

# BASEBALL NSW POLICY

## Ethics and Expectations High Performance Program



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<b>KEY TERMS</b>	<p>'Ethics and Expectations' refers to the minimum standard of behavior expected of players, parents and coaches whilst representing NSW both on and off the field of play.</p> <p>Members in the document refers to players, parents, coaches, executive officers, umpires, scorers and any other relevant team personnel.</p> <p>General Manager Baseball New South Wales will be referred to as GM.</p> <p>High Performance Manager Baseball New South will be referred to as HPM.</p> <p>A Friendship player refers to any New South Wales player who has been selected or invited to participate in a competition to represent another Australian state, territory or NSW Country team. Therefore, they are bound by the Baseball New South Wales Ethics and Expectations policy.</p>
<b>SUMMARY</b>	This document outlines expectations of behaviour displayed by players, coaches, parents, officials and any other related team personnel who are representing NSW at representative tournaments including Friendship players or within any Baseball New South Wales programs.



### DOCUMENT SCOPE AND PURPOSE

The purpose of the Ethics and Expectations Policy document is aimed to provide information and appropriate education of all players, parents, coaches, executive officers, umpires, scorers and any other relevant team personnel (referred in this document as members) regarding the scope and framework for the behaviour, expectations and policies of the High Performance Program. The scope of this policy is inclusive and will incorporate all New South Wales players who are selected or invited to represent another state, territory or New South Wales Country team. These players are referred to as 'friendship' players. As such, all New South Wales friendship players are bound by the Ethics and Expectations High Performance Policy in all instances.

It is an expectation that each person will read, demonstrate an understanding and comply with all the outlined requirements contained within the following document. To provide further information related to the contents and requirements outlined within this policy there will be a mechanism for discussion with the General Manager, Baseball New South Wales (GM) or the High Performance Manager (HPM).

### CORE VALUES

Baseball New South Wales upholds that there are a number of integral core values that underpin all operational functions. These include the values of fairness, respect, responsibility, safety, inclusiveness and professionalism.

- Fairness is denoted as all members operating in the spirit of the rules; never taking an unfair advantage and making informed, professional and honorable decisions at all times.
- Respect is recognizing the contribution individual members make to sport; treating them with dignity and consideration, including care for all property and equipment utilized.
- Responsibility is defined as being a positive role model and being accountable for a members own actions in all circumstances.
- Safety includes operating in a manner that ensures safe practice, duty of care, demonstrating concern for the wellbeing of one's self and others whilst preventing and reporting dangerous behavior.
- Inclusiveness incorporates treating all groups or all members of a group equally and without exception in a comprehensive manner.
- Professionalism is defined as the demonstration of a high level of behavior, language, skill, judgment and representation of Baseball New South Wales/Friendship player on all occasions both on and off the field.



### **ETHICS AND EXPECTATIONS**

Baseball New South Wales High Performance Programs epitomise the representation of baseball in the highest manner. The expectations of those directly and indirectly involved in the program who bare the responsibility of representing such programs are to uphold the core values. It is expected that all members will:

- Display a high level of behavior both verbal and non verbal whilst representing Baseball New South Wales;
- Represent Baseball New South Wales with a level of professionalism befitting the programs including those players who are friendship players;
- Contribute to the program in a positive manner and support the development of the athletes, coaches, officials and members within that program;
- Treat each other with respect and in an inclusive manner;
- Take responsibility for their own actions;
- Demonstrate an understanding of and adhere to the detail contained within this document without exception.

### **PROGRAM MISSION STATEMENT**

The Baseball New South Wales High Performance Program recognizes that representative baseball is a key and integral component of the development pathway for players in baseball. Baseball New South Wales and the High Performance Program are committed to upholding the principles of fair play, teamwork, leadership development and acknowledge the valuable contributions that emerge as a direct result of community engagement and participation. A fundamental component which underpins the program is the emphasis on responsibility, strong work ethic and a positive attitude to facilitate our member's ability to succeed on and off the field.

All individuals involved, directly or indirectly, in the program must maintain and foster the values and goals which underpin the functioning of Baseball New South Wales and its associated programs.

### **PROGRAM OBJECTIVES**

The High Performance Program provides members the opportunity to represent Baseball New South equitably and with the highest level of accountability. Representation on behalf of Baseball New South Wales is both an honour and privilege, which may provide opportunities for local, state and national exposure. Baseball New South Wales provides a commitment and acknowledges that the health, safety and well being of members play a significant role in the ongoing success of the program. It is recognized that education, employment and family commitments take priority over other baseball responsibilities.

### **PROGRAM LEADERSHIP**

The Baseball New South Wales High Performance Program follows a hierarchical management structure to ensure its smooth operation, reporting and key accountabilities. In all cases the General Manager and the High Performance Manager shall maintain the highest level of

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decision making authority and as such, all decisions by the above mentioned shall be respected and adhered to in all instances.

The Head Coach and Executive Officers shall be given the appropriate frameworks that support their operational and decision making capabilities. The scope of this framework will include both on field and off field functioning.

Any member determined to have breached a directive or decision made by a nominated representative of Baseball New South Wales will be subject to disciplinary action, that shall be determined by the High Performance Manager or General Manager in consultation with the Board of Management of Baseball New South Wales. The determination of the disciplinary action will be prefaced on the severity of the breach, the member's record of past conduct, and Baseball New South Wales's policies and procedures.

### COMMUNICATION

It is an expectation that all members specifically the Head Coach and Executive Officer will participate in regular written and verbal communication to ensure that all parties are informed appropriately and within identified timeframes. Communication both written and verbal is required to be open and constructive, following identified guidelines by the High Performance Manager Baseball New South Wales.

### DISCIPLINARY PROCESS

In any the event that disciplinary action is required the identified protocols for both on and off field mechanisms is to be implemented. In the instances of off field this should be via the executive officer and the head coach. For all on field disciplinary matters it is the responsibility of the Head Coach to enact the process and for off field the Executive Officer. In both cases of on field and off field breaches the High Performance Manager must be informed as soon as practicable, who will then inform the General Manager Baseball New South Wales. Matters requiring the commencement of the disciplinary process will be communicated to the Board of Management.

There is an identified process that will be followed by the Head Coach/Executive Officer. This is as follows:

1. On receipt of any complaints or behavior, that is deemed to be unprofessional by coaches, officials, players or parents related to the field of play; or when players are in uniform this is to be communicated to the Head Coach/Executive Officer of the respective team.
2. The Head Coach/Executive Officer is required to document the complaint and or behavior, in the form of a diary note of the incident or complaint. The Head Coach will then formally communicate the nature of the complaint and or behavior to the High Performance Manager Baseball New South Wales as soon as practicable.
3. The High Performance Manager will make a determination regarding the severity of the incident and communicates with the Head Coach and Executive Officer of the team. The



required process to be actioned by the Head Coach and Executive Officer will be outlined forthwith.

4. The player is to be interviewed with a nominated adult representative if under the age of eighteen years. Players who are over eighteen years of age may bring a nominated support person in attendance to the interview. In the event that the complaint of unprofessional conduct has been made by a parent then the parent is to be interviewed. A detailed report is to be submitted from each interview and sent to the High Performance Manager within twenty four hours of the meeting.
5. The High Performance Manager in consultation with the General Manager Baseball New South Wales will make a determination of the punishment that may be attributed if the offense is minor in nature. A formal warning may be issued.
6. The High Performance Manager will formalize a brief to be submitted to the General Manager Baseball New South Wales. In the event that the issue is severe in nature the High Performance Manager will meet with the General Manager regarding the next management phase.
7. The High Performance Manager or other nominated BBNSW official is to conduct a formal interview.
8. The Chairman of the Board of Management is to be informed and or the High Performance Director. A determination will be enacted.
9. The High Performance Manager is to communicate the outcome of the determination to the respective player and parents.
10. In the event that the General Manager identifies that the nature of the issue is severe in nature the issue will be escalated to the Board of Management for a decision regarding the forthcoming process. A formal report will be tabled to the Board of Management. The Board of Management will make a determination of the action required for the player in question.

### CODES OF CONDUCT

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





The Code of Conduct encompasses five key domains. These domains include the following:

- General Code of Conduct
- Coach's/Executive Officer's Code of Conduct
- Parent's Code of Conduct
- Player's Code of Conduct
- Official's Code of Conduct

### **General Code of Conduct**

All members are required to comply with the General Code of Conduct by respecting the rights and dignity of all other members. This can be demonstrated by being a role model, demonstrating fairness, being considerate and honest in all interactions and by operating professionally at all times when representing Baseball New South Wales. It is an expectation that all members will support the ethos and values of Baseball New South Wales and that personal interests, beliefs and values should not take precedence.

All members are required to demonstrate a high degree of individual responsibility particularly when engaging with players who are under the age of eighteen years of age. All activities that require engagement with members under the age of eighteen years should be supervised where possible.

All members are required to be aware of and adhere to the standards, rules, regulations and policies of Baseball New South Wales. This includes the operation of rules which underpin the sport, including national and international guidelines. Members are to refrain from any behaviour that may bring baseball and Baseball New South Wales, a member association, or affiliated club into disrepute. If there are any breaches of the code of conduct this will result in disciplinary action if appropriate.

### **Coach and Executive Officer Code of Conduct**

The Coach and Executive Officer code of conduct is to be adhered to at all times when representing Baseball New South Wales in any endorsed and organised tournaments, development programs and special events. Each Coach and Executive Officer must abide by the directions, rules, requirements and framework for operation as outlined by the High Performance Manager Baseball New South Wales. In all instances these members must comply with the selection criteria, communication, governance and reporting framework as stipulated by the High Performance Manager Baseball New South Wales. It is a mandatory requirement that all members are suitably qualified and experienced and must show evidence of these to enable appointment and functioning in the above roles. There is an expectation that appointed coaches will maintain currency, proficiency and provide support and advice to teams that require assistance. In the event that advice from more expert practitioners is required this should be initiated when required.

It is an expectation that Coaches and Executive Officers are role models, demonstrating fairness, honesty, adherence to identified dress code, grooming and professional operations at all times when representing Baseball New South Wales. All members will support the ethos and values of Baseball New South Wales and that personal interests, beliefs and values should not



take precedence. Coaching relationships should not be exploited to further personal, political, or business interests at the expense of the best interest of your players.

The code of conduct stipulates that Coaches and Executive Officers are to treat all players fairly within the context of their sporting activities, regardless of gender, race, country of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions. The Coach and Executive Officer are to recognise that players' are able to consult with other coaches and advisors. There is an expectation that there will be full cooperation with other specialists including sports scientists, doctors and physiotherapists. It is the responsibility of all Coaches and Executive officers to be fully aware of players who have existing medical conditions that require monitoring and medication management.

At all times it is imperative that Coaches and Executive Officers respect the rights, dignity, skill and value the contributions by players, coaches, officials, parents and spectators. A professional relationship with the players and members is to be maintained in all instances; and are precluded from engaging in any intimate relationships under any circumstances. Situations that could be construed as compromising should be avoided however; any physical contact with players should be situation appropriate and necessary for players' skill development.

Coaches and Executive Officers are expected to support the unification of the team promoting the development of a positive self image, sportsmanlike behaviour and the values and ethos of Baseball New South Wales. The Coaches and Executive Officer are to ensure that requested tasks, drills and or training sessions are supervised and age appropriated for the level of experience, ability, physical and psychological aptitude of players. Players are to be encouraged to be independent and responsible for their own behaviour, performance, decisions and action. This includes encouraging players to be respectful of one another both as athletes and individuals on and off the field. Feedback is to be provided in a constructive and respectful manner acknowledging individual differences, strengths and potential. This feedback may need to be given in a supported context without input or in the presence of spectators, parents and other teams.

The use drugs of any kind, unless prescribed by a licensed physician, are prohibited in all instances. Any form of tobacco, tobacco product, illegal drugs, drug paraphernalia, or alcohol when in uniform is precluded from use in any circumstances. The use of drugs and performance enhancing drugs is to be discouraged by players. In the event that there is a reasonable suspicion that a serious breach of the code of conduct has occurred team officials have the right to conduct a search of a coach or executive officers' room, bags, clothing, or personal belongings. This search must be conducted in the presence of the official and / or his / her agent and an independent adult witness. In the event that there is a serious breach of the code of conduct the Head Coach is required to formally communicate this to the High Performance Manager Baseball New South Wales immediately. Where the High Performance Manager Baseball New South Wales is unavailable, it is to be escalated to the General Manager of Baseball New South Wales.

When participating in national and international events it is imperative that the Coach and Executive Officer are cognisant of the rules, standards and regulations; and must be respectful of the roles of the officials encouraging players to do likewise. Decisions made by umpires will



be acknowledged as being made in a fair and judicious manner. Displays of aggression, abuse, ridicule of an umpire, team or team member either verbally or physically will be viewed as unprofessional behaviour will not be tolerated and will result in disciplinary action. Such display by team members is not to be supported and unchallenged. It is paramount the respect for opponents, spectators and officials should be engendered.

Coaches, Executive Officers and team representatives receive prior approval from Baseball New South Wales or team staff for all press statements and interviews. This includes representation at national and international events. Permission is to be sought from the High Performance Manager Baseball New South Wales. In the event that the High Performance Manager is unavailable direct requests will be escalated to the General Manager Baseball New South Wales. All press statements and/or interviews must be within the guidelines stipulated of Baseball New South Wales.

### **Parent 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 Baseball New South Wales or the Australian Baseball Federation.

### **Player Code of Conduct**

All players are to conduct themselves in a professional, ethical and responsible manner. There is an expectation that players will attend all training and required games as requested in a timely fashion. All players are to train and work to an optimal level demonstrating a keen commitment to their professional development to ensure the highest level of preparation and competitiveness.

Players are to represent Baseball New South Wales or as friendship players by being appropriately dressed at all times on and off the field of play. This includes the identified dress code for walk out attire to flights and functions. With the exception of official functions, players are not permitted to wear clothing that displays the Baseball New South Wales logo or insignia in licensed premises. All players are to maintain a high level of personal hygiene and grooming; and are precluded from wearing earrings when on the field, training or in Baseball New South Wales attire. Players are not permitted to eat or drink on the baseball field, excluding what has been provided by the team for consumption on the bench. Access to locker rooms is not permitted without the express permission from management either at Blacktown International Sports Park (BISP) or whilst on tour.



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It is imperative that all players, coaches and team representatives receive prior approval from Baseball New South Wales or team staff for all press statements and interviews. This includes representation at national and international events. Permission is to be sought from the High Performance Manager Baseball New South Wales. In the event that the High Performance Manager is unavailable direct requests will be escalated to the General Manager Baseball New South Wales.

All players and members are to be responsible when utilising any forms of social media. Social media is a term which incorporates a number of ways to engage online spaces where you can connect with other people and produce and share content information. This may include however, is not limited to social networking sites like facebook, my space, video and photo sharing, twitter, weblogs, discussion boards, forum and phone applications. Members are not permitted to use cameras, mobile phones or camera phones in the dug out during games unless authorised and approval has been given by the Head Coach and or the Executive Officer. Engagement when using any of the above means which is unethical, discriminatory, unprofessional, offensive, illegal and derogatory in nature pertaining to any player, member or official will result in immediate escalation to the High Performance Manager Baseball New South Wales. At this time a determination of the severity of the incident will be made in consultation with the Head Coach and Executive Officer on receipt of a formal report. A determination will be made on either suspension and or the enactment of the disciplinary process.

Incidents of aggression either physical or verbal will not be tolerated and will result in the enactment of the disciplinary process. This includes the verbal abuse of umpires, opposing players, fans or other personnel. All members are to abide by the rules of the competition and respect the decision of the coaches, executive officer, umpires and or designated officials. In the event that an appeal process is endorsed this must transpire utilising the identified formal process.

At all times it is imperative that players respect the rights, dignity, skill and value the contributions by players, coaches, officials, parents and spectators. Players are to maintain a professional relationship with the coaches and executive officer and are precluded from engaging in any intimate relationships under any circumstances.

The use drugs of any kind, unless prescribed by a licensed physician, are prohibited in all instances. Any form of tobacco, tobacco product, illegal drugs, drug paraphernalia, or alcohol of any description is precluded from use. In the event that there is a reasonable suspicion that a serious breach of the code of conduct has occurred team officials have the right to conduct a search of a player's room, bags, clothing, or personal belongings. This search must be conducted in the presence of the player and / or his / her agent and an independent adult witness. In the event that there is a serious breach of the code of conduct the Head Coach is required to formally communicate this to the High Performance Manager Baseball New South Wales immediately. Where the High Performance Manager Baseball New South Wales is unavailable, it is to be escalated to the General Manager of Baseball New South Wales.

Players are to be respectful and to take care of the equipment that has been provided by your parents and or Baseball New South Wales. The throwing of bats, helmets or other equipment will not be tolerated. Any activity that results in the loss or wilful damage to private property, theft of property that it not the member's will result in the suspension of the player until



disciplinary measures are undertaken. Any inappropriate behaviour either on or off the field of play which brings the player, Baseball New South Wales, the represented state, territory or Country New South Wales in disrepute will result in suspension, disciplinary action and escalation to the High Performance Manager and General Manager Baseball New South Wales. Further, any malicious damage or theft of equipment owned by Baseball New South Wales is strictly forbidden. Players who are deemed to have stolen or purposely damaged equipment of Baseball New South Wales will be responsible for replacement to the full value of the stolen or damaged item and will furnish any financial costs associated as a consequence.

There is a clear expectation that any illness or injury which impacts on your ability to train and meet the requirements of the program will be communicated to the coaching team. In the event that an injury may preclude your progress or ability to participate it will be a requirement to be assessed as medically fit. The assessment may be by a nominated practitioner by Baseball New South Wales. Medical clearance will necessitate a medical certificate furnished to the teams Executive Officer who will in turn communicate with Head Coach of the team. The severity of the injury will dictate whether communication to the High Performance Manager is required. All injuries are to be reported to the relevant Head Coach and or Executive Officer preceding or during a competition to enable the assessment or engagement of treatment with the physiotherapist or medical practitioner if required.

When on tour either at national or international events players are to be professional, responsible, and courteous both on and off the field as representatives of Baseball New South Wales or as friendship players. Players are not to engage in language which is offensive and should not broadcast music which would be considered socially unacceptable or inappropriate. Headphones should be used to listen to music when travelling on public and team transport. Players are not permitted to drive motor vehicles or motor cycles whilst on tour and are not to enter licensed premises or casinos unless under the supervision of team officials or billeting parents (if applicable).

In the event that players are in a billeting arrangement there is the expectation that the player/players will be courteous and respectful at all times, particularly acknowledging the wishes and routine of the family that you are billeting with. It is paramount that the billet family is informed of a player's whereabouts particularly events organised or approved by the coach, executive officer of host committees. There is an expectation that the player/players will contribute to the performing of household responsibilities such as washing your own clothes, making your bed and assisting with washing up of cutlery and crockery whilst being billeted. Player/players are to financially remunerate the billet family for any phone calls that are made and are prohibited from requesting financial support from a host family. As a representative of Baseball New South Wales it is an expectation that player/players acknowledge their gratitude for the opportunity to have been billeted which may take the form of a thank you letter or a small gift.

### **Officials Code of Conduct**

The Officials code of conduct ensures that the safety and welfare of players, members and participants is paramount above all else. The Official is to accept responsibility for all his/her actions being impartial, courteous, respectful, and open to discussion. Situations in which there is the potential for conflict are required to be managed in a way which is non confrontational, professional and places value on all participant members in sport.



### Umpires Code of Conduct

The Umpire is expected to respect the rights, dignity of all other members by being a role model, demonstrating fairness, being considerate and honest in all interactions and by operating professionally at all times when representing Baseball New South Wales. It is an expectation that all members will support the ethos and values of Baseball New South Wales and that personal interests, beliefs and values should not take precedence. The Umpire is to officiate by the competition conditions, rules and the operational functions prescribed by the Australian Baseball Umpire system. The observation and implementation of the Infectious Diseases policy when required is to be utilised when officiating.

It is the responsibility of the Umpire to report all injuries to an instructor, coordinator, coach and or executive officer where the scheduling of appropriate treatment will be instigated if necessary. All interactions with players, managers, coaches, spectators, other officials and members are to be professional, courteous and non aggressive in nature.

All Umpires are to be attired in the official umpire uniform including the use of appropriate protection. Jewellery (e.g. earrings, body rings, necklaces for example) is not to be worn when performing official umpire roles. The consumption of food excluding beverages on the baseball field when umpiring is not supported. Applicable uniform attire may also be required to be worn to seminars, schools and training. With the exception of official functions, uniforms and clothing containing the Baseball New South Wales logo or insignia is not permitted to be worn to licensed premises. Approved applicable walk out attire designated for flights, travel and functions is to be worn. A high level of personal hygiene is to be maintained. Uniforms and equipment are to be clean and well maintained also.

Umpires are required to be prompt to meetings, training sessions and games. Engagement with personnel, players, coaches, executive officers, coordinators and fellow umpires should be cooperative and respectful. Fraternalisation with team personnel other than official functions is discouraged.

The use of any kind of drugs, with the exception of those prescribed by a licensed physician, is prohibited. This includes the use any form of tobacco or alcohol of any description on the field, or while in uniform at tournaments, seminars and schools. It is preferable that the use of any form of tobacco or alcohol is excluded whilst in walkout attire.

In the event that Umpires are requested to make press statements or interviews prior approval from Baseball New South Wales or team staff is required. This includes representation at national and international events. Permission is to be sought from the High Performance Manager Baseball New South Wales. In the event that the High Performance Manager is unavailable direct requests will be escalated to the General Manager Baseball New South Wales.

### SPORTSMANSHIP

Baseball New South Wales is committed to ensuring and promoting the ethos and values of sportsmanship underpinned by integrity, respect, responsibility and leadership by all members. Members must conduct themselves in a manner that reflects positively on the reputation of Baseball New South Wales. This includes on and off field, pregame and post game conduct and

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dialogue including other modes of communication to members, the public and media personnel; when travelling and participating in any local, national and international representation.

All members are responsible for operating in a manner that integrates all elements of good sportsmanship during games and competition. Behaviour must reflect the high standards of honour, dignity, respect and professionalism that should characterise participation in competitive sports. Members are expected to maintain an attitude of dignity and respect toward opponents and are precluded from participating in any unsportsmanlike behaviour like fighting and taunting. Engaging in inappropriate non verbal gestures with the intent to demean, demonstrate a disrespectful attitude toward opponents, inciting crowd hostility toward opponents and the use of inappropriate, socially unacceptable, profane and vulgar language is prohibited.

Members displaying unsportsmanlike conduct will be subject to disciplinary action as determined by the High Performance Manager Baseball New South Wales in consultation with the General Manager Baseball New South Wales.

### PERSONAL PRESENTATION

The opportunity to represent Baseball New South Wales is a privilege. As such, members, coaches, executive officers and players must be well groomed, presentable and display all dress attire including uniforms in a professional manner. Logos, body art and tattoos deemed inappropriate by coaches or Baseball New South Wales must be covered when representing Baseball New South Wales in all instances. Players and team staff may also be subject to additional presentation standards issued by their specific team and coaching staff.

### EQUIPMENT AND UNIFORM APPAREL

Baseball New South Wales provides equipment for the use by players, coaches and team staff. If equipment and or apparel is lost, misplaced or stolen; the players, coaches and the executive officer will be financially responsible for replacing the items to the full value and any other associated costs (e.g. freight and delivery). All equipment is the property of Baseball New South Wales and must be returned at the end of each event or program. Equipment and or apparel not returned within one week could result in the suspension of MyClub membership until replacement costs are paid in full to Baseball New South Wales.

Equipment and or apparel provided by Baseball New South Wales should only be used in conjunction with Baseball New South Wales's High Performance Program. Failure to follow this policy could result in suspension, loss of eligibility or loss of other privileges determined by the General Manager Baseball New South Wales.

All players, coaches and team staff must only wear the official and approved clothing, at all times when at the field, on the field, during travel and during official functions. Baseball New South Wales also offers the opportunity for all members to purchase clothing and uniform apparel for on and off field wear.

### PRACTICE FACILITIES

Baseball New South Wales 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



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facilities, are only to be used under the supervision of a coach or another authorized member of the High Performance 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 General Manager Baseball New South Wales. Failure to follow these rules could result in loss of eligibility, suspension or other consequences as deemed appropriate.

Often practice facilities are used under agreement with a baseball club. Members are required to ensure the facilities are maintained, repaired, cleaned of rubbish and equipment returned. Consideration towards residents and other facility users is paramount.

### **PAYMENT OF LEVIES AND EXPENSES**

Participation in sanctioned events by Baseball New South Wales will incur monetary costs as a component of participation. The Australian Baseball Federation has employed a Registration and Participation package for all National Championships, which includes accommodation, meal and ground transport arrangements as a component of the package.

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

Any costs that the Australian Baseball Federation request New South Wales Teams pay in order to participate in a National Tournament shall be portioned between the players without additional margins other than costs incurred directly by Baseball New South Wales outside of the activities within the Australian Baseball Federation package.

Baseball New South Wales costs typically include additional food and beverage requirements, fuel for ground transport, coach costs, trials and training costs, uniform apparel, laundry and equipment supplies such as baseballs and helmets.

### **Conditions of the Levy Payment**

As a condition of participation over and above those set within this policy and those set by the Australian Baseball Federation (or event organizer), players must have completed one of the following by the date set out in the invoice raised by Baseball New South Wales.

Players must have paid their nominated levy to Baseball New South Wales in full, or in extenuating circumstances only, will have paid a deposit and entered into a repayment arrangement with Baseball New South Wales to ensure the levy is finalized no later than the date of departure. Failure to do so will preclude the player participating in the nominated event.

### **ACADEMIC PERFORMANCE/PURSUIITS**

Baseball New South Wales is cognisant that junior players have a responsibility to pursue both academic and athletic excellence. As such, Baseball New South Wales supports the academic endeavours of players. Coaches and team staff will be supportive and considerate of players' academic needs, especially during assessment and exam periods. Whilst Baseball New South Wales is supportive these players, it is the remains the sole responsibility of participating players





to seek out and utilise appropriate resources, develop time management and study skills, and to be responsible for all requirements and demands of their studies.

### **MEDICAL REQUIREMENTS**

It is a mandatory requirement that all players, coaches, executive officers and officials disclose all injuries, illnesses and conditions each and every occasion where there is a selection to participate for or to represent Baseball New South Wales or as a friendship player. To ensure that appropriate medical intervention and treatment is instigated the type and level of medical cover including private health insurance information is required to be submitted. As such, there may be occasions where players, coaches, executive officers and officials may require medical assistance and or treatment in the case of illness or injury whilst under the direct care of Baseball New South Wales. To facilitate this process in an expedient manner parents and or nominated guardians, are requested to give authority to appointed Baseball New South Wales officials to obtain medical assistance and treatment from a qualified medical officer/practitioner as deemed necessary. In these instances, Baseball New South Wales will not be responsible for meeting the cost of any medical or hospital service incurred and will be the responsibility of the injured or ill person, parent or guardian. As such, Baseball New South Wales strongly recommends that each member have adequate health insurance and extras cover at all times.

Baseball New South Wales 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 participation in a Baseball New South Wales team, program, national or international event.

### **DRUG AND ALCOHOL POLICY**

Baseball New South Wales utilises the Australian Baseball Federation Anti Doping Policy (January, 2010) and the Alcohol Policy. The extent and application of the policies governs all on field facilities, such as the field, dugout, bullpens, spectator areas, and clubhouse. The off field facilities incorporate all accommodation, airports, and vehicles provided by Baseball New South Wales. As such, all on and off field facilities noted above are to remain drug and alcohol free at all times for each player, parent, coach, executive officer, umpire and scorer. It is mandatory that all members recognize and abide by these policies in all instances. Adherence to the above policies are to be complied with 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.

Baseball New South Wales expects that all members adhere to all relevant Federal, State, and City laws, which include but are not limited to the consumption of alcohol under the legal age of eighteen years or the distribution of alcohol to a person(s) under the legal age of eighteen. In the event of representation at international events the respective Federal, State and City laws are to be adhered to.

It is serious breach of this policy for any player, coach, executive officer, umpire and scorer to participate in the possession, distribution or the use of alcohol twenty four hours prior to any practice or game. This also includes any prohibited social or performance enhancing drug. Any such violation will initiate disciplinary action and inform relevant associated authorities. Further, any supervising coach of a player who has breached the Drug and Alcohol Policies may be

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## Ethics and Expectations High Performance Program



subject to disciplinary action with guidance from the High Performance Manager and General Manager Baseball New South Wales.

In any circumstance that Baseball New South Wales feels obligated to refer the member's violation to the appropriate authorities it will do so; and the member may be 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 exclusively known "social drugs" (i.e. marijuana, cocaine, alcohol). In the best interests of the each player, parent, coach, executive officer, umpire, scorer, and Baseball New South Wales "performance enhancing" drugs (e.g. steroids) are also prohibited under the Australian Baseball Federation and World Anti Doping Authority Anti-Doping Codes. For further discussion and information regarding the use of any drug or medication, members are required to contact the High Performance Manager Baseball New South Wales prior to using such substance. The High Performance Manager is an accredited facilitator for the World Anti Doping Authority Anti Doping. More detailed information can be provided or directed to other comprehensive information sources. Members are also required to access the [asada.gov.au](http://asada.gov.au) site for additional information.

The World Anti Doping Agency website ([www.wada-ama.org](http://www.wada-ama.org)) contains the list of prohibited drugs that all members are required to familiarise themselves with. Athletes are required to download a "Therapeutic Use Exemption" form or TUE form for routine medications which require exemption. The Australian Baseball Federation and Australian Sports Anti Doping Association have the ability and authority to test both during and out of competition for the use of both "social" and "performance enhancing" drugs. As such, Baseball New South Wales will accept no responsibility should a player's test be positive for either social or performance enhancing drugs.

## HARRASSMENT POLICY

Baseball New South Wales prohibits any act of harassment. Harassment covers a wide range of offensive behaviour and is commonly understood as behaviour intended to disturb, threaten or upset. Usually it is physical and psychological behaviour perpetrated by one or more persons to make against another individual to make them feel disturbed, threatened or upset. There are a number of identified types of harassments that includes psychological, racial, religious, sexual, stalking, bullying or hazing. Hazing refers to the practice of rituals and other activities that persecute, harass or humiliate in a deliberate, calculated, planned, manner used as a way of initiating a person into a group. Often, the targeted individual is a subordinate, for example, a rookie or someone viewed as an outsider or not as proficient as other members of the team.

Reports provided to the General Manager Baseball New South Wales will be requested in writing and the Australian Baseball Federation Anti-Harassment and Complaints Procedures Policy will be enacted.

## DISCIPLINARY ACTIONS

Any member found to be in violation of this policy will be subject to disciplinary action. Such disciplinary action will be determined by the coaches and the High Performance Manager or

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General Manager Baseball New South Wales in accordance with the severity of the violation, the member's record of past conduct, and the policies of Baseball New South Wales. This may include attending a disciplinary hearing. Disciplinary actions may include, but are not limited to, the following:

- A verbal warning.
- A written warning documented in the member's file.
- Mandatory counseling sessions (if applicable) which will include required compliance with the recommendations of the counselor.
- Suspensions from participation in any team functions whilst on tour.
- Determination made for the member to be returned home and excluded from participating in the selected competition.
- Attendance at the Board of Management.
- Exclusion from selection and participation in national and international teams.
- Dismissal from the team and/or the High Performance Program.
- Dismissal from Baseball New South Wales.

### References

Australian Baseball Federation Anti Doping Policy (January, 2010)

Australian Baseball Federation Anti-Harassment and Complaints Procedures Policy (October, 1998).

AIS Sports Nutrition Australian Sports Commission Alcohol and Australian Sport Fact Sheet (2009).

Baseball Victoria (2010) High Performance Ethics and Expectations Manual.

World Anti Doping Agency Website.

### REVISION AND APPROVAL HISTORY

Date	Revision No.	Author and Approval
29 November 2012	0	Glenn Williams
4 January 2013		Approval and sign off by Baseball New South Wales Board of Management.

# BASEBALL NSW POLICY

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## Ethics and Expectations High Performance Program



I acknowledge and agree to be bound by the Baseball New South Wales Ethics and Expectations Policy High Performance Program (PD01).

Name

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Signature

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Designation

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Age Group

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Date

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Glenn Williams High Performance Manager Baseball New South Wales

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