



Baseball Australia

Code of Conduct

Policy Name: BA Code of Conduct

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Policy Coverage: Conduct expectations, excluding Prohibited Conduct under the BA National Integrity Framework

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1. Background

- 1.1. BA is committed to promoting and strengthening the positive image of Baseball and its Participants in Australia and to ensuring that everyone involved with Baseball is treated with respect and dignity. To achieve this, BA has adopted the National Integrity Framework.
- 1.2. This Code of Conduct aims to ensure that everyone involved in Baseball is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.
- 1.3. This Code of Conduct:
 - (a) Prescribes Prohibited Conduct; and
 - (b) Seeks to guide Relevant Persons and Relevant Organisations on what to do if they experience or witness breaches of the Code of Conduct.

2. Definitions

In this Policy the following words have the corresponding meaning:

Activity means a game, contest, competition, event, program or activity (including training), whether on a one-off basis or as part of a series, league, competition or tournament, sanctioned or organised by BA or other Sport Organisation.

Affiliate Member means an organisation recognised under clause 10(d)(ii) of the BA Constitution.

Authorised Provider means the Australian Baseball League Pty Ltd, or other organisations authorised to conduct Activities approved, affiliated or sanctioned by BA or Member Organisations.

Baseball means the sport of baseball as recognised, controlled and by BA and World Baseball Softball Confederation (WBSC) from time to time and includes:

- (a) The sport for athletes with disabilities; and
- (b) Modified forms of the sport developed for junior development and other purposes.

Baseball Australia (BA) means Australian Baseball Federation Limited (ACN 639 940 435).

Code of Conduct means this Code of Conduct.

Contractor means any person or organisation engaged to provide services for or on behalf of BA or a Sport Organisation, and includes agents, advisers, and subcontractors of BA or a Sport Organisation and employees, officers, volunteers, and agents of a contractor or subcontractor.

Employee means a person employed by a Sport Organisation.

Individual Member means a person who is a member of a Member Organisation, Affiliate Member or other organisation which participates in Activities sanctioned or conducted under the auspices of BA under clause 10(d)(iii) of the BA Constitution.

Member Organisation means each State Member of BA recognised under clause 10(d)(i) of the BA Constitution.

National Integrity Framework (NIF) means the set of “National Integrity Framework” integrity policies produced by Sport Integrity Australia from time to time if and as adopted by BA.

Participant means:

- (a) Athletes who are registered with a Sport Organisation or entitled to participate in an Activity;
- (b) A person who participates in or attends an Activity, including people who may not be an Individual Member;
- (c) Coaches appointed to train an athlete or team in an Activity;
- (d) Administrators who have a role in the administration or operation of a Sport Organisation, including owners, directors, committee members or other persons;
- (e) Officials including referees, umpires, technical officials, or other officials appointed by a Sport Organisation or any competition, series or Team sanctioned by a Sport Organisation;
- (f) Support Personnel who are appointed in a professional or voluntary capacity by a Sport Organisation or any competition, series or Team sanctioned by a Sport Organisation including sports science sports medicine personnel, team managers, agents, selectors, and team staff members; and/or
- (g) Parents/carers and spectators who are subject to registration conditions or venue conditions of entry that bind them under this Policy.

Prohibited Conduct means the conduct proscribed at clause 5 of this Code of Conduct.

Relevant Organisation means any of the following organisations:

- (a) A Sport Organisation;
- (b) An Authorised Provider;
- (c) A team, which means any collection or squad of athletes who compete and/or train in Baseball; and
- (d) Any other organisation that has agreed to be bound by this Code of Conduct.

Relevant Person means any of the following individuals:

- (a) An Individual Member;
- (b) A Participant;
- (c) An Employee;
- (d) A Contractor;
- (e) A Volunteer; and
- (f) Any other individual who has agreed to be bound by this Code of Conduct.

Sport Organisation means BA and each Member Organisation or Affiliate Member that has adopted this Code of Conduct.

Volunteer means any person engaged by a Sport Organisation in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, coaches, officials, administrators and team and support personnel.

3. Jurisdiction

3.1 To whom the Code of Conduct applies

The Code of Conduct applies to:

- (a) Relevant Persons; and
- (b) Relevant Organisations.

3.2 When the Code of Conduct applies

- (a) All Relevant Persons and Relevant Organisations to which this Code of Conduct applies must comply with this Code of Conduct (while they are a Relevant Person or Relevant Organisation):
 - (i) In relation to any dealings they have with Relevant Organisations or their staff, contractors and representatives;
 - (ii) Wherever there is a recognised Baseball or Relevant Organisation connection, including participation in Activities and on social media where there is such a connection;
 - (iii) When dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and
 - (iv) In relation to their membership or standing as a Relevant Person or Relevant Organisation in general.
- (b) Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including social media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code of Conduct.
- (c) Where the Relevant Organisation determines, in its absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy.
- (d) If the alleged Prohibited Conduct also constitutes Prohibited Conduct under a BA NIF policy, the Relevant Organisation will manage that alleged Prohibited Conduct under that policy unless and until it is determined that the matter should be managed as Prohibited Conduct under this Code of Conduct.

4. Expected Behaviours

Relevant Persons and Relevant Organisations must:

- (a) Comply with any relevant stakeholder group expected behaviours set out in Schedule 1;
- (b) Act and operate within the rules and spirit of Baseball;

- (c) Be ethical, considerate, fair and honest in all dealings with other people and organisations;
- (d) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- (e) Maintain appropriate, professional relationships with other Relevant Persons at all times;
- (f) Accept and respect the authority and decisions of Officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an Official, whether on or off the field of play;
- (g) Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- (h) Condemn the use of violence in any form by all Participants;
- (i) Do not use violence, harassment or abuse in any form (i.e., do not use foul language, sledge or harass other Participants);
- (j) Not use obscene or indecent messages on signs or clothing;
- (k) Act with care and diligence to safeguard the health and safety of themselves, Relevant Organisation representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- (i) Not engage in conduct that is defined as Prohibited Conduct under any policy of the BA NIF.

Prohibited Conduct under the BA NIF includes, without limitation:

- Abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation or vilification;
- Child abuse, grooming, misconduct with a child, failure to comply with child safe practices or with relevant obligations under child protection legislation including obligations relating to reporting, recruitment/screening and working with children checks;
- Improper manipulation of the result or course of an Activity or betting on an Activity;
- Inappropriate disclosure of inside information;
- Use, possession or trafficking of illegal drugs; and
- Non-compliance with certain requirements relating to medications, injections and supplements.

Relevant Persons and Relevant Organisations should refer to the BA NIF policies for a full list of Prohibited Conduct captured by the BA NIF and detailed descriptions of such Prohibited Conduct.

- (l) Respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information;
- (m) Not engage in behaviour that is:
 - (i) drunk and disorderly;

- (ii) public or domestic violence;
- (iii) continued or unreasonable disruption of Relevant Organisation representatives performing their duties; or
- (iv) unlawful or unsafe;
- (n) Not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity is taking place;
- (o) Not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place;
- (p) Comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives; and
- (q) Not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place.

5. Prohibited Conduct

A Relevant Person commits a breach of this Code of Conduct when they:

- (a) Conduct themselves in any manner, or engage in any activity whether before, during or after an Activity that would impair public confidence in the safe and orderly conduct of the Activity;
- (b) Engage in any conduct or Activity including, without limitation, making public comment (including on social media) which:
 - (i) brings a Relevant Organisation, a Relevant Person or Baseball into disrepute; or
 - (ii) is or could be harmful to the interests of a Relevant Organisation or Baseball;
- (c) Make improper use of information acquired by virtue of their position in a Relevant Organisation or in any team selected by a Relevant Organisation or their relationship with a Relevant Organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to a Relevant Organisation; or
- (d) Do not comply with any of clauses 4(m) through 4(r), inclusive.

6. Conduct and Disciplinary Policy

Subject to clause 3.2(d), the BA Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Conduct.

7. Activity Procedures

Notwithstanding clause 6, any parent, supporter or spectator contravening the expected behaviours applicable to them under this Policy may be ejected from the location of the Activity immediately and/or for an appropriate length of time.

SCHEDULE 1: Stakeholder Group Expected Behaviours

Parents, Supporters & Spectators

In addition to complying with the expected behaviours set out in clause 4, parents, supporters and spectators must meet the following requirements in relation to their conduct during or in relation to any Activity:

- (a) Respect the decisions of officials and teach young people to do the same;
- (b) Never ridicule or scold a young player for making a mistake;
- (c) Not interfere with the play of the game in any manner. This includes running onto the field or throwing objects onto the field of play; and
- (d) Show respect for your team's opponents.