



Code of Conduct & Violation Policy

Last Review Date: March 2025

Next Review Date: March 2026

The goals of the North Coburg Rebels Baseball Club's Code of Conduct are to:

- 1. Ensure Safety and Wellbeing:** Prioritise the safety and wellbeing of players, officials, spectators, and all club members.
- 2. Promote Respect and Fairness:** Foster an environment of respect, fairness, in and sportsmanship among all participants, including players, coaches, officials, spectators, parents, and committee members.
- 3. Maintain Integrity:** Uphold the integrity of the club and the sport by encouraging adherence to rules, policies, and ethical behaviour.
- 4. Enhance Enjoyment:** Enhance the enjoyment of baseball for everyone involved by promoting positive behaviour, responsible conduct, and a welcoming atmosphere.
- 5. Support Development:** Support the development of skills, knowledge, and competencies of players, coaches, and officials through encouragement and assistance.
- 6. Champion Inclusion and Diversity:** Embrace and celebrate the diverse backgrounds, experiences, and identities of all club members. Promote an inclusive environment where everyone feels valued, respected, and supported, regardless of age, gender, ability, cultural background, or sexual orientation.

These goals aim to create a positive, respectful, and safe environment for all members of the North Coburg Rebels Baseball Club.

Player's Code of Conduct

- **Follow Club Policies:** Adhere to club rules and encourage others to do the same.
- **Respect:** Treat officials, teammates, and opponents with respect and accept decisions made by officials.
- **Safety and Wellbeing:** Report injuries or illnesses, avoid abusive language, and do not play under the influence of substances.
- **Positive Behaviour:** Encourage teammates, be punctual, help with diamond set up and post-game maintenance and be welcoming to new players.
- **Commitments:** Honour commitments to the team and coach, pay fees on time.

Official's Code of Conduct

- **Follow Club Policies:** Adhere to club rules and encourage others to do the same.
- **Respect and Fairness:** Treat players and other officials with respect, explain rules when needed, and be consistent and courteous.
- **Safety and Wellbeing:** Ensure the safety of players and officials, respect equipment and facilities, and do not officiate under the influence of substances.
- **Support:** Promote respect and assist players within the bounds of your duties.

Coach's Code of Conduct

- **Follow Club Policies:** Adhere to club rules and encourage others to do the same.
- **Respect and Fairness:** Treat players, officials, and other coaches with respect, ensure physical contact is appropriate, and promote sportsmanship.
- **Safety and Wellbeing:** Ensure player safety, avoid abusive language, and do not coach under the influence of substances.

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- **Support:** Encourage players positively, be punctual, secure club equipment, and welcome new players.

Spectator's Code of Conduct

- **Follow Club Policies:** Adhere to club rules and encourage others to do the same.
- **Respect and Fairness:** Promote respect and sportsmanship, avoid abusive language, and display responsible behaviour regarding alcohol and drugs.
- **Support:** Encourage players positively and be mindful of the safety and comfort of those around you.

Parent's Code of Conduct

- **Follow Club Policies:** Adhere to club rules and encourage others to do the same.
- **Respect and Fairness:** Promote sportsmanship, avoid abusive language, and display responsible behaviour regarding alcohol and drugs.
- **Safety and Wellbeing:** Ensure the safety and wellbeing of children, assist coaches when needed, and encourage players positively.

Committee Member's Code of Conduct

- **Follow Club Policies:** Adhere to club rules and encourage others to do the same.
- **Integrity and Confidentiality:** Act with honesty, integrity, and in the club's best interest, maintain confidentiality, and avoid conflicts of interest.
- **Respect and Fairness:** Respect other members' opinions, treat all individuals with respect, and avoid substance influence during duties.
- **Commitments:** Fulfill commitments to the club and support coaches and officials.

North Coburg Rebels Baseball Club Violation Policy

1. Purpose

This policy aims to ensure that all members of the North Coburg Rebels Baseball Club adhere to the Code of Conduct, promoting a safe, respectful, and enjoyable environment for everyone involved.

2. Scope

This policy applies to all players, coaches, officials, parents, spectators, and committee members associated with the North Coburg Rebels Baseball Club.

3. Reporting Violations

Complaints: Any violations of the Code of Conduct should be reported to a club official, preferably in writing. Anonymous complaints will be considered but are discouraged due to the difficulty in investigation. If a complaint is made verbally the receiver will document the conversation and send a written copy to the complainant to ensure the issue has been communicated and understood correctly.

Confidentiality: The club will attempt to keep complaints confidential, but confidentiality cannot be guaranteed.

Retaliation: Any form of retaliation against a complainant will not be tolerated and will be considered a substantial violation of the Code of Conduct.

4. Interim Actions

Upon receipt of a complaint, the Rebels Executive may take any interim disciplinary action deemed appropriate until a formal recommendation for final disciplinary action is made.

5. Disciplinary Committee

The Disciplinary Committee will consist of three club officials: If a complaint involves a committee member, a replacement will be appointed.

The Disciplinary Committee will review the case and present its recommended action/s to the Rebels Executive Committee within 14 days of convening.

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6. Disciplinary Actions

Depending on the severity and nature of the violation, the following actions may be taken:

Warnings: Verbal or written warnings for minor infractions.

Mediation: Meetings with club officials to discuss the violation and agree on corrective actions.

Suspensions: Temporary suspension from games, training, or club activities.

Education: Mandatory participation in workshops or training sessions on appropriate behaviour.

Expulsion: Permanent removal from the club for severe or repeated violations.

7. Appeals

Individuals subject to disciplinary action have the right to appeal the decision. Appeals must be submitted in writing to the club president within 14 days of the disciplinary action.

The Appeals Committee will review the appeal and make a final decision. The Appeals Committee will consist of three club members who did not sit on the Disciplinary Committee for the same complaint.

8. Review and Amendments

This policy will be reviewed annually by the club committee and may be amended as necessary to ensure its effectiveness and relevance.