

# **Baseball New Zealand**



## **Code of Conduct Policy Players**

Responsible Executive: CEO

Date Last Revised: 15 June 2020

The Baseball New Zealand Player Code of Conduct has been developed for all players participating in Baseball New Zealand sanctioned competitions and events, 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
- Not 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.**

### **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:

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

# 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: \_\_\_\_\_