

Bay St. George Baseball Association
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BAY ST. GEORGE BASEBALL POLICIES / BY-LAWS



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Child Protection Policy

Coaching Code of Conduct and Safety

Coaches play a significant role in the development of children. They are able to instill positive values of trust, good sportsmanship and citizenship, responsibility, respect, fair play, and teamwork. Coaches are involved in helping to develop life skills amongst our players. They are also responsible for ensuring the safety of our players.

1. Safety

a) Lightning

Bay St. George Baseball follows the Environment Canada guidelines with respect to lightning safety. If you can hear thunder, lightning is in your area. Take shelter immediately in a sturdy, fully enclosed building with plumbing and wiring, or in a metal roofed vehicle. Stay inside for 30 minutes after the last rumble of thunder.

Direct lightning strikes are responsible for only 5% of lightning-related deaths and injuries. Ground current and side flashing are responsible for 60 to 80%. Ground current occurs when lightning hits the ground and sends a current through the ground to a victim. Side flash occurs when lightning hits a tall object, travels down the object, and then jumps to a victim.

b) Concussions

Concussions can only be diagnosed by a doctor or a nurse practitioner, but a coach can use his or her judgement to decide if a player should be removed from a game if they receive a blow to the head. Always err on the side of caution. The player's parent or guardian must be notified immediately of any possible concussive blows.

Once a player is removed from a game, they are not eligible to return to play until they have been cleared to play by their parent or guardian.

c) Equipment

All equipment should be inspected before use to determine that it is complete and in good repair. Any equipment needing repair should not be used, and the division director or any member of the executive should be informed. Properly fitting helmets must be worn by batters (both at the plate and on deck) and by runners on the bases. Helmet straps are mandatory, and must remain done up until the player exits the playing field. Catcher's equipment must be fitted properly. Warm-up catchers (including coaches and parents) must wear a mask. BSG Baseball requires all equipment to be sanitized before each use.

d) Arm Care

At all age groups and levels, important pitch count rules are in place to protect young arms. House league and Provincial/Rep coaches need to be aware of these rules, and also need to co-ordinate between different levels. For example, coaches should co-ordinate when players pitch both Provincial and House League.

e) Medication / Allergies / Injuries

When guardians register players, they're asked to provide any medical information about each child, including any medication the player carries. This information is made available to each coach. Please be aware of any special situations, and ask the guardian if there are any questions.

f) First Aid

All equipment boxes at all fields are equipped with first aid kits. Advise the division director or any member of the executive if one is missing or if any kit is missing components.

g) Urgent Care

Coaches should be familiar with the nearest urgent care facility. The nearest one for BSG baseball diamonds is:

Sir Thomas Roddick Hospital
142 Minnesota DR.
Stephenville NL
A2N2V6

The Hospital is up from Mayfield Soccer Pitch on the main road leaving Stephenville.

2. Sportsmanship

Promote sportsmanship! The reputation of a team depends not only on its playing ability on the field, but also on its sportsmanship, courtesy, and manner. Verbal abuse (including gestures) to anyone is not tolerated. Refrain from complaining about bad calls, they are going to happen. If discussion is necessary, use conversational tones, and no profanity. Show respect for all involved in the game.

3. Baseball Rules and Policies

Coaches should know and abide by the rules, both baseball rules and the divisional rules. There are always grey areas within these rules, and if you need clarification about something, ask.

4. Umpires

Baseball is a game of interpretation: opinions will differ, and mistakes will happen. Keep in mind that the players must learn respect for the umpires. So, the coach should lead by example. Be the adult, remember we are here for the kids. Once a final decision is made by an umpire, no further field protest should occur.

5. Other Resources

We all need to take responsibility for the other resources that are provided by the league. This includes equipment, keys, field care, the dugout after the game, and locking down of equipment boxes and storage facilities.

6. Parents and the League

Keep an open line of communication with your players and parents. Be approachable! Explain your philosophies, goals, and objectives. And be sure that the parents and fans in the stands show sportsmanship and courtesy to the umpires, other team members, and the opposition team members. Be humble and generous in victory, and proud and courteous in defeat.

7. Non-Game Responsibilities

Maintain communication with both parents and players. Attend any league meetings as necessary, or designate an alternate attendee. Do the necessary paperwork. Take responsibility for your team.



Social Media Policy

Introduction

Social Media is a great way to improve communication about baseball related activities within your membership. However, the administrators of such accounts should take the utmost security and care. High security features should be utilized and maintained by a board member. For instance, if you choose as an association to use a social media venue, the administrator should review “postings” before they are posted to a site such as Facebook. An elected board member should maintain all social media sites and not general membership.

Purpose

Guidelines need to be in place to protect our associations and their members from the misuse of social media. Many associations across the province will unfortunately face the fallout of this rising trend. Bay St. George Baseball Association has gathered a variety of resources to provide support for your members and the association as a whole. It is important to note that every individual case should be treated with your utmost attention.

Definitions

For the purpose of this social media policy, social media can be considered any form of on-line activity that actively involves “posting” information on the Internet. The policy will encompass public communications through such Internet mediums and websites as Twitter, Facebook, Instagram, TikTok, VSCO and any other social media network that allows users to communicate online. The policy will be applicable to all members of BSGBA, including Directors, teams, BSGBA members and staff, officials, players, players’ family members and supporters.

BSGBA recognizes and appreciates the value of social media and the importance of social networking to all of its stakeholders. We must be aware of the dangers social media and networking can present. This policy will address the procedures that should be explored when a violation takes place. Local board members in consultation with BSGBA directors need to address incidents when they are made aware of them. If it isn’t positive, don’t post it!

The purpose of this policy is two-fold:

1. It should be used to educate members about the proper use of social media.
2. It should also provide guidelines to Boards when a violation occurs.



Policy Guidelines

- BSGBA holds all members who participate in social media and networking to the same standards as it does for all other forms of media including radio, television and print.
- Comments or remarks of an inappropriate nature, which are detrimental to any team, Association or individual, will not be tolerated and will be subject to disciplinary action.
- It should be recognized that social media comments are on the record and instantly published and available to the public and media. Everyone including Associations, team personnel, players, corporate partners and the media can review social media communications. Conduct yourself in a professional and appropriate manner at all times.
- Refrain from divulging confidential information of a personal or team related nature.
- Use your best judgment at all times – pause before posting. Once your comments are posted they cannot be retracted. Ultimately, you are solely responsible for your comments and they are published for the public record. They can be used in court and are considered evidence.
- All posts must follow any and all Government guidelines. For example, COVID-19 guidelines state that players must maintain a 6 ft distance from each other, therefore posting team pictures with players/coaches not following this guideline are strictly prohibited.

Violation Guidelines

The following are examples of conduct through social media and networking mediums that are considered violations of the BSGBA Social Media Policy and may be subject to disciplinary action by the BSGBA officers.

- Any statement deemed to be publicly critical or detrimental to the welfare of any member, the Association or an individual.
- Negative or derogatory comments about any member of BSGBA, teams, staff, programs, stakeholders, or players.
- Any form of bullying, harassment or threats against members, players or officials.
- Photographs, video or comments promoting negative influences or criminal behavior.
- Online activity that contradicts the current policies of BSGBA
- Inappropriate, derogatory, racist, or sexist comments of any kind.
- Online activity that is meant to alarm other individuals or to misrepresent fact or truth.



Enforcement Guidelines

Because social media violations may vary in terms of their seriousness and effect, care must be taken to consider sanctions that are appropriate in each situation that presents itself. That is not to say that these types of violations are minor, but rather, some may be more serious than others. This document is intended to assist Minor Baseball Associations as they assess social media violations. Factors that can be considered when dealing with social media violations include:

- The intent of the violator
- Whether harm, physical or otherwise, resulted from the violation
- The circumstances of the violation
- The effect the violation had upon its recipient, the recipient's family, the team, the Association, or the community
- Any previous social media violation history.

Disciplinary Guidelines

Possible disciplinary measures therefore depend on a number of factors. Please consider the following suggested actions for various conducts:

- Implicit or implied threats of death or serious bodily harm: indefinite suspension, referral to BSGBA for investigation and punishment (also refer to police).
- Encouraging someone to do themselves serious harm: indefinite suspension, referral to BSGBA for investigation.
- Posting of pictures/video of a threatening nature: indefinite suspension, referral to BSGBA for investigation and punishment (also refer to police).
- Slurs against someone's race, religion, sex, or sexual orientation: lengthy suspension
- Slurs against another member or their family: warning or short suspension
- Posting comments and/or pictures of self of an implied sexual nature: lengthy suspension. Referral to BSGBA (also refer to police).
- Posting comments and/or pictures of someone else of an implied sexual nature: indefinite suspension, referral to BSGBA for investigation and punishment (also may refer to police)

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Disciplinary Guidelines (cont.)

- Gossip - Posting or sending cruel gossip to damage a person's reputation and relationships with friends, family, and acquaintances: warning or short suspension
- Posting or sending unwanted or intimidating messages: suspension
- Tricking someone into revealing secrets or embarrassing information, which is then shared online: short suspension
- Negative or derogatory comments about members, etc.: warning and/or short suspension

Summary

When using social media and networking mediums, BSGBA members should assume at all times they are representing BSGBA, its member Associations or teams. All members of BSGBA should remember to use the same discretion with social media and networking as they do with other traditional forms of media. BSGBA members agree to adhere to all conditions set forth with in the Social Media Policy. It is understood that violating the guidelines set fourth within the policy will lead to appropriate disciplinary action and/or fine to any individual or team.

Fundraising Policy

Association

The Bay St. George Baseball Association may run fundraisers throughout the season.

Individual fundraisers advertising the association are not permitted.

Provincial Teams

Provincial Tournament fees are set by Baseball NL, and are submitted to Baseball NL by the BSG Treasurer. Teams are responsible to submit the funds to cover the Provincial Tournament registration cost to the BSG Treasurer, before the deadline set by Baseball NL.

All fundraising requests for Provincial teams must be submitted to the BSG Executive for approval.

Any funds raised for a Provincial team, are intended for expenses incurred to attend a Provincial tournament or to host a Provincial tournament.

No funds are to be disbursed to any participant that does not attend the Provincial tournament that the funds are raised for.

Any funds raised for a Provincial team are to be allocated equally to all that participate in the fundraiser AND attend the tournament.

Fundraised amounts are not to exceed the expenses expected to be incurred.

Any funds raised for hosting a tournament are to be submitted to the BSG Treasurer, as all expenses are handled by said Treasurer.



Provincial Team Selection Process

The Minor Baseball season concludes its summer sessions each year with Provincial team tournaments hosted across the island. Local associations send teams to these Provincials to compete in AAA, AA and/or A graded tournaments. Steps to determine rosters for these tournaments are below.

Players

- During the house league registration process parents/guardians are asked if the player they are registering is interested in being considered for the Provincial team in the players registered division
- List of interested players names are given to the division coaches
- To be eligible to be considered for a final roster spot on the Provincial Team an attendance of at least 80% is expected of the player during house league evening sessions, unless absent with just cause (ie; illness, vacation, delayed arrival due to crossover with other sports). If after rosters are announced, a rostered players attendance drops, they can be removed from the roster

Coaches

- Any coaches to be named on a Provincial team roster, must meet the coaching requirements set by Baseball NL
- Should more than one coach be interested in being Head Coach for a team, the final decision will be made by vote by the Executive

Team/Roster

- Should there be more than enough players to field one team a minimum of 2 on field tryout sessions will be arranged
- All coaches in a division are to be involved in the team selection process, unless they choose not to be. If only one coach wants to be involved in the evaluation process, that coach is to contact the Executive to arrange for at least one more coach from another division to assist with the evaluations

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Team/Roster (cont.)

- If a division does not have enough players to fill a roster to minimum of 11 players, the Head Coach is to submit a request to the Executive requesting to pick up players from another association / division. The executive will contact the parents/guardians of the potential pickup/s
- If a division has enough players to fill two team rosters, and we have the coaches required for 2 teams, we will enter a AA and A team
- No team is to play a Provincial team game or tournament until the roster has been finalized, unless all players trying out are invited to play as an additional tryout
- Rosters will be submitted to the Executive for review and rosters will then be sent out by the Executive
- If named to a team, a \$50 nonrefundable Provincial team fee is to be made to the team Director, unless other arrangements are made. These fees will be used to cover the cost of the Provincial tournament registration and other games played before the final tournament. Any fees not used, will be given back to the parents/guardians.



Provincial Team Commitment

Parent/Guardian & Player Commitment

- To be eligible to be considered for the Provincial Team an attendance of at least 80% is expected of the player during house league sessions.
- By being a member of the Provincial Team we (the player and parent/guardian), both commit to travelling on all dates scheduled, to the best of our ability.
- We understand that not being able to commit to all prescheduled dates may affect my child being chosen for the team.
- If named to a team, we agree to pay a \$50 nonrefundable Provincial team fee to the team Director, unless other arrangements are made. We understand that there will be no Provincial Team travel for my child's team until all players teams fees are paid. These fees will be used to cover the cost of the Provincial tournament registration and other games played before the final tournament. Any fees not used, will be given back to the parents/guardians.
- We commit to make sure that the player will arrive to games and practices on time.
- We commit that the player will be properly equipped, sun-protected and hydrated.
- We will show respect for all coaches, players, spectators and umpires.
- I, the player, will always hustle and never give up.
- I, the player, understands that bullying will not be tolerated in any form, and may affect my position on a team.
- I, the parent/guardian, will stay away from the dugout during games and allow coaches to coach.
- I, the parent/guardian, will be a role model for my child regarding sportsmanship, team work and self-worth.
- I, the parent/guardian, will schedule a time with the coach to calmly discuss any issues I may have with regards to lineup or playing time concerns rather than during, immediately before or after a practice or game.
- We will do everything within our control to make this a positive experience for the players, families and coaches.

We understand these rules, and will do our best to always represent this team well.

Player Release Policy

It is the BSGBA's position that a player must play where he/she lives, therefore no releases will be given to a player if there is a position available on their Provincial team for their age group within the BSGBA. Exceptions to this rule will be assessed on a case-by-case basis.

1. Exception Process (Release Request)
 - a. Players wishing to be released from BSGBA must follow the steps and deadlines outlined by Baseball NL, in the Baseball NL Handbook – Minor Player Transfer Rules
 - b. If a player has never played BSGBA baseball, and wishes to play for another association other than where they live, a release is still required as outlined above.

Coaching Requirements

Coaches that wish to coach with BSGBA, and coach at the Provincial Team level, must fulfill the Coaching Requirements as outlined by Baseball NL, in the Baseball NL Handbook. A valid reason must be provided to BSGBA Executive if a coach is unable to attend any of the required courses.

Revisions

July 2021 - Original creation, added in documents already in place

June 2022 - Voted on and approved by association