



St Kilda Baseball Club  
Club Policies and Conduct Codes  
March 2024



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## Introduction

As a member of St Kilda Baseball Club, you are expected to adhere to the highest standards of sportsmanship, integrity, and respect, both on and off the field. This document outlines our club's commitment to upholding the Policies and Codes of Conduct set by Baseball Victoria, as well as our own internal policies and expectations for behaviour. It is important for all members, including players, coaches, staff, volunteers, and supporters to familiarize themselves with these policies and to uphold them at all times. Together, we can create a positive and inclusive environment that reflects the values of our club and the spirit of the game of baseball.

## Code of Conduct – Players and Coaches

- Learn the rules and always play to them.
- Never argue with an umpire, opposition player or official. If you have a problem, discuss it amicably.
- Verbal abuse, swearing and un-sportsmanlike conduct are reportable actions and will not be tolerated in baseball.
- Always compete to the best of your ability, both at practice and during games. This could also include looking after yourself away from the field. The use of alcohol and drugs could no doubt effect your performance while playing.
- Respect the time and efforts put in by your players, coaches, and officials. They deserve your support and full commitment.
- Baseball is a team game. Encourage your teammates and players even when they make mistakes. Remember every player makes errors and has off days. Never ridicule opponents or teammates.
- Accept that at times you may be required to take a turn on the bench. When on the bench encourage your team and be prepared to play at all times.
- Respect your opponents and appreciate their good play. Without the opposition you would not be able to play the game in the first place.
- Play to enjoy the game and improve your skills.
- Respect the equipment provided for you, either by the club or your parents. Baseball equipment is very expensive and should be used responsibly. Abuse of equipment, such as throwing bats and helmets, is a reportable act and will not be tolerated.

- Always think safety, to avoid injury to yourself and others.
- Set an example. If you want to be treated in a certain manner, then act that way to others. Be encouraging and fair and show respect to everyone, as they too have feelings.

## Code of Conduct – Parents and Spectators

- Children play baseball for fun. Accept any mistakes as part of their learning process. Remember they are playing for their enjoyment, not yours.
- Applaud good play from both teams and encourage your child to accept that their best and honest effort is just as important as victory.
- Encourage the players and coaches to always play within the rules and spirit of the game.
- To help assist your understanding, learn the rules.
- Never ridicule, abuse, or yell at any player for making a mistake which may change the result of the game.
- Offensive language and behaviour from parents and spectators are not acceptable under any circumstances and the club concerned should take immediate stern action.
- Recognise the value and importance of the volunteers assisting. They give their time and effort to provide a safe and fun environment for your child. If you are able, your assistance is always appreciated.
- Baseball is a team game. Accept that each player will spend time on the bench and have a particular role within the team.
- Not all players are champions, so if they don't want to play, then don't force them.
- If you disagree with an official or coach, raise the issue after the game and attempt to resolve the matter amicably.

## Zero Tolerance – Umpire Abuse

Baseball Victoria and the BUAV has introduced the concept of Zero Tolerance in order to ensure that Coaches/Managers take a proactive role in eliminating umpire abuse.

In this instance, Zero Tolerance will relate to all ejectable offences that include –

- Abuse of an umpire
- Dissent
- Arguing decisions (balls/strikes etc)

The most significant thing for players, coaches, managers and club officials to note, and for umpires to administer, is the fact that under Zero Tolerance rules, when a player is ejected from a game for one of the above offences, so too is the Head Coach/Manager.

Umpires are advised to meet with the opposing Head Coaches/Managers at the start of each game and make sure that a reminder is provided that Zero Tolerance will be in place for the game. They will also remind Coaches/Managers that in any instance of the above listed offences, if a player is ejected from the game, the Head Coach/Manager will be ejected as well.

Zero Tolerance is being introduced as one of many measures to improve the quality of baseball games in Victoria. The concept has been successfully implemented in other parts of Australia. BV and the BUAV are determined that umpires should not be subject to abuse of any kind including the above offences and now require that umpires enact the Zero Tolerance approach.

BV and the BUAV hope that all club officials, players, and coaches will fully support this concept and that as a result there will be no ejections. An additional benefit to this, it is hoped, will be the recruitment and retention of more umpires to the sport.

## Illicit Substances – Improper Use of Drugs

St Kilda Baseball Club has a zero-tolerance policy regarding the use, and being under the influence, of illicit substances by members, players, coaches, or volunteers on Club grounds and at Club events. This policy applies to all individuals associated with St Kilda Baseball Club and is always in effect.

Any individual found to be using, or under the influence of, illicit substances on Club grounds or at a Club event will be asked to leave immediately. Failure to comply may result in law enforcement being contacted.

Any playing member found to be using, or under the influence of, illicit substances before, during and after games will be immediately removed from the game and suspended from play indefinitely. A disciplinary Committee will be convened to hear the matter and rule on any actions to be taken by the Club with respect to the member, including the **immediate dismissal** of the member from the Club.

#### **Procedure:**

- Upon suspicion or evidence of drug use, the individual will be suspended immediately pending further investigation.
- An impartial disciplinary Committee will be convened.
- The Committee will call on witnesses to determine the facts of the situation.
- If the individual is found to be in violation of the drug policy, the Committee will determine what action is to be taken, including but not limited to **multiple game suspensions** or **immediate dismissal** from the Club.
- The individual will have the right to appeal the decision within **5** days of receiving notice of the outcome.

#### **Appeals:**

An appeal will be reviewed within **5** days by the Executive Board, with a decision to be made within an additional **3** days. In the event one or more members of the Executive Board is not considered impartial, an Ordinary Board member will take their place. This decision is **final** and cannot be appealed.

#### **Police Contact:**

St Kilda Baseball Club reserves the right to contact law enforcement if deemed necessary, especially in cases involving the possession, distribution, or trafficking of illicit substances.

#### **Education and Support:**

St Kilda Baseball Club is committed to providing education and support for individuals struggling with substance abuse issues. We encourage anyone facing these challenges to seek help and support.

**Confidentiality:**

All information related to drug policy violations will be kept confidential to the extent possible, while still allowing for a thorough investigation and appropriate action to be taken.

**Compliance:**

Compliance with this policy is mandatory for all individuals associated with St Kilda Baseball Club. Failure to comply may result in disciplinary action, up to and including dismissal from the Club, and Law Enforcement being contacted.

## Document Control

<b>Date</b>	<b>Change</b>	<b>Details</b>
27/03/2024	Document creation	All policies and codes of conduct merged into document.