



**CODE OF CONDUCT  
ANTI-BULLYING  
POLICY**

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## CODE OF CONDUCT

Fort McMurray Minor Baseball Association is committed to providing an environment in which all individuals are treated with respect. Furthermore, Fort McMurray Minor Baseball Association supports equal opportunity and prohibits discriminatory practices. Members are expected to conduct themselves at all times in a manner consistent with the values of Fort McMurray Minor Baseball Association. Members may be subject to sanctions according to Fort McMurray Minor Baseball Association's Discipline Policy for engaging in any of the following behavior:

- a) Failure to comply with the rules, regulations or policies of Fort McMurray Minor Baseball Association , as adopted and amended from time to time;
- b) Deliberately disregarding the Rules of Baseball as amended from time to time;
- c) Verbally or physically abusing an opponent, teammate, officials, umpires, spectators or sponsors;
- d) Showing disrespect to officials, including the use of foul language and obscene or offensive gestures; abusing player equipment or playing area;
- e) Failing to comply with the conditions of entry of an event including any rules with regard to eligibility or advertising;
- f) Failing to be available to meet reasonable requests for interviews by the media;
- g) Using tobacco or vaping products on-field, on team buses, or at any Fort McMurray Minor Baseball Association sanctioned event;
- h) Any other unreasonable conduct which brings the game into disrepute, including but not limited to, abusive use of alcohol and non-medical use of drugs.

The Fort McMurray Minor Baseball Association Code of conduct shall govern all disciplinary matters to the extent that it conflicts with or augments the Code of Conduct of any Provincial/Territorial Baseball Association.

## **Anti-Bullying Policy**

Given the serious effects that bullying has on youth and organizations, Fort McMurray Minor Baseball Association have adopted an anti-bullying policy. This policy overview is intended to guide all Coaches, Managers, Umpires, Players, Volunteers, Parents, Guardians, and Spectators.

### **Definition of Bullying:**

Bullying involving behavior by one or a group of people with the intent to ridicule, harass, humiliate or intimidate another person during league games, practices, travel, and/or other league events.

- **Verbal Bullying** involves repetitious behavior and includes the use of words and gestures.
- **Emotional Bullying** involves rejection, terrorizing, extorting, humiliating, rating/ranking personal characteristics such as race, disability, ethnicity, or perceived sexual orientation.
- **Physical Bullying** can include a single incident of pushing, hitting or kicking a person or interfering with their property.

### **Reporting of Bullying:**

If you are being bullied, or know of someone being bullied, you must tell a coach, team manager, or member of the Board of Directors of Fort McMurray Minor Baseball Association as soon as possible.

### **Consequences of Bullying:**

If a person involved in the league (including directors, managers, coaches, umpires, players, volunteers, guardians and spectators) has taken part in bullying behavior, a minimum of a warning and/or an immediate suspension from all Fort McMurray Minor Baseball Association activities until the Board of Directors can review the incident to determine next step of actions for the incident. The further actions the board can take can are included in the Fort McMurray Minor Baseball Association Discipline Policy and reporting to local law enforcement