



## Member Code of Conduct

### 1. General Statement

Sylvan Lake Minor Ball Association (“SLMBA” of the “Association”) is committed to providing an environment in which all individuals are treated with respect. We support equal opportunity and prohibit discriminatory practices. Members are expected to conduct themselves at all times in a positive manner consistent with the values and policies of SLMBA and our Governing Bodies. As a Member of SLMBA, and within the context of the activities of SLMBA, each Member agrees to take part in a spirit of fair play, honesty and in accordance with the Bylaws, Operating Policy, this Member Code of Conduct and any other rules, regulations or policies as may be passed or enacted by the SLMBA from time to time.

As a general statement, Members are expected to:

- Agree to compete and participate within the rules and regulations of any league to which a Team is a member and as required by SLMBA.
- Play within the spirit of fun and be social in a sports setting.
- Compete/participate in the spirit of fair play and honesty.
- Control your temper. Verbal and/or physical abuse of officials, Parents, Players, spectators, opposing players or parents, or deliberately distracting or provoking an opponent are not acceptable or permitted behaviors in any sport by Players, Parents, coaches or any other Members of SLMBA.
- Refrain from using profane, insulting, harassing or otherwise offensive language in the context of any Team or Association activities. Respect an individuals’ dignity; verbal or physical behaviors that constitute harassment or abuse are unacceptable.
- Cooperate with the Team manager, coaches, teammates and opponents as well as address fellow athletes, coaches, officials, volunteers, event organizers, spectators and others associated with SLMBA in a courteous and respectful manner.
- Respect the rights, dignity and worth of all participants. This includes but is not limited to their gender, sexual orientation, ability, cultural background or religion.
- Put the good of the game and your fellow participant’s safety and enjoyment above the desire to win at all costs.
- Act in a manner that will bring credit to SLMBA and yourself, both within and outside the diamond or ball park.

Membership in the SLMBA or any of its affiliate programs includes an agreement that you have read, understand, and agree to abide by this Member Code of Conduct and acknowledge that any breach of the terms and conditions as stated herein may subject a Member to disciplinary action. This may include, but

is not limited to a suspension of any length or complete expulsion for an indefinite amount of time from SLMBA or any of its affiliate programs.

This Member Code of Conduct shall be read in conjunction with the Bylaws, Operating Policy and any other rules, regulations or policies of the Association, as enacted and in force from time to time. Any words or phrases that are defined in the Bylaws and/or the Operating Policy shall have the same meaning when used in this Member Code of Conduct, unless otherwise specifically defined herein. If there is any conflict between this Member Code of Conduct, the Bylaws or the Operating Policy, the terms and conditions stated in the Bylaws (first) and Operating Policy (second) shall govern to the extent of such conflict.

## 2. Codes of Conduct

In addition to and without limiting the generality of the foregoing, the following codes of conduct shall be observed and followed by the Members of the Association (as applicable):

### 2.1 Players Code of Conduct

As a Player in the Association, I agree to:

- **Respect my manager and coaches.**  
Managers and coaches are volunteers who donate their time to our Association and my appreciation of their help should be reflected in my actions on and off the playing field. It is my duty to listen to and follow the directions and rules set forth by the manager and coaches.
- **Respect my team members and other players.**  
I will NOT insult, criticize or verbally abuse any other Player and I am aware that type of behavior destroys team spirit and will not be tolerated by the Association. I WILL look for opportunities to encourage and support others.
- **I will NEVER resort to physical threats or actions to rectify a situation.**  
Physical outbursts are unacceptable and will be dealt with using a zero-tolerance policy.
- **Display good sportsmanship at all times.**  
As a representative of the Association, it is my duty to reflect the characteristics of fair play at all times. I will display to others that competition is healthy and I will not lower the standards of the Association by engaging in unsportsmanlike conduct.
- **Be a contributor to the Association.**  
I play, not only for my own personal pleasure and benefit, but for the benefit and as a representative of the Association. I will always try my best to give 100% to my team by doing the best job that I can.
- **Take pride in playing for Sylvan Lake Minor Ball Association and have FUN doing it!**

## 2.2 Coaches Code of Conduct

Coaching can have an amazing effect on the social, emotional, and physical development of an athlete at any age. Each Player's experience on and off the field, whether positive or negative, may last their entire lifetime. SLMBA strives to assure that the coach/athlete relationship and learning environment is always a positive experience so that each Player's unique development can be maximized. Above all, a SLMBA coach must exhibit the highest ethical and moral qualities while being a strong role model for each of the Players he/she coaches. As a coach, you play an integral role in ensuring that these core values are met. Therefore, SLMBA requires that you read, and abide by, the fair play code set out below:

- I will obtain proper training and continue to improve my coaching skills.
- I will obtain and maintain the Respect in Sports certification as set by our sport governing bodies.
- I will obtain the required Criminal Record (CRC) & Vulnerable Sector (VSC) Checks every 2 years as required by SLMBA. For years between CRC/VSC submissions, coaches will be required to sign and submit a CRC/VSC Declaration Form
- I will treat other coaches, Players, Parents, spectators, umpires and other officials with respect.
- I will be reasonable when scheduling games and practices remembering that the Players on my Team have other interests and obligations.
- I will teach the Players on my Team to play fairly and to respect the rules, the officials, their opponents and their team-mates.
- I will ensure all Players on my Team receive equal instruction, support and appropriate fair playing time.
- I will not ridicule or yell at the Players on my Team for making mistakes or performing poorly. I will remember that children/youth play to have fun and must be encouraged to have confidence in themselves.
- I will make sure that the equipment and facilities are safe.
- I will never attempt to induce a Player within the Association to leave their Team at a different age category to join my Team nor will I attempt to induce any player of any other club or association to leave their home club, association or zone.

### 2.3 Parent Code of Conduct

In order to enjoy the season and to allow others to do the same, SLMBA requires Parents to please follow the below requirements and standards of behavior:

- I will not force my child to participate in sports.
- I will remember that children/youth participate to have fun and that the game is for them.
- I will inform the coach of any physical disability or ailment that may affect the safety of my child or the safety of others.
- I will refrain from coaching my child or other Players during games and practices, unless I am one of the official coaches of the Team.
- I will learn the rules of the game and the policies of the league and Association.
- I (and my guests) will be positive role models for my child and encourage sportsmanship by showing respect and courtesy, and by demonstrating positive support for all Players, Parents, coaches, opposing players and coaches, opposing parents, officials and other spectators at every game, practice or event.
- I (and my guests) will not engage in any kind of unsportsmanlike conduct with any official, coach, Player, or Parent, whether on my own Team or the opposing team, such as booing and taunting; refusing to shake hands; or using profane language or gestures.
- I will not encourage any behavior or practices that would endanger the health and wellbeing of the athletes.
- I will teach my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
- I will demand that my child treat other Players, Parents, coaches, opposing players and coaches, opposing parents, officials and other spectators with respect regardless of race, creed, color, sex or ability.
- I will emphasize skill development and practices and how they benefit my child over winning.
- I will promote the emotional and physical well-being of the athletes ahead of any personal desire I may have for my child to win.
- I will respect the coaches and officials and their authority during games and will never question, discuss, or confront coaches or officials at the game field, and will follow the conflict resolution process as set forth in the Operating Policy if I wish to speak with any of the coaches or Team officials to discuss a grievance or concern.
- I will demand a sports environment for my child that is free from drugs, tobacco, and alcohol and I will refrain from their use at all sports events.

I agree that if I fail to abide by the aforementioned rules and guidelines, I will be subject to disciplinary action that could include, but is not limited to the following:

- Verbal warning by an official, head coach, and/or head of league organization
- Written Warning
- Parental game suspension with written documentation of incident kept on file by the organizations involved.
- Parental season suspension
- Expulsion from the Association

### **3. Bullying**

SLMBA is committed to providing an abuse and harassment free environment and experience for all of our Members. Inappropriate or unacceptable behavior includes but is not limited to verbally, physically, socially or electronically harassing or abusing any Member, official or spectator.

- Physical – pushing, shoving, hitting, damaging or stealing someone else’s property, or any threats (whether verbal or non-verbal) to do any of the same.
- Social – purposefully excluding others from a group, lying or spreading rumors
- Verbal- disrespectful or hurtful name calling, mocking or inappropriate comments based on gender, sexual orientation, race or beliefs
- Electronic- also known as cyber bullying. Bullying taking place over digital devices, social media platforms or thru text, email or apps.

Incidents of unacceptable behavior should not be dealt with independently but reported to the Association as per the conflict resolution process and disciplinary process as set forth in the Operating Policy.

Bullying behavior is repeated and ongoing over a period of time. Single incidents and conflict or fights between equals, whether in person or online, may not be in and of themselves defined as bullying. Nonetheless, single or isolated incidents of the actions as set forth in this Section 3 may still be the subject of discipline against a Member by the Association. As such, any such incidents as may occur above should be dealt with and reported to the Association in accordance with the process as stated in the Operating Policy. The Association has a zero-tolerance policy for any bullying behavior.

#### **4. Social Media**

Social media platforms are a great way to connect with friends, family, teammates and supporters. This policy is to ensure that all Members of the Association conduct themselves in a responsible manner.

For the purposes of this Member Code of Conduct, the term “social media” is used as a catch all term that is applied broadly to refer to any electronic mediated communication media, including but not limiting to blogs, Twitter, Facebook, YouTube, Snap Chat, Instagram, etc..

Inappropriate or unacceptable behaviors of Members on social media shall include the following:

- Posting hateful, insulting, disrespectful or any type of negative comment that is directed at any Member or the Association.
- Posting pictures or altered pictures that are hateful, insulting, disrespectful or offensive and which is directed at any Member.
- Any type or instance of cyber bullying or harassment between one Member and another Member (including to other Players, Parents, coaches, opponents, volunteers or officials). Incidents may include, but shall not be limited to the following conduct on any social media: via text messaging or email: insults, negative comments; threats; posing as another person; or any other harmful behaviors.
- Any instance of bringing discredit to the game of baseball/softball.
- Any instance of promoting negative remarks about the Association or their related events.

The Association will review any and all violations of the policies as stated herein and which are brought to its attention or as it otherwise becomes aware of, to determine any and all disciplinary actions to be taken. The Association has a zero-tolerance policy for any behavior that is in breach of this social media policy.

## **5. Drugs & Alcohol**

The Association is committed to providing a substance free environment and experience for our all of our Members.

All Members, including without limitation Players, Parents, coaches and officials, must refrain from the use of tobacco, smokeless tobacco, vaping, alcohol or drugs (including cannabis) within 9m/30ft of the diamond during practices, games and while attending fundraising or Team events. Violations of this policy should not be dealt with independently but reported to the President. The Board of Directors will review any and all violations to determine any and all disciplinary actions to be taken. The Association has a zero-tolerance policy for any behavior that is in breach of this drug & alcohol policy.