

# GUELPH MINOR SOFTBALL ASSOCIATION CODE OF CONDUCT POLICY

## 1.0 DEFINITIONS

**Individuals** – all categories of membership as defined Guelph Minor Softball Association by-laws, as well as all individuals engaged in activities with the Guelph Minor Softball Association (GMSA) including, but not limited to, teams, athletes, coaches, officials, volunteers, managers, administrators, directors, spectators of Guelph Minor Softball Association events, and parents of GMSA members.

## 2.0 PURPOSE

The purpose of this Code of Conduct (“Code”) is to ensure a safe and positive environment (within GMSA programs, activities and events) by making all individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the values of the GMSA.

The Guelph Minor Softball Association is committed to providing an environment in which all individuals are treated with respect. The GMSA supports equal opportunity and prohibits discriminatory practices. Individuals are expected to conduct themselves at all times in a manner consistent with the values of the GMSA that includes having fun, teamwork, respect, integrity, commitment, resilience, and expressing gratitude.

Conduct that violates this Code may be subject to suspension pursuant to the GMSA’s disciplinary policy as outlined in the Rep Division By-Laws for Operating and Playing Rules.

## 3.0 APPLICATION OF THIS CODE

3.1 This Code applies to conduct that may arise during the course of GMSA business, activities and events including, but not limited to, its environment, competitions, practices, training camps, tryouts, travel, and any meetings of the GMSA.

3.2 The Code also applies to the conduct of individuals that may occur outside of the GMSA’s business, activities, events and meetings when such conduct adversely affects relationships with the GMSA (and its work and sport environment) and is detrimental to the image and reputation of the GMSA. Such applicability will be made by the GMSA in its sole discretion.



# GUELPH MINOR SOFTBALL ASSOCIATION

## CODE OF CONDUCT POLICY

### 4.0 RESPONSIBILITIES

**All individuals** have the responsibility to:

- a) Maintain and enhance the dignity and self-esteem of the GMSA members and other individuals by:
  - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, or economic status.
  - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, and members.
  - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct.
  - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory.
  - v. Consistently treating individuals fairly and reasonably.
  - vi. Ensuring adherence to the rules of softball and the spirit of those rules.
  
- b) Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behaviour that constitute harassment include, but not limited to:
  - i. Written or verbal abuse, threats or outbursts.
  - ii. The display of visual material which is offensive or which one ought to know is offensive in the circumstances.
  - iii. Unwelcomed remarks, jokes, comments, innuendo or taunts.
  - iv. Leering or other suggestive or obscene gestures.
  - v. Condescending or patronizing behaviour, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions.
  - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance.
  - vii. Any form of hazing where hazing is defined as "any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior ranking athlete by a more senior team-mate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any team-mate based on class, number of years on the team, or athletic ability".



# GUELPH MINOR SOFTBALL ASSOCIATION

## CODE OF CONDUCT POLICY

- viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, kissing.
  - ix. Unwelcomed sexual flirtations, advances, requests or invitations.
  - x. Physical or sexual assault.
  - xi. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment.
  - xii. Retaliation or threats of retaliation against an individual who reports harassment to the GMSA.
- c) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcomed sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Type of behaviour that constitute sexual harassment include, but not limited to:
- i. Sexist jokes
  - ii. Display of sexually offensive material.
  - iii. Sexually degrading words used to describe a person.
  - iv. Inquiries or comments about a person's sex life.
  - v. Unwelcomed sexual flirtations, advances or propositions.
  - vi. Persistent unwanted contact.
- d) Abstain from non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, the GMSA adheres to the Provincial Women's Softball Association (PWSA) Code of Conduct, which adheres to the Canadian Anti-Doping Program. Any infraction of this Program shall be considered an infraction of this Code and shall be subject to disciplinary action, and possible sanction by the PWSA, pursuant to the GMSA and PWSA Discipline Policies. The GMSA will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by the GMSA, PWSA, or any other sport organization.
- e) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development or supervision of the sport of competitive softball, who has incurred an anti-doping rules violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canada Centre for Ethics in Sport (CCES).
- f) Refrain from use of power or authority in an attempt to coerce another person to engage in inappropriate activities.



# GUELPH MINOR SOFTBALL ASSOCIATION

## CODE OF CONDUCT POLICY

- g) In the case of adults, take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with GMSA events.
- h) Respect the property of others and not willfully cause damage.
- i) Promote softball in the most constructive and positive manner possible.
- j) Adhere to all federal, provincial, municipal and host country laws.
- k) Comply at all times with the By-Laws, policies, procedures, rules and regulations of the GMSA, as adopted and amended from time to time.

### 5.0 COACHES

In addition to Section 4.0, coaches have additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously.

Coaches will:

- a. Meet the highest standards of credentials, integrity and suitability including, but not limited to, such considerations established by the Guelph Minor Softball Association's Screening Policy, so that the softball community is satisfied it has minimized the risk of an unsafe environment.
- b. Report any ongoing criminal investigation, conviction or existing bail conditions, including those for violence, child pornography, or possession, use or sale of an illegal substance.
- c. Under no circumstances provide, promote or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcoholic beverages, cannabis products, and/or tobacco / vaping products.
- d. Respect all other teams and athletes from other teams and, in dealings with them, not encroach upon topics of actions which are deemed to be within the realm coaching, unless first receiving approval from the coach who is responsible for the team or athlete(s) involved.
- e. Not engage in a sexual relationship with an athlete under the age of 18 years, or an intimate or sexual relationship with an athlete over the age of 18 if the coach is in a position of power, trust or authority over such athlete.



# GUELPH MINOR SOFTBALL ASSOCIATION

## CODE OF CONDUCT POLICY

- f. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the right of participants who are in a vulnerable position or dependent position and less able to protect their own rights.
- g. Dress professionally, neatly and inoffensively.
- h. Use inoffensive language, taking into account the audience being addressed.

### 6.0 ATHLETES

In addition to Section 4.0, athletes will have additional responsibilities to:

- a. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
- b. Participate and appear on time, well-nourished and prepared to participate to one's best abilities in all competitions, practices, training sessions, events, activities, or projects.
- c. Properly represent oneself and not attempt to enter a competition for which one is not eligible, by reason of age, classification or other reason.
- d. Adhere to the GMSA rules and requirements regarding clothing and equipment.
- e. Never ridicule a participant for poor performance or practice.
- f. Act in a sportsmanlike manner and not display appearance of violence, foul language, or gestures to other players, officials, coaches or spectators.
- g. Dress in a manner representative of the GMSA with focus being on neatness, cleanliness, and discretion. Designated official clothing, when applicable, must be worn when travelling and competing.
- h. Act in accordance with GMSA policies and procedures and, when applicable, additional rules outlines by coaches or chaperones.

### 7.0 PARENTS, GUARDIANS AND SPECTATORS

In addition to Section 4.0, parents / guardians of individuals and spectators at events will:

- a. Encourage athletes to play by the rules and resolve conflicts without resorting to hostility or violence.



# GUELPH MINOR SOFTBALL ASSOCIATION

## CODE OF CONDUCT POLICY

- b. Never ridicule a participant for a poor performance or practice.
- c. Respect the decisions and judgement of officials and encourage athletes to do the same.
- d. Not question the judgement or honesty of an official or other supervising members.
- e. Respect and show appreciation to all competitors and to the coaches, officials, and other volunteers who give their time to the sport.
- f. Keep off the competition area and not interfere with events or calls.

### 8.0 SOCIAL MEDIA

8.1 The following Social Media conduct may be considered a minor or major infraction at the discretion of the Discipline Committee:

- Posting a disrespectful, hateful, insulting, or otherwise negative comment on social media that is directed at Members or at other persons connected with the GMSA, PWSA, Softball Ontario, Softball Canada and/or other National Federations, the International Softball Federation and related events.
- Posting a disparaging or harmful comment on social media that is directed at the GMSA, PWSA, Softball Ontario, Softball Canada or its reputation and other National Federations, the World Baseball Softball Confederation and related events.
- Posting a picture, altered picture, or video on Facebook, YouTube, Instagram, Twitter, Snapchat, Tiktok, or other social medium that is harmful, disrespectful, insulting, or otherwise offensive, and that is directed at Members or at other persons connected with the GMSA, PWSA, Softball Ontario, Softball Canada or its reputation and other National Federations, the World Baseball Softball Confederation and related events.
- Any instance of cyber-bullying or cyber-harassment between one Member and another Member (including a teammate, coach, opponent, volunteer, or official), where incidents of cyber-bullying and cyber-harassment can include but are not limited to the following conduct on any social medium, via text-message, or via email: regular insults, negative comments, vexatious behaviour, pranks or jokes, threats, posing as another person, spreading rumours or lies, or other harmful behaviour.
- Any instances of bringing that game of softball into disrepute.

All conduct and behaviour occurring on social media may be subject to the Guelph Minor Softball Association Code of Conduct at the discretion of the Discipline Committee

