failing to comply with a direction given to the individual or organisation as part of a disciplinary process, and
- disclosing to any unauthorized person or organisation (**Authorised Person**) any CSJBA information that is of a private, confidential, or privileged nature (collectively **Confidential Information**). Confidential Information includes, but is not limited to, any information that:
 - (a) is marked as confidential or, if not marked, ought reasonably be assumed to be confidential; or
 - (b) is received or developed by CSJBA, which relates to processes, equipment and techniques used by CSJBA in the course of managing its representative baseball program, including but not limited to all grading sheets, grading performances, team selection discussions or notes, team selection materials, player rankings, player or member information, financial information and business plans; or
 - (c) comprises databases or any member lists and any associated contact details and Personal Information (Personal Information as defined in *The Privacy Act 1988*)

but does not include information which:

- (d) is generally available in the public domain; or

(e) is required by law to be disclosed.

An Authorised Person is defined as a CSJBA Executive Member, duly appointed Team Officials (Head Coach, Assistant Coach, Executive Officer, Scorer), Representative Program Liaison Officer, recognised roles such as the Representative Program Manager, Social Media Co-ordinator or such other person or persons that might comprise a special working group or committee as appointed the CSJBA Executive from time to time.

Disciplinary measures

The CSJBA 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, and
- Be determined in accordance with CSJBA, BaseballNSW and Baseball Australia constituent documents, noting the latter takes precedent, by-laws, this policy and/or the rules of the sport.

An overview of the CSJBA's Disciplinary Proceedings and Process for Disciplining Members can be found in the **CSJBA Administration, Policy and Procedure Manual**.

Individuals

If a finding is made that an individual has breached these policies, one or more of the following forms of discipline may be imposed.

- a direction that the individual makes a verbal and/or written apology
- a written warning
- a direction that the individual attend counselling to address their behaviour
- a withdrawal of any awards, scholarships, placing's, records, achievements bestowed in any tournaments, activities or events held or sanctioned by Baseball Australia
- a demotion or transfer of the individual to another location, role or activity
- a suspension of the individual's membership or participation or engagement in a role or activity
- termination of the individual's membership, appointment or engagement
- a recommendation that Baseball Australia terminate the individual's membership, appointment or engagement
- in the case of a coach or official, a direction that the relevant organisation deregisters the accreditation of the coach or official for a period or permanently
- in the case of a parent, guardian, coach or executive officer, exclusion from attending a sanctioned CSJBA, BaseballNSW and Baseball Australia event and in the most extreme cases where among other things, sustained non-compliance with this policy or such other policy has been observed, the CSJBA Executive may having consulted with BaseballNSW, suspend or terminate the related player from the team
- a fine
- any other form of discipline that the Disciplinary Committee considers appropriate.

Factors to Consider

The form of discipline to be imposed on an individual or organisation will depend on factors, such as:

- The nature and seriousness of the breach
- If the person knew, or should have known, that the behaviour was a breach of the policy
- The person's level of contrition
- The effect of the proposed disciplinary measures on the person, including any personal, professional or financial consequences
- If there have been any relevant prior warnings or disciplinary action
- The ability to enforce disciplinary measures if the person is a parent or spectator (even if they are bound by the policy)
- Any other mitigating circumstances.

Attachment A | CSJBA Player Code of Conduct

The CSJBA Player Code of Conduct has been developed for all players participating in CSJBA Representative and Tournament Teams and CSJBA Development Programs.

Players who trial successfully and are chosen to represent CSJBA in any Representative Squad will be required to make a substantial commitment to playing and training. If a player is selected in any CSJBA Representative Squad and does not satisfactorily fulfil the required playing and training commitments, that player will not be invited to trial or be considered for selection in any CSJBA Representative Squads for the following season. Exceptions may be made by the Executive only in the event of serious injury or extraordinary circumstances.

A player's public behaviour will be closely observed by others as he/she represents the CSJBA at events. Any behaviour that is unlawful or disrespectful to others is a slur on everyone associated with the team. Any serious breach of this Code or any behaviour detrimental to the game of baseball must be notified to the CSJBA Executive.

If, in the opinion of team officials, there is a serious breach of Code of Conduct the player will be banned from the remainder of the Tournament or program and the player's club notified.

Players must read and parent/guardian **sign** document on their behalf to indicate agreement with the CSJBA Player Code of Conduct and an understanding of the CSJBA Ethics and Expectations contained in this document. Failure to execute and provide the Code to the Executive or its designate within a prescribed period may result in suspension or removal of the player from the team.

- Compete by the competition conditions and rules.
- Verbal abuse against umpires, opposing players or fans will not be tolerated.
- Control your temper - no criticism by words or gesture.
- Co-operate with your coach and teammates. Show respect for your coaches, support staff, opponents, and their skills.
- No drug use of any kind will be tolerated unless prescribed by a licensed physician.
- Refrain from profanity always.
- The use or possession of any form of tobacco, tobacco products, illegal drugs, drug paraphernalia or alcohol of any description while in team uniform or venue is banned.
- The team officials shall have the right to conduct a search of a player's room, bags, clothing or personal belongings if he/she has a reasonable suspicion that a serious breach of the code of conduct has occurred. This must be conducted in the presence of the player, and/or his/her agent and an independent adult witness.
- Any activity likely to result in loss or wilful damage to private property or to cause a disturbance will not be tolerated.
- All press statements and interviews of players must have a Team Official's approval.
- No jewellery (e.g. earrings or studs) unless expressly approved by the Team's Manager/Head Coach.
- No eating or drinking on the baseball field, except what is provided by the Executive Officer. No seeds or gum to be consumed in the dugout.
- Music on planes and buses is to be confined to individual headphones.
- Report all injuries to a coach or trainer and schedule proper treatment with the physiotherapist when necessary.
- No cameras or camera phones/smart phones will be allowed in the dugouts during games.
- No one other than team personnel are allowed in locker rooms unless permission is obtained from the management.
- Promptness for meetings, training sessions and games is mandatory.

- Uniformity and sharpness in proper on-field dress is a must. This applies for practice sessions as well as games.
- Proper off field walk-out dress will be worn as designated for flights and functions.

- Personal hygiene is the player's responsibility. It is essential that showers are taken after each game or practice.
- Players are responsible for cleaning and maintaining their equipment.
- Abuse of equipment such as throwing helmets or bats will not be tolerated.
- Present CSJBA in a positive image in accordance with the CSJBA Member Protection Policy.

I

(Parent/Guardian Given Name and Surname)

have read the CSJBA Ethics and Expectations Policy and CSJBA Player Code of Conduct and fully understand the responsibilities and conditions disclosed within. I will ensure my child has been made aware of and will abide by the Player Code of Conduct during all CSJBA endorsed events.

Parent's or Guardian's signature:

Date:

Attachment B | CSJBA Parent/Guardian Code of Conduct

All parents are to be respectful of the rights, dignity and value of all other members regardless of gender, ability, cultural background or religion. This includes demonstrating a high degree of individual responsibility including the use of language which is appropriate when engaging with other members including players who are under the age of eighteen years.

There is an expectation that parents will acknowledge positively the performance and contribution of all players from both teams. Parents are to be supportive of the appointed coaches, executive officers and officials to enable the performance of their key accountabilities and responsibilities. All parents are to refrain from entering the dugout to speak to their child or Coach unless specifically requested by a member of the coaching team.

Interactions will be communicated via the Executive Officer appointed to the applicable team or with the Coach as requested. Verbal or physical tirades and or interactions will not be tolerated and may result in the enactment of a disciplinary process. This may also result in the exclusion of the parent from any identified sanctioned event by the CSJBA, Baseball New South Wales or Baseball Australia.

Furthermore, and in the most extreme cases where among other things, sustained non-compliance with this policy or such other policy has been observed, the CSJBA Executive may have consulted with BaseballNSW, suspend or eject the related player from the team.

Parents/Guardians must read and **sign** document to indicate agreement with the CSJBA Parent/Guardian Code of Conduct and an understanding of the CSJBA Ethics and Expectations contained in this document. **Only one parent/guardian is required to execute the Code** noting in doing so, the signatory warrants that they have advised other family members of their obligations under the Code.

Failure to execute and provide the Code to the Executive or its designate within a prescribed period may result in suspension or removal of the parent/guardian's child from the team.

- I won't pressure my child in any way – I know that this is their game not mine
- I will not use bad language, nor will I harass players, coaches, officials or other spectators
- I will encourage my child to play within the rules and respect officials' and coaches' decisions – no matter what
- I will teach my child to respect the efforts of their opponents
- I will remember that children learn best by example so I will applaud good plays/performance by both my child's team and their opponents
- I will give positive comments that motivate and encourage continued effort
- I will focus on my child's efforts and performance – not the score
- I will thank the coaches, officials and other volunteers who give their time to conduct the event for my child
- I will help when asked by a coach or official
- I won't criticise or ridicule my child's or any child's performance
- I will not arrive at the venue intoxicated or drink alcohol at junior matches
- I will respect the rights, dignity and worth of all people involved in the game, regardless of their gender, ability or cultural background
- I will keep Team Official's apprised of any illness/allergy or such other medical condition including medication required by the Player

I

(Parent/Guardian Given Name and Surname)

have read the CSJBA Ethics and Expectations Policy and CSJBA Parent/Guardian Code of Conduct and fully understand the responsibilities and conditions disclosed within. I will abide by the Parent/Guardian Code of Conduct during all CSJBA endorsed events.

Parent/Guardian signature:

Date:

Attachment C | Player House Rules/Team Rules Document

CSJBA Representative and Tournament teams are CSJBA and where relevant, State and Australian Baseball Ambassadors and should be dressed and act accordingly. Supplementing the Player Code of Conduct are the following requirements that players:

- Players may be travelling in a foreign country and as such need to abide by the laws of that country.
- No caps to be worn indoors at any time (including planes)
- Music on planes and buses should be confined to headphones.
- Phones and electronics will be taken at players own risk, they will be handed in each night to the EO and the players will receive them at the coaches' discretion the next day.
- No phones or electronics will be taken to team meals or functions.
- Never walk away from the team on your own.
- Never leave the team without notifying the EO where you are going, includes going to the toilet or getting something to eat.
- Never walk away from baggage carousel or the dugout until everyone has all their bags.
- It is expected that everyone will chip in to help unload/load when required.
- Be respectful of other travellers and always present a good image
- Check what job you have been allocated each morning, be a good team member and always assist the EO or coaching staff.
- No soft drink is to be consumed during the trip, sports drinks will be at the coaches' discretion. Water is the choice of beverage to be consumed.
- Bed-times are to be strictly adhered too, players are not to leave their rooms for any reason after curfew. The players will be given EO room number and are to call the EO if there are any problems.
- Players are not to misbehave in their rooms, any damage caused will be paid for by the parents

END OF DOCUMENT