

Macdonald Minor Baseball Association



Inappropriate Behaviour Policy

MMBA is committed to providing a positive and respectful baseball experience for all participants – players, coaches, officials, spectators and volunteers – in a safe and sportsmanlike environment where individuals or groups of individuals are free from abuse, discrimination, harassment and bullying. Inappropriate behaviour, as defined by this Policy, in any form, will not be tolerated. MMBA will make every reasonable effort to respond quickly and effectively to complaints or disclosures of inappropriate behaviour.

1. Parent Liaison

Each MMBA team shall select a Parent Liaison. This individual plays an important role in ensuring that his / her fellow parents don't become over-exuberant when cheering on their child's team. While the Parent Liaison is not expected (nor should ever) place themselves in a confrontational position with a fellow parent, he or she is the front line of the MMBA's Inappropriate Behaviour Policy. The Parent Liaison shall only act in accordance with **Section 5.1** and **5.2** herein.

NOTE: Under no circumstances shall the Parent Liaison escalate his or her intervention beyond a respectful request to the offending participant to refrain from their inappropriate behaviour.

2. Code of Conduct

Each team's Parent Liaison shall ensure that every parent on his or her team signs the Team's Code of Conduct form (available on the MMBA website). The parent's signature acknowledges that the parent has read the MMBA Inappropriate Behaviour Policy and agrees to be bound by said policy. The Parent Liaison is to forward the completed Team Code of Conduct sheets to the Divisional Convenor who will in turn forward to the Registrar **prior** to the beginning of the current MMBA season.

3. Scope

This policy operates independently of, but in conjunction with, any Community Club or RM of Macdonald facility use or behaviour policies.

4. Definitions – Inappropriate Behaviour

4.1 Abuse

Abuse means any form of physical or emotional mistreatment which causes physical injury or emotional damage. Physical abuse is when one person purposefully injures or threatens to injure another person. This may include, but not be limited to: slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving or grabbing.

Emotional abuse can take the form of name-calling, threats, ridiculing, berating or intimidating comments.

4.2 Discrimination

Discrimination means the differential treatment, whether intended or not, of an individual or groups of individuals based on:

- ancestry
- race
- colour
- nationality or national origin
- ethnic background
- religion or religious belief, creed, association or activity
- age
- sex
- gender-determined characteristics
- gender identity
- sexual orientation
- marital or family status
- source of income
- political belief
- physical size or weight
- physical or mental disability.

4.3 Personal Harassment (Bullying)

Bullying is offensive behavior that is not connected to any human-rights based characteristic. It is any conduct, comment, display, action, or gesture that adversely affects a person's psychological or physical well-being. Examples of bullying may include, but not be limited to:

- personal ridicule (put-downs, teasing) or malicious gossip
- repeated or continuous incidents of inappropriate yelling, screaming or name-calling
- malicious or uncalled-for interference with another's work or role
- interfering with or vandalizing/damaging a person's personal property
- physical or verbal abuse/violence, threats, intimidation
- insulting or derogatory comments, jokes or gestures
- shunning or ostracizing a person.

5. Response

MMBA recognizes that not all incidents of inappropriate behaviour are equally serious in their consequences. To that end, incidents shall be deemed as either "minor" or "serious". It shall be the team's Parent Liaison - either individually or in discussion with the team's Manager or other representative – that determines the initial type of response.

5.1 Minor Incidents

Minor incidents of inappropriate behaviour displayed by a participant should be corrected promptly and informally with the team's Parent Liaison taking a constructive approach with the aim of bringing about a change in the negative attitude or behaviour(s).

5.2 Serious Incidents

If the participant refuses to discontinue his/her inappropriate behaviour, the Parent Liaison **and** the team's Manager or another representative will ask the participant to leave the premises and shall then report the incident to the MMBA. If the participant refuses to leave the premises, the team's Manager shall request the Umpire officiating the game to suspend the game until the person displaying the offending behaviour leaves the ball park. The Parent Liaison will subsequently report the incident to the MMBA.

5.3 Appeal

After expulsion from the game, the participant can appeal his/her expulsion before a Review Committee assembled by the MMBA. The Committee, which will include at a minimum - the Past President of MMBA; the Community Club Convenor representing the team affiliated with the offending parent; and the Divisional Convenor will hear the participant's version of events; consult with any witness(es); and then issue a ruling. The ruling of the Committee shall be final.

6. Remedies

Serious incidents of inappropriate behaviour shall result in:

1st offense – removal of the participant from the game or practice in which the offending behavior occurred plus a subsequent one practice / one-game suspension;

2nd offense – removal of the participant from the game or practice in which the offending behavior occurred plus a subsequent three practices / three-game suspension;

3rd offense – removal of the participant from the game or practice in which the offending behavior occurred and suspension from all practices and games for the balance of the season including playoffs and any subsequent championships that may follow i.e., Provincials, Westerns, Nationals, etc.

NOTE – These suspensions are in addition to any Community Club, WMBA or MBA imposed punishment.

7. Application

This policy applies to all age groups operating under the jurisdiction of the MMBA and is applicable to all participants (home or away) that are on the premises of any baseball diamond or field operating under the administration of the MMBA and/or its affiliated premises and its member community centres.

This policy is effective **March 6, 2014** and it will be at the MMBA's sole discretion as to whether reported behavior is deemed to be minor or serious.

Remember that when you attend a baseball game or practice your behavior reflects on you, your family, your friends and the entire MMBA community. We ask that as you cheer on your son, daughter, grandson, granddaughter, niece, nephew or neighbour's child that you do nothing to tarnish the reputation of our game and our Association.

Thank you