



BASEBALL
NEW ZEALAND

Safe Sport for Children (Child Protection Policy)

This policy applies to all Baseball New Zealand staff, including volunteers and part-time or temporary roles and contractors. It is intended to protect all children that staff may encounter, including siblings, the children of adults accessing services and any other children encountered by staff as they provide their services. For the purposes of this policy and associated procedures, a child is recognised as someone up to the age of 18.

1.0 Policy Statement

Baseball New Zealand is fully committed to safeguarding the welfare of all children in its care. We acknowledge that every child or young person who plays or participates in baseball should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse. We recognise the responsibility to promote safe practice and to protect children from harm and exploitation while participating in our activities.

2.0 Policy Principles

The key principles of Baseball New Zealand Protection Policy are that:

2.1 The child's welfare is, and must always be, the paramount consideration

2.2 All children and young people have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation.

2.3 All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately. Working in partnership with other organizations, children and young people and their parents or carers is essential.

2.4 Baseball New Zealand has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that this applies to everyone in baseball whether in a paid or voluntary capacity. This includes those who are a volunteer, match official, helper on club tours, baseball coach, club official or medical staff.

2.5 It is accepted that Baseball New Zealand aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimize the risk of 'grooming' within baseball.

2.6 Baseball New Zealand supports and encourages players, officials, and members of the public to advise Baseball New Zealand of any suspicions or actions which would give for concern. Any

adult or young person with concerns about a colleague can voice their concerns by contacting the Chairman of the Baseball New Zealand Board and the appointed Child Protection Officer (CPO).

2.7 Baseball New Zealand also acknowledge and endorse the identification of bullying as a category of abuse. Bullying of any kind is not acceptable at any club or Baseball New Zealand event or tournament. If bullying does occur, all players, parents or guardians should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CPO, a member of the committee or, in cases of serious bullying, contact the local police.

3.0 Policy Objectives

The aim of this policy is to promote good practice through:

3.1 Promoting and implementing appropriate procedures to safeguard the well-being of children and protect them from harm. Procedures will be outlined in response to:

- Suspected vulnerability, abuse or neglect
- Disclosure of abuse or neglect
- Allegations of child abuse made against a staff member

3.2 Recruiting, training, supporting and supervising staff, members and volunteers to adopt best practice to identify and respond to suspected vulnerability, abuse or neglect, to protect children from harm and to reduce the risk of allegations or complaints against themselves.

3.3 Promoting the health and welfare of children by providing opportunities for them to take part in sport and physical activity safely.

3.4 Respecting and promoting the rights, wishes and feelings of children.

3.5 Requiring children, staff, members and volunteers to adopt and abide by this Child Protection Policy and these procedures.

3.6 Responding to any suspicion, disclosure or allegations of misconduct or harm to children in line with this policy and these procedures, as well as implementing, where appropriate, the relevant investigative, disciplinary and appeals procedures.

3.7 Regularly monitoring and evaluating the implementation of this policy and procedures.

4.0 Roles and Responsibilities

Child Protection Officer(s)

Baseball New Zealand has appointed a Child Protection Officer (CPO). The CPO is the first point of contact for all members and parents or guardians regarding concerns for the welfare of any child or young person. The CPO is responsible for:

4.1 Being available for, and acting as a source of support, advice and guidance to, all staff or volunteers, in any situation where there is a concern or a disclosure of vulnerability, abuse and neglect of a child;

4.2 Ensuring that Baseball New Zealand's child protection policy and procedures are consistently applied in all situations where there is concern for a child;

- 4.3 Maintaining confidential records of reported cases and action taken;
- 4.4 Developing a child protection training plan and ensuring all staff have access to necessary resources, understand the child protection policy and procedures and undertake any training deemed appropriate to their role;
- 4.4 Carrying out the child protection induction process for new staff;
- 4.5 Reviewing the child protection policy and procedures to ensure they remain current and in line with legislation;
- 4.6 Promoting the importance of safeguarding in sport and the role of a Child Protection Officer across key partners;
- 4.7 Establishing and maintaining relationships with other child protection support services in the community and maintaining an update list of contact details for those agencies;
- 4.8 Ensuring documentation tools are in place and accessible to staff for the recording of care and protection concerns;
- 4.9 Ensuring audit and evaluation tools are in place to assess child protection policy, processes and practice.
- 4.10 Regularly reporting and referring any concerns to the Baseball New Zealand CEO and Chairman of the Board

Board/CEO

The Baseball New Zealand Board, in conjunction with the CEO, will ensure:

- 4.11 There are organisation-wide policies and procedures for the appropriate response to, and management of, suspicions, disclosures or allegations against staff, of vulnerability, child abuse and neglect.
- 4.12 That the child protection policy and procedures comply with legislative requirements.
- 4.13 That the child protection policy is reviewed every year, upon change in legislation or following a child protection incident.

Employees/Contractors/Volunteers

All staff, whether employees, contractors or volunteers must:

- 4.14 Be conversant with our child protection policy and related procedures.
- 4.15 Attend any training as deemed appropriate in their area of work.
- 4.16 Follow Baseball New Zealand's child protection policy and procedures when child vulnerability, abuse or neglect is suspected or disclosed, or an allegation is made against a member of staff.
- 4.17 Ensure that upon commencement of any new programmes or working groups, all individuals are signposted to our child protection policy and procedures and have read and understood them (staff, volunteers, contractors, third parties).

5.0 Code of Behaviour / Conduct

N.B. Refer to the separate Baseball New Zealand Code of Conduct Policy (2015) in APPENDIX B.

6.0 Recruitment and Training Processes for Employees, Contractors and Volunteers

6.1 Baseball New Zealand is committed to ensuring that all employees, contractors and volunteers are familiar with our organisations' culture of child protection. This is important to enable employees, contractors and volunteers to:

6.1.1 Identify and respond appropriately to suspected, disclosed or alleged child abuse and neglect.

6.1.2 Recognise when children are at risk, the different types of abuse and indicators of abuse.

6.1.3 Understand their responsibilities in relation to keeping children safe both in terms of prevention and management of cases that may arise.

6.2 Consideration will be given to the level of proficiency required by each employee.

6.2.1 As part of the induction process, all new staff will be taken through the child protection procedures, shown where the child protection and other related policies are stored online and be asked to ensure that they read and understand the content of these documents.

6.2.2 All staff will be informed of any changes to the child protection policy and procedures.

6.2.3 Annual training and personal development opportunities will be available, particularly to individuals who are working directly with children and as designated persons for child protection matters.

6.3 All staff, contractors and volunteers associated with Baseball New Zealand community, and with direct access to children and young people, will be required to complete a **Ministry of Justice Form Priv/F2**, which is a request by a third party under the Official Information Act 1982 for a copy of an individual's criminal convictions held on the Ministry of Justice's computer systems and the attached Volunteer Application Form. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of baseball, guidance will be sought from the Sports tribunal, or Baseball New Zealand's Legal Advisor. It is noted and accepted that all decisions will be made in the best interests of children and young people.

6.4 Baseball New Zealand requires all baseball clubs and regional associations to adhere to all elements outlined within this policy and to follow best practice guidelines for recruiting volunteers. In specific reference to recruitment process they are expected to:

- Develop a role profile
- Request identification documents
- As a minimum meet with the applicant(s) and where possible conduct an interview (or interviews) before appointing
- Request and follow up with two references before appointing

6.0 Complaint and Investigative Process

7.1 All concerns of potential, suspected, or alleged abuse must be brought to the attention of the CPO.

7.2 If a child or young person makes a verbal disclosure to a member of staff (including employees, contractors and volunteers), it is important that person take what the child or young person says seriously.

7.3 Staff (including employees, contractors, volunteers) are to listen carefully to what the child or young person is saying and are not to interview them or ask too many questions, ask the very basics i.e. Who/When/Where?

7.4 Reassure the child or young person that they have done the right thing but make no promises, e.g. 'I will keep you safe'.

7.5 Once the basics have been ascertained, no further questions are to be asked. What the child or young person has said is to be documented, this should include time, date and who was present. This information will be passed onto authorities as soon as possible.

7.6 Advise Oranga Tamariki - Ministry for Children or Police promptly via the CPO, ideally within 48 hours, when a disclosure is made. In case of an emergency, staff (including employees, contractors and volunteers) are to contact 111 immediately.

7.7 Deciding when and who will inform the parent(s) and/or caregiver will be determined by Ministry of Vulnerable Children (Oranga Tamariki) and Police in consultation with the CPO and the Chairman of the Baseball New Zealand Board.

7.8 Allegations, suspicions or complaints of abuse against staff, volunteers or representatives of other agencies must be taken seriously and reported to the CPO who will deal with them immediately, sensitively and expediently within the procedures outlined in this policy.

7.9 It is not the responsibility of the staff, (including employees, contractors and volunteers) to investigate allegations of child or young person abuse.

7.10 If the police decide to undertake any criminal investigation then the member of staff, volunteer or representative of other agencies may be suspended from working with children or young people, without prejudice, as a precautionary measure. It is important that no internal investigation is undertaken, and no evidence gathered that might prejudice the criminal investigation.

8.0 Related Baseball New Zealand Policies and Documents

Talent Release Form (2018)
Branding Policy (2019)
Internal and External Communications Policies (2019)
Child Safety Incident Report Form
Health & Safety Policy
Baseball New Zealand Code of Conduct Policy (2015)

9.0 Relevant Legislation

The Privacy Act 1993 -
<http://www.legislation.govt.nz/act/public/1993/0028/latest/whole.html#DLM296639U>

The Oranga Tamariki Act 1989 / The Children and Young People's Well-being Act 1989 -
<http://www.legislation.govt.nz/act/public/1989/0024/latest/DLM147088.html>

Vulnerable Children Act 2014 - www.legislation.govt.nz/act/public/2014/0040/latest/whole.html

Vulnerable Children (Requirements for Safety Checks of Children's Workers) Regulations 2015 -
<http://www.legislation.govt.nz/regulation/public/2015/0106/latest/whole.html>

Health and Safety Act 2015 -
<http://www.legislation.govt.nz/act/public/2015/0070/52.0/DLM5976660.html>

Employment Relations Act 2000-
<http://www.legislation.govt.nz/act/public/2000/0024/112.0/DLM58317.html>

Harmful Digital Communications Act 2015-
<http://www.legislation.govt.nz/act/public/2015/0063/latest/whole.html>

10.0 Policy Review

Baseball New Zealand will review this Policy (and all procedures noted within) annually or:

- In accordance with changes in legislation and guidance on the protection of children
- Following any issues or concerns raised
- Upon any significant child protection event

Once this Policy has been adopted by the Baseball New Zealand Board, annual review will be undertaken by the Child Protection Officer/s, with a report presented to the CEO for any required action. Date last amended:	Next Review Due:	Date reviewed by CPO/s:	Date confirmed by CEO:	Date ratified by Baseball New Zealand Board:

APPENDIX A: Definitions and Indicators of Harm

Vulnerability

A vulnerable child is one who is unable to keep themselves safe from harm or who is at risk of not reaching their full potential and achieving their outcomes without services or additional support. Vulnerable children are at risk of significant harm to their well-being now and into the future as a consequence of the environment in which they are being raised, and in some cases, due to their own complex needs

Physical Abuse

A non-accidental act on a child/young person that results in physical harm. May be inflicted intentionally or be the inadvertent result of physical punishment, or the aggressive treatment of a child. May involve (but is not limited to) shoving, slapping, hitting, punching, kicking, beating, shaking, throwing, burning, scalding, drowning, suffocating, biting, poisoning or otherwise causing physical harm to a child/young person.

Physical abuse may also involve fabricating the symptoms of illness or deliberately inducing illness in a child/young person.

Emotional abuse

Some level of emotional abuse is involved in all types of maltreatment, though it may occur alone. Sometimes referred to as psychological abuse, Emotional abuse is often persistent and a pattern of behaviour where the child/young person is often rejected and/or threatened, as to cause severe and adverse effects on their emotional wellbeing and/or physical and/or intellectual development. It may involve:

- Verbally abusing and conveying to a child they are worthless, unloved, inadequate, or valued only insofar as they meet the needs of another person e.g. name-calling, putdowns, constantly degraded, criticised or negatively compared to others.
- The child being rejected, ignored, isolated, humiliated, terrorised, corrupted and belittled.
- Not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say and how they communicate.
- Age or developmentally inappropriate expectations being imposed on a child, including interactions beyond their developmental capabilities or overprotection and limitations, preventing the child from participating in normal social interactions. Serious bullying (including cyber-bullying), causing children to frequently feel frightened or in danger.
- Witnessing or hearing the ill-treatment of another e.g. Family Violence

Sexual abuse

Any act where a child/young person is coerced, forced or enticed to take part in sexual activities (not necessarily involving a high level of violence), whether or not the child/young person is aware of what is happening, and may be consensual or not. Sexual abuse is not solely perpetrated by adult males; women and other children/young people (peer-peer) can also commit acts of sexual abuse. It is where a person with power or authority over a child uses the child for sexual gratification.

Most sexual abuse is perpetrated by someone known and trusted by the child and can happen within or outside of the child's family. It often begins with some form of grooming, which is when the person prepares the child for sexual activity by lowering their inhibitions and gaining their trust. Sexual abuse spans a range of contact and non-contact behaviours. It may also involve children in and/or exposing them to pornographic material/sites, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways or sexual conversations.

Grooming

A term used to describe what happens when an abuser builds up a relationship with a child with a view to abusing them at some stage. There is no set pattern to the grooming of children. For some abusers there will be a lengthy period of time before the abuse begins. The child may be given special attention and, what starts as an apparently normal display of affection, such as cuddling, can develop into sexual touching or masturbation and then into more serious sexual behaviour. Other abusers may draw a child in and abuse them relatively quickly.

Some abusers don't groom children but abuse them without forming a relationship at all. Grooming can take place in any setting where a relationship is formed, such as leisure, music, sports and religious activities. It may also take place in virtual settings e.g. via internet (social media, etc.); interactive electronic devices e.g. games, phones, etc.

Grooming covers 6 stages: 1. Targeting the victim 2. Gaining the victim's trust 3. Filling a need 4. Isolating the child/young person 5. Sexualising the relationship 6. Maintaining control

Child Sexual Exploitation

The sexual exploitation of children and young people under 18 is a type of sexual abuse. It involves exploitative situations, contexts and relationships where young people (or a third person or persons) receive 'something' (e.g. accommodation, drugs/alcohol, affection, gifts, money) as a result of performing sexual activities or others performing sexual activities on them.

The abusive relationship between victim and perpetrator(s) involves an imbalance of power, limiting the victim's options. A form of abuse often misunderstood by victims and outsiders as consensual; children/young people often trust their abuser(s) and don't understand they are being abused. They may be tricked and/or groomed into believing they are in a loving consensual relationship.

Sexual exploitation doesn't always involve physical contact and can happen online and/or to young people in gangs.

E.g. young people persuaded or forced into:

- Sending or posting sexually explicit images of themselves
- Taking part in sexual activities via a webcam or smartphone
- Having sexual conversations by text or online.

Within gangs sexual exploitation may be used to:

- Exert power and control over members.
- Initiate young people into the gang.
- Exchange sexual activity for status or protection.
- Entrap rival gang members and/or inflict sexual assault as a weapon in conflict.

Neglect

The persistent failure to meet a child's basic physical and/or psychological needs, causing long term serious harm to the child's health or development. It may also include neglect of a child's basic or emotional needs. Neglect is a lack: of action, emotion or basic needs.

It is any act or omission resulting in impaired physical functioning, injury, health and/or development of a child/young person. Neglect may also occur in pregnancy e.g. via parental substance misuse, family violence.

Neglect can consist of:

- Physical Neglect: not providing the necessities of life like a food, clothing and shelter (including exclusion from the home or abandonment).
- Neglectful Supervision: leaving children home alone, or without someone safe looking after them during the day or night (including inadequate care-givers).
- Emotional Neglect: not giving children the comfort, attention and love they need through play, talk and everyday affection or unresponsiveness to a child's basic emotional needs.
- Medical Neglect: the failure to take care of their health needs (including dentistry).
- Educational Neglect: allowing chronic truancy, failure to enrol children in school, or inattention to special educational needs.
- A refusal to assume parental responsibility.

Intimate Partner Violence or Family Violence

It may be a single act of violence, or a number of acts that form a pattern of abuse. In addition to physical violence, most commonly Family Violence relates to specific forms of emotional abuse enabling power and control over victims. Exposure to and/or witnessing Family Violence is also recognised as a form of emotional abuse.

Family violence can be carried out by anyone in a domestic or close relationship. This includes a partner or ex-partner, boyfriend or girlfriend, carer, parent, older child, sibling, friend, flatmate or family member. They don't have to be living with the person(s) being affected.

Domestic violence can involve:

- Financial abuse
- Allowing a child to witness abuse
- Physical violence or abuse
- Emotional/Psychological abuse (including threats, intimidation, harassment, and damage to property)
- Sexual violence or abuse

Whilst anyone may be a victim of and/or perpetrate Family Violence, research shows women and children as being the most likely victims. Children are always affected, even if they are not being physically harmed themselves, they will be emotionally harmed.

Baseball New Zealand

Code of Conduct Policy

PURPOSE

The purpose of the Code of Conduct Policy is to encourage fair, ethical treatment of all persons and organisations that come under the umbrella of Baseball New Zealand. Some areas of the Code will be more applicable to some persons and groups than others.

All persons that come under the umbrella of Baseball New Zealand will agree to abide by the Code of Conduct and acknowledge that any breach of the Code of Conduct, or any part of it, may result in disciplinary action under the Baseball New Zealand Constitution, Regulations and Policies applicable at the time.

The following Code of Conduct applies to all Baseball New Zealand members and persons participating in Baseball New Zealand activities.

What is a breach of this policy?

It is a breach of this policy for any person or organisation bound by this policy to do anything contrary to this policy, including but not limited to:

- Breaching the codes relating to behaviour
- Bringing the sport and/or Baseball New Zealand into disrepute, or acting in a manner likely to bring the sport and/or Baseball New Zealand into disrepute
- Failing to follow Baseball New Zealand policies (including this policy)
- Breaching the procedures for the protection, safety and well-being of children
- Discriminating against, harassing or bullying (including cyber-bullying) any person
- Victimising another person for making or supporting a complaint
- Engaging in a sexually inappropriate relationship with a person that he or she supervises, or has influence, authority or power over
- Verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport
- Disclosing to any unauthorised person or organisation any Baseball New Zealand information that is of a private, confidential or privileged nature
- Making a complaint that they know to be untrue, vexatious, malicious or improper
- Failing to comply with a penalty imposed after a finding that the individual or organisation has breached this policy
- Failing to comply with a direction given to the individual or organisation as part of a disciplinary process

Disciplinary measures

Baseball New Zealand may impose disciplinary measures on an individual or organisation for a breach of this policy.

Any disciplinary measure imposed will be:

- Fair and reasonable
- Applied consistent with any contractual and employment rules and requirements
- Be based on the evidence and information presented and the seriousness of the breach
- Be determined in accordance with Baseball New Zealand's Constitution, any applicable by-laws, this policy and/or the rules of the sport

All Members

As a Baseball New Zealand member and/or participant you should meet the following requirements with regard to your conduct during any Baseball New Zealand sanctioned activity:

- Respect the rights, dignity and worth of others
- Be fair, considerate and honest in all dealings with others
- Be professional in, and accept responsibility for, your actions
- Make a commitment to providing quality service and performance
- Be aware of, and maintain, an uncompromising adherence to, standards, rules, regulations and policies
- Operate within the Constitution, Regulations, Policies and Procedures of Baseball New Zealand, IBAF and WBSC
- Understand the possible consequences of breaching the Baseball New Zealand Code of Conduct
- Immediately report any breaches of Baseball New Zealand members to the appropriate authority
- Comply with any and all applicable national or local legislation
- Refrain from any form of abuse towards others
- Refrain from using any obscene language
- Refrain from any form of harassment towards others
- Refrain from any form of discrimination towards others
- Refrain from any form of victimisation towards others
- Reject corruption, drugs, racism, violence and other dangers to our sport
- Promote the interests of baseball
- Provide a safe environment for the conduct of activity in accordance with relevant Baseball New Zealand policy
- Show concern and caution towards others who may be sick or injured
- Be a positive role model
- Do not provide comment to any media, or publish any comment (including on any website), on behalf of Baseball New Zealand or its Associations
- Do not speak to any media in a negative way, or publish any negative comment (including on any website) regarding Baseball New Zealand or any of its Associations
- Never act in any way that may bring disrepute or disgrace to Baseball New Zealand members, its stakeholders and/or its sponsors, potential sponsors and/or partners
- Do not participate (or benefit from assisting others involved) in sports betting or gambling activity associated with baseball matches and/or baseball results in which you are participating or have been directly involved in

Baseball New Zealand expects all members, supporters, advisors, staff and associates of Baseball New Zealand to abide by a Code of Conduct that upholds the principles and values of the game and the organisation. Members should recognise that at all times they have a duty of care to all Baseball New Zealand members.

BASEBALL NEW ZEALAND

COACHES / MANAGERS / EXECUTIVE OFFICERS CODE OF CONDUCT

The coach/manager/executive officer of a team may be the second most influential person in a player's life. Coaches, through their own behaviour (on and off the field) have an enormous impact on the development of young players.

In establishing a solid foundation of character building with players, the key responsibility of any coach is to lead by example. This holds true at all levels of development.

The responsibilities and duties of a coach are not simple and should be dealt with in a professional manner.

For these reasons and many more the Baseball New Zealand has developed a Code of Conduct for all coaches/managers/executive officers participating in Baseball New Zealand endorsed and organised tournaments, teams, development programs and special events.

The following Code of Conduct requirements are considered practicable and are within the objectives of Baseball New Zealand:

- Provide supervision of the behaviour of the team at all times
- Do not criticise players in front of spectators, parents and other teams. Review constructive criticism with a player in private or in the presence of the team
- Accept decisions of the umpire as being fair and called to the best of their ability. Do not abuse or ridicule the umpire nor allow your players to do so
- Develop team respect for opponents, spectators and officials
- Do not criticise other teams, supporters or officials by words or gestures
- Set a good example in personal appearance and behaviour
- Encourage sportsmanlike behaviour among the players
- Encourage players to work together as a unified group (teamwork)
- Encourage your team to hustle on and off the playing field at all times
- All press statements and/or interviews must have Baseball New Zealand approval
- Place the welfare and development of the individual above a winning or losing record
- Do not embarrass your opponents
- The use or possession of any form of tobacco, tobacco products, illegal drugs, drug paraphernalia or alcohol of any description during training camps and tournaments is strictly forbidden and will not be tolerated under any circumstances
- Be aware of any player with medical problems
- Strive to develop a positive image and self sufficient attitude with each player
- Enforce the Baseball New Zealand Player Code of Conduct
- Present Baseball New Zealand in a positive image

In addition a Coach will:

- Keep informed of sound coaching principles and seek more skilled advice when necessary
- Abide by the applicable tournament rules and regulations
- Whenever possible provide assistance with coaching expertise and knowledge to developing teams
- Ensure whenever possible all players have equal time on the diamond. Avoid overplaying the talented players - the average players need and deserve equal time

In addition a Team Manager will:

- Be responsible for the overall welfare and wellbeing of team members and officials when travelling with a team
- Maintain a 'duty of care' towards team members and be accountable for the management of the team
- Have a sound working knowledge of Baseball New Zealand Constitution, Regulations and Policies, and ensure that the conduct of the affairs of the team is in accordance with these and or any other policies and guidelines determined by Baseball New Zealand
- Foster a collaborative approach to the management of the team

Note: In cases where there are breaches of this code of conduct, the breaches can be reported to Baseball New Zealand. If the breach(es) are found proved then the matter(s) will be referred to the appropriate judicial committee for the adjudication of the appropriate penalty.

BASEBALL NEW ZEALAND

COACHES / MANAGERS / EXECUTIVE OFFICERS CODE OF CONDUCT

I have been provided with a copy of the Baseball New Zealand Coaches/Managers/Executive Officers Code of Conduct, and I am aware of and fully understand the responsibilities and conditions disclosed. I acknowledge that I am bound by that Code, and that any breaches can be reported to Baseball New Zealand for their deliberation.

Name:

Signature:

Date:

Position:

BASEBALL NEW ZEALAND

PLAYER CODE OF CONDUCT

The Baseball New Zealand Player Code of Conduct has been developed for all players participating in National Championships, Baseball New Zealand Youth development Programs as well representatives on all Baseball New Zealand teams.

A player's public behaviour will be closely observed by others as they represent their region or country at special events. Any behaviour that is unlawful or disrespectful to others is detrimental on everyone associated with the team. Any serious breach of this Code of Conduct or any behaviour detrimental to the game of baseball must be notified to the team manager.

If, in the opinion of team officials, there is a serious breach of Code of Conduct the player will be banned from the remainder of the championship or program, the parents and region association notified and the player sent home by the first available transport. Any additional expense incurred will be the responsibility of the player/parents.

The following Code of Conduct requirements are considered practicable and are within the objectives of Baseball New Zealand:

Code of Conduct

- Compete by the competition conditions and rules
- Verbal abuse against umpires, opposing players or fans will not be tolerated
- Control your temper - no criticism by words or gesture
- Co-operate with your coach and team mates. Show respect for your opponents and their skills
- No drug use of any kind will be tolerated unless prescribed by a licensed physician.
- Refrain from profanity at all times
- Entering licensed premises or casinos unless under the supervision of team officials or billeting parents is strictly forbidden
- Be friendly to all participants
- The use or possession of any form of tobacco, tobacco products, illegal drugs, drug paraphernalia or alcohol of any description during training camps/development programmes and tournaments is strictly forbidden and will not be tolerated under any circumstances
- Comply with training and competition curfews and behaviour requirements as directed by the team management and/or Baseball New Zealand, during training camps/development programmes/tournaments
- Any activity likely to result in loss or wilful damage to private property or to cause a disturbance will not be tolerated
- All press statements and interviews of players must have Baseball New Zealand approval
- No jewellery (e.g. earrings or studs) at all times
- No eating or drinking on the baseball field
- Music on planes and buses is to be confined to individual headphones
- Report all injuries to a coach or trainer and schedule proper treatment with the physiotherapist when necessary
- No cameras will be allowed in the dugouts during games
- No one other than team personnel are allowed in locker rooms unless permission is obtained from the management
- Promptness for meetings, training sessions and games is mandatory
- Uniformity and sharpness in proper on-field dress is a must. This applies for practice sessions as well as games

- Proper off field walk-out dress will be worn as designated for flights and functions
- Personal hygiene is the player's responsibility. It is essential that showers are taken after each game or practice
- Players are responsible for cleaning and maintaining their equipment
- Abuse of equipment such as throwing helmets or bats will not be tolerated

The team officials shall have the right to conduct a search of a player's room, bags, clothing or personal belongings if he or she has a reasonable suspicion that a serious breach of the Code of Conduct has occurred. This must be conducted in the presence of the player, and/or his/her agent and an independent adult witness.

Billeting

Where players are billeted, the players will:

- Advise hosts when and where they will be at all times
- Be courteous
- Assist with household chores and help wash your own clothes
- Social activities other than those organised or approved by team managers or host committees are not permitted
- Pay for phone calls
- Don't borrow money
- If delayed unexpectedly, contact your hosts immediately
- Respect the wishes and routine of your billeting family
- Present a small gift to your billeting family and write a letter of thanks

Note: In cases where there are breaches of this code of conduct, the breaches can be reported to Baseball New Zealand. If the breach(es) are found proved then the matter(s) will be referred to the appropriate judicial committee for the adjudication of the appropriate penalty.

BASEBALL NEW ZEALAND

PLAYERS CODE OF CONDUCT

I have been provided with a copy of the Baseball New Zealand Players Code of Conduct, and I am aware of and fully understand the responsibilities and conditions disclosed. I acknowledge that I am bound by that Code, and that any breaches can be reported to Baseball New Zealand for their deliberation.

Name:

Signature

Date:

Parent's or Guardian's signature:

Date:

BASEBALL NEW ZEALAND

UMPIRE CODE OF CONDUCT

The Baseball New Zealand Umpire Code of Conduct has been developed for all umpires participating in National Championships and New Zealand Baseball Development Programs as well as International Representatives.

An umpire's public behaviour will be closely observed by others as the umpire represents Baseball New Zealand, his Region or Country at special events. Any behaviour that is unlawful or disrespectful to others is a slur on everyone associated with Baseball New Zealand.

If, in the opinion of an Instructor or Coordinator, there is a serious breach of Code of Conduct the umpire will be banned from the remainder of the Championship or program, the Manager for Umpire Development and Region Association notified and the umpire sent home by the first available transport. Any additional expense incurred will be the responsibility of the umpire.

The following Code of Conduct requirements are considered practicable and are within the objectives of Baseball New Zealand:

Code of Conduct:

- Officiate by the competition conditions and rules of the sport and the mechanics taught in the Umpire Development Program
- Verbal abuse towards players, managers, coaches, officials or fans will not be tolerated
- Control your temper - no criticism by words or gesture
- Co-operate with your instructor, coordinator and fellow umpires. Show respect for the participants and their skills
- No drug use of any kind will be tolerated unless prescribed by a licensed physician
- Refrain from profanity at all times
- Be friendly to all participants. Display control and courtesy to all involved within the sport.
- The use of any form of tobacco or alcohol of any description on the field, or while in uniform, is banned
- Any activity likely to result in loss or wilful damage to private property or to cause a disturbance will not be tolerated
- No smoking in the rooms at the tournament, seminars, school and on or around the baseball field
- Make no comments to the media and do not partake in media interviews unless you have Baseball New Zealand approval
- No jewellery (e.g. earrings or studs) at all times
- No eating on the baseball field and drinking shall be limited to water and other soft drink
- Report all injuries to an instructor or coordinator and schedule proper treatment with the physiotherapist when necessary
- No one other than umpire personnel is allowed in umpire's locker rooms unless permission is obtained from an instructor or coordinator
- Fraternising with team personnel, other than at official functions, without approval of the coordinator is prohibited
- Promptness for meetings, training sessions and games is mandatory
- Uniformity and sharpness in proper on-field dress is a must. This applies for seminars and schools as well as games
- Proper off field walkout dress will be worn as designated for flights and functions
- The use of any form of tobacco or alcohol of any description while in walk out dress is banned

- The use of any form of tobacco or alcohol of any description while in the presence or vicinity of underage players is banned
- The wearing of clothing containing the New Zealand Baseball Logo or Insignia in licensed premises, (with the exception of official functions), is banned
- Personal hygiene is the umpire's responsibility. It is essential that showers be taken after each game or practice
- Umpires are responsible for cleaning and maintaining their equipment
- Strict observance and implementation of the Infectious Diseases Policy
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years
- Adopt responsible behaviour in relation to alcohol and other drugs
- Act with integrity and objectivity, and accept responsibility for your decisions and actions
- Ensure your decisions and actions contribute to a safe environment
- Ensure your decisions and actions contribute to a harassment free environment
- Do not tolerate harmful or abusive behaviours
- Place the safety and welfare of the athletes above all else
- Be consistent and impartial when making decisions
- Address unsporting behaviour and promote respect for all people

Note: In cases where there are breaches of this code of conduct, the breaches can be reported to Baseball New Zealand. If the breach(es) are found proved then the matter(s) will be referred to the appropriate judicial committee for the adjudication of the appropriate penalty.

BASEBALL NEW ZEALAND

UMPIRES CODE OF CONDUCT

I have been provided with a copy of the Baseball New Zealand Umpires Code of Conduct, and I am aware of and fully understand the responsibilities and conditions disclosed. I acknowledge that I am bound by that Code, and that any breaches can be reported to Baseball New Zealand for their deliberation.

Name:

Signature:

Date: