**Purpose:**

Codes of conduct are crucial to ensure all participants of OHMBA services experience a standard of care in keeping with the association’s statement of direction. OHMBA has developed and will enforce Codes of Conduct for every level of membership in the association.

**Roles and Responsibilities**

Directors

* Adhere to the requirements of this document
* Review, approve and communicate this document
* Ensure acknowledgement of this document is recorded
* Enforce this document

Coaches

* Adhere to the requirements of this document
* Communicate this document to team parents and players
* Ensure record of acknowledgement of this document is presented to OHMBA
* Report violations of the code of conduct to the Board.

Parents

* Adhere to the requirements of this document
* Communicate requirements of this document to minors in your care
* Report violations of the code of conduct to the Board.

Umpires

* Adhere to the requirements of this document
* Communicate this document when needed
* Ensure record of acknowledgement of this document is presented to OHMBA
* Enforce this document and/or Report violations of the code of conduct to the Board.

Players

* Adhere to the requirements of this document
* Report violations of the code of conduct to the Board.

Codes of Conduct

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[Standard of Care 3](#_heading=h.30j0zll)

[Conflict of Interest 3](#_heading=h.1fob9te)

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[Coaches Code of Conduct 3](#_heading=h.3dy6vkm)

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[Confidentiality 4](#_heading=h.2s8eyo1)

[Respect and Decorum 5](#_heading=h.17dp8vu)

[Removal of a Coach 5](#_heading=h.3rdcrjn)

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# Director Code of Conduct Duties

The duty of a director, whether elected or appointed, is to Orangeville & Headwaters Minor Baseball Association (OHMBA) and its members. As such, directors must act honestly and in good faith with the best interests of OHMBA in mind when exercising powers and discharging duties. Directors must avoid conflicts of interest. Directors must comply with the *Corporations Act*, and all approved by-laws, and documents enacted by the OHMBA Board.

Directors owe OHMBA a duty of diligence. They need to attend and be prepared for meetings. Materials circulated in advance of a meeting need to be read. The duty of diligence involves participating in decision making. Directors should not merely rely on the opinions of others, but should ask their own questions and be certain in their own minds and on reasonable grounds that a proper decision is being made in the circumstances. Directors should ask for clarification where they find a matter confusing or unclear.

OHMBA’s By-Laws spell out that management of OHMBA shall be handled by OHMBA's Board of Directors (Board).

## Standard of Care

"Standard of care" refers to what level of prudence a director will be held to with respect to decisions made or actions taken as a director. Directors are expected to exercise a standard of care that "may reasonably be expected from a person of his/her knowledge and experience." As such, someone with a background in a particular area may be held to a higher standard regarding decisions relating to that area than other directors. Nevertheless, each director is supposed to exercise diligence and prudence in accordance with their own expertise and experience.

## Conflict of Interest

Where a director is an employee or owner of a business with which OHMBA is doing or is contemplating doing business, the director should declare a conflict of interest and abstain from all discussions and decisions relating to such matters. Compliance will be made with all applicable provisions of the Corporations Act.

## Confidentiality

Directors owe OHMBA a duty of confidentiality. Sensitive and confidential information should not be discussed outside of board meetings unless specifically authorized by the board

## Respect and Decorum

Directors must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.

This includes all expectations outlined in the OHMBA Violence and Harassment Policies and well as the supporting program and progressive disciplinary procedures.

## Removal of a Director

The OHMBA by-laws outline the process for removal of a Director.

## Concussion

Directors must review all items required by legislation and the OHMBA regarding concussion awareness, code of conduct and protocols. Directors must also provide confirmation of completing these reviews.

# Coaches/Managers Code of Conduct Duties

Coaches/ managers must place the well-being and safety of each player above all other considerations, including the development of performance.

Coaches/managers must adhere to all guidelines laid down within the Constitution and the Rules of Baseball Ontario, York- Simcoe baseball association and OHMBA.

Coaches/managers must develop an appropriate working relationship with each player based on mutual trust and respect.

Coaches/managers must ensure the activities they direct or advocate is appropriate for the age, maturity, experience and ability of players.

Coaches/managers should, at the outset, clarify with the player (and, where appropriate, their parents) exactly what is expected of them and also what they are entitled to expect from their coach.

Coaches/managers must cooperate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the player.

Coaches/managers must ensure that team funds are accurately reported to the league as requested by the Board. Sponsorship sources and amounts must also be disclosed to the Board as requested.

## Standard of Care

"Standard of care" refers to what level of prudence an OHMBA coach and/or manager will be held to with respect to decisions made or actions taken in that role. Coaches and managers are expected to exercise a standard of care that "may reasonably be expected from a person of his/her knowledge and experience." As such, someone with a background in a particular area may be held to a higher standard regarding decisions relating to that area than other coaches or managers. Nevertheless, each coach/ manager is supposed to exercise diligence and prudence in accordance with their own expertise and experience while not providing advice or direction outside of their area of expertise, experience and role.

## Conflict of Interest

Coaches must NOT exert undue influence to obtain personal benefit or reward.

All funds, equipment or other resources received by a team through fundraising, gift and/or sponsorship will be considered the property of OHMBA and must be returned to the league by the Coach upon request or at the end of the season. An inventory list will be maintained throughout the season and provided at the end of the season as well as on request by the Board.

Coaches must encourage and guide players to accept responsibility for their own behavior and performance.

## Confidentiality

Directors owe OHMBA a duty of confidentiality. Sensitive and confidential information should not be discussed outside of board meetings unless specifically authorized by the board

## Respect and Decorum

Coaches must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.

This includes all expectations outlined in the OHMBA Violence and Harassment Policies and well as the supporting program and progressive disciplinary procedures.

Coaches must consistently display high standards of behavior and experience and be a role model for players, parents, and spectators.

Coaches must always promote the appropriate Code of Conduct and positive aspects of the sport (e.g. fair play) to players, parents and spectators alike. Never condone violations of the OBA, YSBA and/or OHMBA guidance and governance documents, behavior contrary to the spirit of these documents or relevant rules and regulations or the use of prohibited substances or techniques.

## Removal of a Coach

Failure to comply with this code of conduct will result in disciplinary action according to the OHMBA progressive disciplinary process. This may result in consequences up to and including removal from the position of Coach.

## Concussion

Coaches must review all items required by legislation and the OHMBA regarding concussion awareness, code of conduct and protocols. Coaches must also provide confirmation of completing these reviews.

# Umpires Code of Conduct

I will make sure that every athlete has a reasonable opportunity to perform to the best of his or her ability, within the limits of the rules.

I will avoid or put an end to any situation that threatens the safety of the athletes.

I will maintain a healthy atmosphere and environment for competition.

I will be consistent and objective in calling all infractions, regardless of my personal feelings toward a team or individual athlete.

I will not permit the intimidation of any athlete either by word or by action. I will not tolerate unacceptable conduct toward myself, other officials, athletes or spectators.

I will handle all conflicts firmly but with dignity.

I will remain open to constructive criticism and show respect and consideration for different points of view.

I will report all incidents of violations of the code of conduct, unsafe acts, etc. to the OHMBA Umpire in Chief.

I accept my role as a role model for fair play.

I will obtain proper training and continue to upgrade my officiating skills.

Not using email, text, or use social media in a negative manner to express my opinion or concern rather than address them through the umpire-in-chief or relevant member of the Board.

Failure to comply with this code of conduct will result in disciplinary action.

Worker H&S awareness

## Concussion

Umpires must review all items required by legislation and the OHMBA regarding concussion awareness, code of conduct and protocols. Umpires must also provide confirmation of completing these reviews.

# Parent/Guardians Code of Conduct

## Duties

Parents/ Guardians are expected to:

* Let all participants play for the fun of the game and do not spoil your participant or any other participant’s fun. Remind their child to have fun amidst the ups and downs of baseball. Kids start playing baseball because they think it's fun; they stop playing when they cannot find the fun in it anymore.
* Encourage your participant to play by the rules and to enjoy the game.
* Respect all players, coaches, opponents, game officials and spectators.
* Ensure your participant arrives at games and practices on time. We will all be late occasionally, but our team must value and expect punctuality.
* stay away from the dugout during games and practices unless a coach has invited me to be there.
* let the coaches coach and try to avoid providing conflicting messages during the games and practices.
* show respect for the umpires. Umpires will at times make the wrong call. Voicing displeasure will not improve the situation.
* respect the opposing team, coaches and fans. They are the same as us but wear different uniforms.
* refrain from public complaints about coaches, other players, and other families on our team
* I will schedule a time with the coach to calmly and constructively discuss problems I have, rather than taking up valuable time immediately before, during, or after a practice or game.
* help their participants embrace their role on the team. Roles can change during the season. All roles are essential to the team functioning and succeeding.
* provide encouragement and support for all young people who may need to hear it.
* value the personal growth and learning of my child as much as I value winning
* be responsible for the behaviour of all my family members who may attend games
* not hide or minimize the extent of injuries (concussion)
* OHMBA enforces a zero tolerance policy towards situations of harassment or abuse directed against game officials, players, coaches or spectators using any method including, but not limited to physical, verbal, email, texting or social media.
* It is important to recognize that every participant of OHMBA is a volunteer. Parents are expected to: help and encourage all volunteers whenever possible to allow them to work to the best of their ability; recognize and applaud good play by your participant as well as members of both teams; and not embarrass your participant by yelling at players, coaches, game officials or spectators. Your participant will benefit when you show a positive attitude towards the game and all of its participants.
* Not using email, text, or use social media in a negative manner to express my opinion or concern rather than address them through my player’s coach, convener or relevant member of the Board

## Removal of a Parent/Guardian

Failure to comply with this code of conduct will result in disciplinary action according to the OHMBA progressive disciplinary process. This may result in consequences up to and including expulsion from attending OHMBA games and/or practices.

## Concussion

# Parents/Guardians must review all items required by legislation and the OHMBA regarding concussion awareness, code of conduct and protocols. Parents/Guardians must also provide confirmation of completing these reviews.

# Players Code of Conduct

I will respect the sport by:

• Participating because I want to, not because others including parents or coaches want me to play.

• Playing by the Rules of baseball and in the spirit of the game.

• Representing Baseball Ontario and my community in a responsible manner.

• Treating my teammates, opponents, game officials and spectators respectfully

• Doing my best to be a true team player.

• Remembering that winning is not everything. Having fun, improving skills, making friends and doing my best are also important.

• Remembering that coaches and officials are there to help me. I will accept their decisions and always show them respect.

• Not using email, text, or using social media in a negative manner to express my opinion or concern rather than address them through my parent/legal guardian.

• Participating in alignment with the 6 pillars of character: Trustworthiness, respect, responsibility, fairness, caring and good citizenship

I will keep myself safe and help prevent concussions by:

• Wearing the proper equipment for my sport and wearing it correctly.

• Developing my skills and strength so that I can participate to the best of my ability.

• Respecting the rules of my sport or activity.

• My commitment to fair play and respect for all\* (respecting other athletes, coaches, team trainers and officials)

I will care for my health and safety by taking concussions seriously, and I understand:

• A concussion is a brain injury that can have both short- and long-term effects.

• A blow to my head, face or neck, or a blow to the body that causes the brain to move around inside the skull may cause a concussion.

• I don’t need to lose consciousness to have had a concussion.

• I have a commitment to concussion recognition and reporting, including self-reporting of possible concussion and reporting to a designated person when an individual suspects that another individual may have sustained a concussion. (Meaning: If I think I might have a concussion I should stop participating in further training, practice or competition immediately, or tell an adult if I think another athlete has a concussion).

• Continuing to participate in further training, practice or competition with a possible concussion increases my risk of more severe, longer lasting symptoms, and increases my risk of other injuries.

I will not hide injuries or concussion symptoms. I will speak up for myself and others.

• I will not hide my symptoms. I will tell a coach, official, team trainer, parent or another adult I trust if I experience any symptoms of concussion.

• If someone else tells me about concussion symptoms, or I see signs they might have a concussion, I will tell a coach, official, team trainer, parent or another adult I trust so they can help.

• I understand that if I have a suspected concussion, I will be removed from sport and that I will not be able to return to training, practice or competition until I undergo a medical assessment by a medical doctor or nurse practitioner and have been medically cleared to return to training, practice or competition.

• I have a commitment to sharing any pertinent information regarding incidents of removal from sport with the athlete’s school and any other sport organization with which the athlete has registered\* (Meaning: If I am diagnosed with a concussion, I understand that letting all of my other coaches and teachers know about my injury will help them support me while I recover.)

I will take the time I need to recover, because it is important for my health.

• I understand my commitment to supporting the return-to-sport process (I will have to follow my sport organization’s Return-to-Sport Protocol).

• I understand I will have to be medically cleared by a medical doctor or nurse practitioner before returning to training, practice or competition.

• I will respect my coaches, team trainers, parents, health-care professionals, and medical doctors and nurse practitioners, regarding my health and safety.

## Concussion

Players must review all items required by legislation and the OHMBA regarding concussion awareness, code of conduct and protocols. Players must also provide confirmation of completing these reviews.

# References

Rowan's Law (Concussion Safety), 2018, S.O. 2018, c. 1 at <https://www.ontario.ca/laws/statute/18r01>

OHMBA Concussion Code of Conduct  
OHMBA Removal-from-sport protocol

OHMBA Return to sport protocol

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| Date | Details | Responsible Party | Notes |
| --- | --- | --- | --- |
| 2024-XX-XX | Initial Policy Review and Approval | Board of Directors | Initial review and approval for this document |