



---

## Club Code Of Conduct, Ethics and Behaviour

## **Equality, Diversity and Inclusion (EDI)**

**Equality, Diversity and Inclusion (EDI)** ensures fair treatment and opportunity for all. It aims to eradicate prejudice and discrimination on the basis of an individual or group of individuals' protected characteristics.

BaseballSoftball UK takes seriously its role in recognising and removing any barriers faced by people involved or wanting to be involved in our sports, in any capacity, to ensure the culture of our sports are improved to one that values diversity and enables the full involvement of disadvantaged groups in every aspect of our sports.

(please see the equality, diversion and inclusion (EDI) policy for further detail)

## **Club Code of Conduct, Ethics and Behaviour - Introduction**

### **What is the Club Code of Conduct Ethics and Behaviour?**

BaseballSoftball UK's Club Code of Conduct, Ethics and Behaviour (the code) exists to protect everyone within the game and outlines the behaviour expected from all people within the baseball/Softball Family in England.

BSUK is responsible for setting the standards and values that apply at every level. This Code encapsulates all of the sporting, moral and ethical principles that baseball and softball represents.

We think of baseball and softball as a sport for all. A family sport packed with passion, speed, skill and respect.

One that anyone can enjoy however they choose to participate – as a player, umpire, volunteer or a parent supporting on the side-lines. However you choose to be involved in the game, you have a right to do it with enjoyment.

### **Does the Code apply to me?**

Yes! If you are involved at any level in the game, then the Code applies to you.

Although we are responsible for setting the standards, everyone involved in baseball and softball has a responsibility to promote the sport, making sure that there is equal access and opportunity for all, and that fairness and respect is upheld.

This Code allows BSUK to uphold the values that we all believe in as a sport and gives us a mechanism to deal with any breaches with a consistent approach.

## **What is the purpose of the Code?**

By sharing this code across the sport, we believe that we can uphold the highest standards of integrity and ensure that the reputation of the sport is, and remains, at a high level. We believe that its content will contribute to our vision and our mission.

## **What do we mean when we say...**

For the purposes of clarification, we have explained some of the terms we refer to throughout the code:

### **1. The Baseball/Softball Community:**

This means everyone involved in the sports of baseball/softball at all levels of the game. It includes all individuals, affiliated bodies, clubs, associations and other organisations involved in any capacity in the game of baseball and softball – whether or not they are members of BBF/BSF or BSUK's Development Charter. For the avoidance of doubt, this includes all players and anyone working within baseball and softball (in a paid or voluntary capacity or whether they are an employee or are self-employed or working on any other basis). It includes all coaches, umpires, other officials.

### **2. Conflicts and declarations of interest:**

If you have several interests, you are advised to declare such interests when accepting appointments. You should then conduct yourself professionally, never allowing such interests to cause a conflict in the role in hand.

### **3. Young People:**

There are many references to young people within this document and we define young people as persons under the age of 18. It is important to remember that while some of the codes give guidance for activity that is exclusively for young people, most senior baseball/softball teams also include young people.

### **4. Suitably insured:**

BSUK provides guidance on suitable insurance for different individuals and groups as referenced in this document. This information is available on the BSUK website.

### **5. Expected minimum standards of behaviour and conduct:**

The examples given in each code of behaviour are not exhaustive but are examples of behaviour that is or is not acceptable.

## **6. Code of Ethics and Behaviour:**

The document that sets out the philosophy and expected levels of behaviour for everyone involved in Baseball and Softball

## **7. Regulations:**

The sets of rules that are used to deal with breaches of the Club Code of Conduct, Ethics and Behaviour. There are four different types of Regulations, the one used, depends on the nature of the breach.

### **How to use the Club Code of Conduct, Ethics and Behaviour**

There is a generic element within the Club Code of Conduct, Ethics and Behaviour which relates to everyone within the sport. If you have a voluntary or paid role, or you participate in a role which does not refer to you specifically, then the generic Code of Behaviour applies to you.

There are some specific roles within the sport for which we have provided additional guidance. You should find the specific Codes of Behaviour that relates to your roles.

### **Generic Code of Behaviour**

#### **Who does this apply to?**

The content of this Code of Behaviour applies to all involved with the sport of baseball and softball.

#### **Expected minimum standards of behaviour and conduct.**

All individuals involved in baseball and softball will, at all times:

- Respect the spirit of fair play. This is more than playing within the rules. It also incorporates the concepts of friendship,
- respect for others and always participating with the right spirit.
- Respect the rights, dignity and worth of others.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- Protect themselves and others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
- Abide by the BSUK Safeguarding Procedures
- Abide by the BSUK Diversity, Equality and Inclusion Policy.
- Abide by the BSUK Anti-doping Policy.
- Take personal responsibility to ensure that they are suitably insured for their activities.

## Senior Players

### Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour, and it applies to all Players involved in baseball and softball.

The parts in **blue** highlight the specific elements which apply to this particular group.

### Expected minimum standards of behaviour and conduct.

All such individuals involved in baseball and softball will, at all times:

- Respect the spirit of fair play. This is more than playing within the rules. It also incorporates the concepts of friendship.
- Respect for others and always participating with the right spirit.
- Respect the rights, dignity and worth of others.
- **Respect and co-operate with umpires, officials, coaches, players and spectators.**
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- **Never participate when under the influence of alcohol or drugs.**
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- **Accept success and failure, victory and defeat, with dignity.**  
**Set a positive example for others, particularly young participants and spectators.**
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate behaviour, language or gestures and challenge/report any inappropriate behaviour and language by others.
- **Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials.**
- Abide by the BSUK Safeguarding Policy and Procedures
- Abide by the BSUK Diversity, Equality and Inclusion Policy.
- Abide by the BSUK Anti-doping Policy.

- Act with honesty and integrity and take responsibility for your own actions.
- Uphold the same values above when away from sport.

### Agree to the Code of Conduct

I agree to abide by the Code of Conduct and understand that if I breach the Code, either intentionally or unintentionally, then action can be taken against me by my Club/NGB where I may receive: -

- A verbal warning
- A written warning
- Be suspended either from training or from attending the Club.
- Be required to leave the Club.

Senior Player Name	
Signature	
Date	

## Children and Young People (U18)

The promotion of FUN, POSITIVE ATTITUDES and GOOD SPORTSMANSHIP should be the main dynamic of Youth Baseball and Softball. The Young People's Code of Behaviour therefore applies to all young people to encourage the safety and enjoyment of all participants involved in the sport.

The parts in **blue** highlight the specific elements which apply to this particular group.

### **Expected minimum standards of behaviour and conduct.**

All such individuals involved in baseball and softball will, at all times show:

#### **Respect for the game: -**

- This is more than playing within the rules. It is about friendship, enjoyment and always participating with the right spirit.
- Be on time for training and competitions.
- Give maximum effort and strive for the best possible performance.
- Always thank your opposition, coaches, umpires and officials after every game or training session.
- Accept success and failure, victory and defeat, with dignity and set a positive example to others.
- Respect the rules of my club.

#### **Respect for others: -**

- Umpires, officials, coaches, opponents and spectators should be valued.
- Respect the decisions of umpires and officials.
- Tell my officials and coaches if I am injured or ill.
- Protect others involved in the game from verbal or physical abuse and other forms of threatening or intimidating behaviour such as bullying.
- Be friendly and supportive to other players.
- Always tell my Parents/Carers where I am.
- Not use my phone when I am in training or the changing rooms.

**Self-respect: -**

- Keep myself safe.
- Young people should take responsibility for their actions on and off the pitch.
- Do not smoke, drink or take drugs of any kind (other than prescription).
- Never use inappropriate language or gestures.
- Wear suitable clothing for the activity in which they are taking part.
- Respect the facilities where they play and the equipment that they use.
- Tell someone they trust if the behaviour of others makes them feel uncomfortable in any way.
- Abide by the BSUK Safeguarding Procedures
- Abide by the BSUK Diversity, Equality and Inclusion Policy.
- Abide by the BSUK Anti-doping Policy.

**Agree to the Code of Conduct**

I agree to abide by the Code of Conduct and understand that if I breach the Code, either intentionally or unintentionally, then action can be taken against me by my Club/NGB where I may receive: -

- A verbal warning
- A written warning
- Be suspended either from training or from attending the Club.
- Be required to leave the Club.

Child or Young Person (U18) Name	
Signature	
Date	



## Clubs, Associations & Leagues

All Clubs, Associations, Leagues. have an essential role in upholding and implementing the Code. These individuals and organisations should aim to be:

- Advocates of equality, fair play and safety in the practice and the administration of baseball and softball.
- Supporters of the BSUK's Club Code of Conduct, Ethics and Behaviour and communicators of the Code to their members.
- Influential in driving baseball and softball forward as a sport.

### **Who does this code apply to?**

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour, and it applies to all Clubs, Associations, Leagues involved in baseball and softball. The parts in **blue** highlight the specific elements which apply to this particular group.

### **Expected minimum standards of behaviour and conduct.**

All such individuals and bodies involved in baseball and softball will, at all times:

1. Respect the spirit of fair play. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
  - **Participate within the rules and regulations of the game.**
  - **Be honest, consistent, objective, impartial and courteous when applying the rules of the game.**
2. Respect the rights, dignity and worth of others.
  - **Show patience and understanding towards players who may be learning the game.**
  - **Never publicly express any criticism of umpires or officials such as match officials, technical officers or reserve umpires.**
  - **Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to people being able to participate.**
  - **Relationships: Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.**

- Relationships: Respect confidentiality of participants and any related data at all times.
  - Personal Standards: Have the participants' best interests at heart at all times – recognise when it is in the participants' best interests to be passed to other organisations.
3. Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Personal Standards: Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.
  - Safety: Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.
4. Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- Accept success and failure, victory and defeat, with dignity.
  - Ensure that all participants are aware of their responsibilities under the Code of Behaviour.
  - Remember that young people participate in sport for their enjoyment, not yours.
  - Personal Standards: Project an image of health, cleanliness and functional efficiency.
  - Relationships: Ensure that when in a position of authority this privilege will not be used to exert influence over participants to gain personal benefit for themselves, their clubs or their schools.
  - Relationships: Set and uphold the boundaries between a working relationship and friendship between themselves and participants. This is especially important when the participant is a young person.
5. Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
6. Never use inappropriate language or gestures.
- Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials.

- Support all efforts to remove bad or abusive language and unsporting behaviour.

7. Abide by the BSUK Safeguarding Procedures

Promote and encourage their clubs, associations or organisations to act in accordance with BSUK's Safeguarding Policy and Procedures

8. Abide by the BSUK Diversity, Equality and Inclusion Policy.

9. Abide by the BSUK Anti-doping Policy.

10. Take personal responsibility to ensure that they are suitably insured for their activities.

### Agree to the Code of Conduct

I agree to abide by the Code of Conduct and understand that if I breach the Code, either intentionally or unintentionally, then action can be taken against me by my Club/NGB where I may receive: -

- A verbal warning
- A written warning
- Be suspended either from training or from attending the Club.
- Be required to leave the Club.

Clubs, Associations & Leagues – Name accepted by	
Signature	
Date	

## Coaches, Managers, Captains and Adult helpers

### Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour, and it applies to all Coaches, Managers, Captains and Adult Helpers involved in baseball and softball. This includes mentors, coaches and official educators, umpires' coaches and managers. The parts in blue highlight the specific elements which apply to this particular group.

### Expected Minimum Standards of Behaviour and Conduct

All such individuals involved in baseball and softball will, at all times:

1. Respect the spirit of fair play. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
2. Respect the rights, dignity and worth of others.
  - Respect umpires, officials, coaches, players and spectators.
  - Relationships: Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.
  - Relationships: Respect confidentiality of participants and any related data at all times.
  - Personal Standards: Have the participants' best interests at heart at all times and recognise when it is in the participants' best interests to be passed to other organisations.
3. Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
  - Never participate when under the influence of alcohol or drugs.
  - Competency: Have an EH qualification / award / accreditation appropriate to the nature of the activity and the role being undertaken.
  - Competency: Have a valid First Aid Certificate or ensure that appropriate first aid provision is available.
  - Personal Standards: Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.
  - Safety: Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.

- Under 18-year-olds: Should only work with a suitably qualified and insured adult and refer to the Young Persons Code of Behaviour.
4. Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
    - Accept success and failure, victory and defeat, with dignity.
    - Ensure that all participants are aware of their responsibilities under the Code of Behaviour.
    - Realise their responsibilities as role models and set positive examples for others, particularly young participants and spectators.
    - Personal Standards: Project an image of health, cleanliness and appropriate appearance for any activity they are involved in.
    - Personal Standards: Never smoke whilst participating in any baseball/softball activity.
    - Relationships: Ensure that when in a position of authority this privilege will not be used to exert influence over participants to gain personal benefit for themselves, their clubs or their schools.
    - Relationships: Set and uphold the boundaries between a working relationship and friendship between themselves and participants when in a \*position of trust\*. This is essential when the participant is a young person.
    - Relationships: Never engage in any form of inappropriate personal or sexual relationship with a participant ('inappropriate' – as defined within a position of trust within Sexual Offences Act).
    - Never take children or young players (U18) anywhere alone in my vehicle, to my home or share a bedroom with and ensure that written consent is given by Parents/Carers if they are taken away from the usual Training venue.
  5. Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
  6. Never use inappropriate language or gestures.
    - Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials.

7. Abide by the BSUK Safeguarding Policy and Procedures

8. Abide by the BSUK Diversity, Equality and Inclusion Policy.
9. Abide by the BSUK Anti-doping Policy and be aware of current regulations on anti-doping in sport. I will report any behaviour that contravenes this policy.
10. Abide by the terms of a coaching license, if held
11. Use the relevant guidance on using Social Media and not post content that is inappropriate.

**\*Position of Trust\* Definition - is a legal term that refers to an adult who is "regularly involved in caring for, training, supervising or being in sole charge of [children and young people]." See document entitled – ‘Understand the implications of ‘positions of trust’ in sport on the BaseballSoftball UK Website**

### Agree to the Code of Conduct

I agree to abide by the Code of Conduct and understand that if I breach the Code, either intentionally or unintentionally, then action can be taken against me by my Club/NGB where I may receive: -

- A verbal warning
- A written warning
- Be suspended either from training or from attending the Club.
- Be required to leave the Club.

Coach, Managers, Captain or Adult Helper (please delete) Name	
Signature	
Date	

## Parents/Carers and Spectators

### Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour, and it applies to all Spectators and Parents involved in baseball and softball. The parts in blue highlight the specific elements which apply to this particular group.

Although the emphasis of this code is on young people, this is not exclusive to young people's activity, and it is recognised that parents and spectators will also be present at senior games.

### Expected minimum standards of behaviour and conduct.

All such individuals involved in baseball and softball will, at all times:

- Respect the spirit of fair play. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
  - Focus on the young people's efforts and enjoyment rather than winning or losing.
  - Teach young people that honest effort and teamwork are as important as victory, so the result of each game is accepted without undue disappointment.
  - Remember that people learn best by example. Appreciate good performances and skilful play by all participants.
  - Encourage people always to settle disagreements amicably without resorting to hostility or violence.
- Respect the rights, dignity and worth of others.
  - Respect umpires, officials, coaches, players and spectators.
  - Respect the decisions of officials and teach young people to do the same.
  - Leave the coach to communicate with individual players on the field of play.
  - Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to young people being able to participate.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
  - Inform the team coach, manager, captain or, if there is one, another member of a management team of any new or changed injury, health or welfare issue which they consider is appropriate for them to know.

- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
  - Remember that young people participate in sport for their enjoyment, not yours.
  - Never force a child to take part in sport if they do not wish to
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
  - Never ridicule or admonish a young person for making a mistake or losing a competition.
  - Inappropriate pressure placed on Children/Young people can be the cause of dropping out of the sport
- Never use inappropriate language and gestures.
  - Support all efforts to remove bad or abusive language and unsporting behaviour.
- Abide by the BSUK Safeguarding Policy and Procedures
- Abide by the BSUK Diversity, Equality and Inclusion Policy.
- Ensure that the Child/Young Person has safe transportation to and from training/games etc.
- Ensure that any consent/consent forms that are required are returned, and if any concerns are raised, that they are discussed with a relevant person at the Club/NGB.
- Ensure that the relevant person at the club is aware of any medication that is required by the Child/Young Person.
- Report any concerns that you may have about the Welfare of any Child/Young Person, including yours, immediately to the relevant person at the club.



## Agree to the Code of Conduct

I agree to abide by the Code of Conduct and understand that if I breach the Code, either intentionally or unintentionally, then action can be taken against me by my Club/NGB where I may receive: -

- A verbal warning
- A written warning
- Be suspended either from training or from attending the Club.
- Be required to leave the Club.

Parent/Carer/Spectator (Please delete)	
Name	
Signature	
Date	

## Umpires and Officials

### Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour, and it applies to all Umpires and Officials involved in baseball and softball. The parts in **blue** highlight the specific elements which apply to this particular group.

### Expected minimum standards of behaviour and conduct.

All such individuals involved in baseball and softball will, at all times:

- Respect the spirit of fair play. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
  - Encourage both teams to play within the Rules and the spirit of the game.
  - Be honest, consistent, objective, impartial and courteous when applying the Rules of the game.
  - Never request inappropriate hospitality of any kind, or accept any hospitality offered that could be considered to be excessive.
  - In completing reports, set out the true facts and not attempt to justify or embellish any decisions.
- Respect the rights, dignity and worth of others.
  - Respect umpires, officials, coaches, players and spectators.
  - Show patience and understanding towards those who may be learning the game.
  - Never publicly express any criticism of umpires or officials such as match officials and technical officers.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
  - Have regard to protecting the players through the application of the Rules of the game.
  - Never participate when under the influence of alcohol or drugs.

- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
  - **Ensure that all participants are aware of their responsibilities under the Code.**
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.

**Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players, team officials, spectators or parents.**

- Abide by the BSUK Safeguarding Policy and Procedures
- Abide by the BSUK Diversity, Equality and Inclusion Policy.
- Abide by the BSUK Anti-doping Policy.

### Agree to the Code of Conduct

I agree to abide by the Code of Conduct and understand that if I breach the Code, either intentionally or unintentionally, then action can be taken against me by my Club/NGB where I may receive: -

- A verbal warning
- A written warning
- Be suspended either from training or from attending the Club.
- Be required to leave the Club.

Umpire/Official Name	
Signature	
Date	

## Reporting procedures and dealing with breaches

It is important that unacceptable behaviour is dealt with quickly and appropriately.

Therefore, it is essential that people know where to go if they want to report a concern or incident.

**Clubs and associations should use their own procedures for informal resolutions on low-level concerns.**

More serious incidents should be reported to BBF,BSF or BSUK immediately.

Incidents can be reported online by using the link below, or via the BSUK website.

<https://share-eu1.hsforms.com/12ZGdA-b1TA2KseX1BHGV2Qf7232>

The British Softball Federation (BSF), BaseballSoftball UK (BSUK) and individual leagues, clubs, teams and other affiliated organisations will supplement this Code with their own more detailed codes and policies as appropriate.

Policy Last reviewed	Reviewed By (Consultant)	Approved by	Next review date
Feb 24	Katherine Bates		Feb 26