



CLOVERDALE MINOR BASEBALL ASSOCIATION

"Experiences to Last a Lifetime"

Coaches' Code of Conduct

The player/coach relationship is a privileged one. Coaches play a critical role in the personal and athletic development of their players. They must recognize and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. A coach must not exploit this privileged relationship with players for personal, ideological, material or other advantage. Coaches must also recognize that they are conduits through which the values and goals of Cloverdale Minor Baseball Association are channeled.

Coaches are responsible for their own behavior as well as that of their players. This **Code of Conduct** has been developed to assist coaches in developing a standard of personal behavior that will allow them to assist their players in becoming well-rounded, self-confident, and productive citizens.

As a Coach in Cloverdale Minor Baseball player I confirm that:

- I will abide by the Association's rules and regulations.
- I will actively uphold the rules of baseball, the spirit of the rules of baseball, and expect my players to do the same.
- I will fulfill all league, exhibition, invitational, play-off and championship competition and event obligations in accordance with the expectations of the Cloverdale Minor Baseball Association and ensure that all commitments are honored.
- I will ensure that field prep/teardown and other duties are carried out in accordance with Association policy
- I will adhere to a dress code at all times by wearing traditional baseball clothing and footwear while on the field during pre-game warm-up and games.
- I will ensure that all players on my team are treated fairly and equitably, and decisions on issues such as positions played and other assignments are unbiased.
- I will not require that players participate in any external program as a prerequisite to participating on my team, nor will I imply that they should do so.
- I will not under any circumstances, endorse, recommend or suggest the use of performance enhancing drugs or supplements by any player.
- I will ensure no player on my team is discriminated against for any reason, including race, colour, ancestry, place of origin, religion, family status, physical or mental disability, gender or sexual orientation.
- I will work to ensure the environment surrounding my team is free of harassment. Harassment takes many forms but can generally be defined as behaviors, including comments and/or conduct, that are insulting, intimidating, humiliating, hurtful,



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malicious, degrading or otherwise offensive to an individual or group of individuals or which creates an **uncomfortable environment**.

- I will ensure my players act in ways that contribute to a safe environment, and through my actions I will model the behaviour I wish them to emulate. I will require that members of my team resolve conflicts in a mature, professional manner.
- I will remember the academic pressures faced by my players and conduct practices and games in a manner that supports academic success.
- I will place a player's future health and well-being foremost when deciding on an injured player's ability to continue playing or training. I will consult with the parents and may ask for clearance from a medical authority if I have any concerns.
- I will follow the pitch count guidelines for the age of the players as set by BC Minor and Cloverdale Minor Baseball when coaching both in BC Minor sanctioned and non-sanctioned games for the long term health and wellness of the players
- I will not use foul, profane, harassing or offensive language or gestures in the conduct of coaching duties and will never use physical force in any kind in the conduct of coaching duties.
- I will make every effort to attend all practices and games and will prepare myself for these events to the best of my ability so that practices are organized and effective.
- I will encourage open communication between coaches, players and parents.
- I will refrain from making negative comments to the umpires, remembering that many of them are learning the game as well.
- I will treat opponents and officials with proper respect, showing humility in victory and grace in defeat, and I will encourage my players to do the same.
- I will use the proper channels to address any concerns that arise including the **Conflict Resolution Process** that I have received.
- I understand that if I fail to comply with these rules I may be subject to discipline and possibly required to withdraw from Cloverdale Minor Baseball.
- I will abstain from the use of tobacco products and alcohol while in the presence of players and discourage their use by players. Umpires will immediately eject a player or coach from the game should either of these violations occur. [Note: can(s) of chewing tobacco are not to be on the playing field or kept in the back pocket of your baseball pants or in the equipment bags of players.]
- I agree to abstain from drinking alcoholic beverages and the use of any illegal substances near the fields or spectator areas of the CMBA or the other Associations we may visit.



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- I will abide by the BC Minor rules relating to cell phone use on the field. I will not use my cell phone on the field of play but I may use it in the dugout or outside the fence.
- I will strive to improve my coaching skills through the coaching development resources offered by Cloverdale Minor Baseball, BC Baseball and any other resources.

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Detach this section and return it to the Coaches Coordinator

I _____ confirm that I have read and understood the *Coach's Code of Conduct* and *Conflict Resolution Policy* and I agree to abide by these rules and procedures.
(print name)

(signature)

(dated)



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Conflict Resolution Process

We recognize that disagreements are a normal byproduct of participation in organizations. The Association has a responsibility to all stakeholders in the program – players, parents, coaches, other staff, Executive Members, etc. – to ensure that matters of concern are investigated and discharged in a fair, speedy, and appropriate way. We commit to providing a mechanism to allow all parties to find a fair resolution through a transparent process.

Outlined below are the steps that Parents, Players and Coaches should use to deal with any conflicts that arise. It is imperative that all steps are followed in the proper order.

Should it be determined that a transgression has occurred that necessitates a remedy, all parties should be aware that the resolution to a problem may include serious consequences. Serious issues may affect a player's eligibility to play in the CMBA, a parent's ability to participate in CMBA events, and a coach's ability to participate in a leadership role in the CMBA.

All stakeholders should be aware that all allegations of a serious or criminal nature will be reported immediately to the police or relevant agency and will not be investigated by the CMBA.

Note: Strict confidentiality, impartiality, fairness and due process must be observed.

Step 1: Parents/Coaches should address any concerns by dealing directly with the person involved.

- Wait 24 hours after the event or conflict (except in cases where immediate action to deal with a serious matter is concerned, e.g. abuse, harassment)
- Write out the facts of the conflict or concern on paper.
- The Parent/Coach shall contact the other party and ask to meet outside of normal practice/game times, as soon as possible after the event/concern. The parties should meet within 48hrs of the request being made to discuss the issue. A good time would be after a game/practice or on an off-day.
- Parents or Coaches requesting a meeting should bring their written, specific concerns to this meeting, not simply complain about general issues related to the team.
- If the issue is resolved at the meeting there is no need for further action by the Association, however the Parent(s)/Coach(es) should document that an issue was raised and resolved.
- This should all take place within 3 days of the event/conflict.
- If **Step 1** does not resolve the issue then both parties must put their concerns in writing (or email) and forward these notes to the Division Coordinator and the Coaches' Coordinator within 24 hours.



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Step 2

- If the Parent and Coach do not agree on a resolution in **Step 1** the Division Coordinator and Coaches Coordinator will arrange to meet with the parties within 3 days of receiving letters from both parties.
- The Division Coordinator and Coaches' Coordinator should gather information as necessary to ensure they have a clear understanding of the facts. If there is a dispute over the facts, statements from witnesses and other relevant evidence will be obtained.
- If the parties reach agreement on a resolution at this conference there is no need for further action. The Coaches Coordinator and Division Coordinator should inform the Executive in writing that a formal complaint has been brought forward, that a meeting has been held, and that a resolution has been reached.
- If the Division Coordinator and Coaches Coordinator cannot help the parties to reach a mutually agreeable resolution they will forward the letters from the parties to the Executive, along with their notes on the matter.
- This should all be done within 7 days of the event/concern

Step 3

- If the issue is not resolved in **Step 2** the Executive will meet as necessary to determine a fair resolution to the issue.
- The Executive's decision will be conveyed to the parties involved, in writing, along with a clear explanation of the rationale behind the decision and any penalties that are applied.
- The consequences are detailed in the paragraph below.
- A report documenting the Complaint, summarizing the Investigation Process, and the outcome including any penalties assessed will be prepared and filed. This report should include any recommendations for future actions.
- This should be completed within 14 days of the event/concern.

Potential Consequences.

All parties involved with Cloverdale Minor Baseball should be aware of the consequences from actions deemed inappropriate, including:

- verbal apology to parties involved (with Coordinator's witness)
- written apology to parties involved (and copy to the Executive)

- temporary ban on attending CMBA events (parents or players)
- permanent ban on attending CMBA events (parents or players)

- temporary suspension of coaching privileges (Spring season)
(e.g. 1 game or more, 1 week)
- full season (or remainder of season) suspension (Spring season)
- suspension of coaching privileges (Summerball season)
- suspension of coaching privileges (next Spring season)
- suspension of coaching privileges (permanent)