



Cronulla Sharks Baseball Club Inc

7th July 2020

CSBC Ethics and Expectations Policy 2020

Players and Parents

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Document Scope and Purpose

This document is aimed to educate each player, parent and guardian 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 CSBC.

If you have any questions regarding the information herein, please contact the CSBC at info@sharksbaseball.org.au

Revision and Approval History

	Version	Author/Approver	Description of Change
4th July 2020		Tyson Mangioni/Linda Lewis/CSJBA Executive	Adopting and adapting existing CSJBA policy to apply to CSBC members
13th July 2020		Linda Lewis	Minor edits and corrections
15th July 2020		Kate Wiseman	Minor edits and corrections
18th July 2020		Tobias Groos	Minor edits and corrections

Program Objectives

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

- Commitment to and acknowledgement that health and safety play a major role in the success of our program.
- Commitment to allowing our players to learn the rules of the game in a fun environment.
- Recognize that education, employment and family exceed all other baseball responsibilities.

Communication

Open, constructive and regular communication is encouraged between all levels of the club, particularly between each hierarchical level. Where a player, coach, manager, parent, guardian feels that communication may be constrained within the team hierarchy, that person is encouraged to engage the club Member Protection Office/Clubs Head Coach/Clubs Tribunal Committee/Clubs Executive.

Codes of Conduct

In order to participate in activities for the CSBC, the member will not engage in conduct that reflects negatively on him/her, any fellow members, or the CSBC. 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 CSBC.

Participation in a CSBC Team requires a member to understand their obligation under this policy, code of conduct and sign and return the Code within the prescribed 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. Club Members shall conduct themselves in a manner reflecting positively on the reputation of CSBC both on and off field, in pre-game and postgame comments to the public and participating at other institutions.

Club 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 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 CSBC Executive and Committee.

Equipment

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

If equipment 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 CSBC and must be returned at the end of the season. Equipment not returned within one week of the end of season or as otherwise agreed with the CSBC Executive could result in the suspension of any Club membership until replacement costs are paid to the CSBC.

Equipment provided by the CSBC should only be used in conjunction with the CSBC playing season. Failure to follow this policy could result in suspension, loss of eligibility or loss of other privileges determined by the CSBC Executive.

Uniform, Apparel and Club Official Clothing

All players, coaches and team staff must only wear the official and approved clothing, always when at the field, on the field and during official functions.

Practice Facilities

The CSBC provides and/or hires practice facilities to aid in the pursuit of athletic excellence. These aids are only to be used under the supervision of a coach or other authorized members.

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

Often practice facilities are used under agreement with Cronulla Sharks Baseball Club Inc. 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.

Medical Policy

All players, coaches, managers and officials may, at the CSBC Executive's discretion be required to disclose all injuries, illnesses and conditions, as well as their level of medical expense cover (i.e. additional private health insurance).

From time to time, team coaches, managers and officials may require medical assistance in cases of illness or injury whilst under the care of CSBC. Parents/Guardians are requested to allow appointed CSBC officials to obtain medical assistance and treatment from a qualified medical officer/practitioner as deemed necessary. In these cases, CSBC 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, CSBC strongly recommends that each member have adequate health insurance and extras cover always.

CSBC 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 CSBC team or program.

Players who sustain an injury that necessitates them to miss practice and/or games will be required to provide the CSBC or their Team Officials with 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 CSBC or Team official.

Duty of Care and Player Supervision

Duty of Care obligations placed on Team Officials 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 training and game day. The Team Official is duty bound until such time as they discharge the Player back to their Parent/Guardian.

Drug and Alcohol Policy

The CSBC 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 CSBC.

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 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.

CSBC 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 CSBC's Judicial Process. As required, the matter may also be referred to CSJBA Judicial Process and will be under review and may receive further disciplinary action through each individual coach of the athlete with guidance from the CSBC Executive.

The CSBC 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 CSBC, "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 CSBC Executive prior to using such substance.

Please visit the WADA website at www.wada-ama.org for a 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. CSBC 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. CSBC 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 CSBC 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 CSBC 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 CSBC will not provide information about a child's hobbies, interests, school or the like.

The CSBC 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 CSBC 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 CSBC team selection. The CSBC requires its member clubs to do likewise.

Should a parent/guardian not wish their child to be photographed, they must advise the CSBC immediately via written correspondence sent to cronullasharks.baseball@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

CSBC 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 smartphones and social networking websites have greatly increased the potential for people to be bullied through unwanted and inappropriate comments.

The CSBC 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 CSBC in the first instance.

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. (Available on the CSJBA website)

Social Media and Networking

The CSBC 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 CSBC expects that the likelihood of an event warranting formal disciplinary action outlined herein is in the CSBC's experience, remote. Furthermore, Team Officials or where applicable, a CSBC 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 MPO and/or CSBC Executive determine that a formal engagement with a player, Parent/Guardian or Team Official is warranted for the purposes of issuing a formal caution:

- to caution will be conveyed in the presence of the Member Protection Officer, delivered by a Team Official or member of the CSBC Executive
- where the individual is a player, the caution will be conveyed 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 CSBC
- specific instance(s) of non-compliance with this policy or respective Code will be cited.
- outline the potential consequences of continued non-compliance will be outlined followed up in writing by the Member Protection Officer 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 CSBC, CSJBA, BaseballNSW, Baseball Australia into disrepute, or acting in a manner likely to bring the sport and/ or CSBC into disrepute
- failing to follow CSBC'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
- 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
- failing to comply with a direction given to the individual or organisation as part of a disciplinary process
- disclosing to any unauthorized person or organisation (Authorised Person) any CSBC 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 CSBC, which relates to processes, equipment and techniques used by CSBC 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 CSBC Executive Member, duly appointed Team Officials (Head Coach, Assistant Coach, Manager, Scorer), Member Protection Officer, recognised roles such as the Social Media Co-ordinator or such other person or persons that might comprise a special working group or committee as appointed the CSBC Executive from time to time.

Disciplinary measures

The CSBC 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 CSBC, 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. (Available on the CSJBA website)

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, achievements bestowed from the club, 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 manager exclusion from attending a sanctioned CSBC, 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 CSBC Executive may having consulted with CSJBA, 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 | CSBC Player Code of Conduct

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

Players who are chosen to represent Cronulla Sharks Baseball Club Inc, will be required to make a commitment to playing and training.

A player's public behaviour will be closely observed by others as he/she represents the CSBC. 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 CSBC 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 game and the player's club notified.

A parent/guardian must read and sign this document on behalf of a player under the age of 18 to indicate agreement with the CSBC Player Code of Conduct and an understanding of the CSBC 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.

- o Compete by the competition conditions and rules.
- o Verbal abuse against umpires, opposing players or fans will not be tolerated.
- o Control your temper - no criticism by words or gesture.
- o Co-operate with your coach and teammates. Show respect for your coaches, support staff, opponents and their skills.
- o No drug use of any kind will be tolerated unless prescribed by a licensed physician.
- o Refrain from profanity always.
- o 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.
- o 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.
- o Any activity likely to result in loss or wilful damage to private property or to cause a disturbance will not be tolerated.
- o All press statements and interviews of players must have a Team Official's approval.
- o No jewellery (e.g. earrings or studs) unless expressly approved by the Team's Manager/Head Coach.
- o 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.
- o Report all injuries to a coach or trainer and schedule proper treatment with the physiotherapist when necessary.
- o No cameras or camera phones/smart phones will be allowed in the dugouts during games.
- o Promptness for meetings, training sessions and games is mandatory.
- o Uniformity and sharpness in proper on-field dress is a must.
- o Players are responsible for cleaning and maintaining their equipment.
- o Abuse of equipment such as throwing helmets or bats will not be tolerated.
- o Present CSBC in a positive image in accordance with the CSBC Member Protection Policy.

I

(Parent/Guardian Given Name and Surname)

have read the CSBC Ethics and Expectations Policy and CSBC 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 CSBC endorsed events.

Parent's or Guardian's signature:

Date:

Attachment B | CSBC 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 Team Manager 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 CSBC, 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 CSBC Executive may have consulted with CSJBA, BaseballNSW, suspended or ejected the related player from the team.

Parents/Guardians must read and sign documents to indicate agreement with the CSBC Parent/Guardian Code of Conduct and an understanding of the CSBC 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/performances 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 CSBC Ethics and Expectations Policy and CSBC 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 CSBC endorsed events.

Parent/Guardian signature:

Date:

END OF DOCUMENT