



## **CODE OF CONDUCT AND EXPECTED BEHAVIOURS**

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### **INTRODUCTION**

The Moose Jaw Minor Girls Fastball Association (MJMGFA) or the “League” takes pride in providing a league for girls to learn and develop in the sport of Fastball. As part of being in a dynamic sports league, it is important to ensure that everyone that is a member strives to meet a commitment to integral and responsible behaviour.

### **WHO IS SUBJECT TO THIS CODE**

This Code of Conduct outlines the Expected Behaviours for all MJMGFA League members. Each League member is expected to abide by the Code, to help others do the same and to remember that our decisions and actions affect the League and fellow members which can have an impact on the perceptions placed on us.

Adherence to this Code is a condition of MJMGFA League membership. Failure to comply with it, can result in action up to and including immediate disciplinary actions taken and dictated by the League Board.

### **WHAT IS INCLUDED IN THIS CODE**

This Code sets out the MJMGFA League Expected Behaviours. League members are expected not to engage in activities that may cause or contribute to reputational damage for the League, even if they are not specifically mentioned in the Code.

The Expected Behaviours mentioned in the Code cannot cover every possible situation we might encounter. We trust each other to use good judgment, make the right decisions and to seek further information or help when it is needed. Being responsible is everyone’s responsibility.

Together, we are all have to behave and act in the kind of manner as to what we would want from others.

## EXPECTED BEHAVIOURS

While we trust each other to do what is right, it is nonetheless important to establish a common understanding of certain fundamental Expected Behaviours. This section of the Code of Conduct sets out the League's standards for certain types of situations, with which we must all comply.

### RESPECT

We respect human dignity and recognize the intrinsic worth of every person. We think that diversity enriches our League and our content, making them both more interesting and creative. We also value the variety of perspectives, abilities and opinions within our teams as they add value to our decisions and to our performance.

Even small gestures matter:

- ❖ Listen to and respect each other's points of view
- ❖ Recognize and value everyone's contributions and backgrounds
- ❖ Understand how tone and non-verbal communication can have a negative impact on others
- ❖ Be respectful of shared team spaces

Being respectful allows us to establish and maintain an environment where we can all thrive. We are all responsible for contributing to maintaining sporting relationships where mutual respect, civility and co-operation are the norm. We seek to prevent interpersonal conflicts and disagreements if they occur, we seek to resolve them in a productive and collaborative manner. Moreover, we do not tolerate, ignore or condone comments, conduct, actions or gestures that would be reasonably considered to create an intimidating, humiliating, hostile or offensive sporting environment.

**Discrimination, harassment, bullying and violence** in the sports environment are not tolerated in the MJMGFA League.

*Adverse differential treatment of a person or a group for reasons based in whole or in part on prohibited grounds set out in the Canadian Human Rights Act is prohibited. These grounds currently include race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.*

EXAMPLES OF DISCRIMINATORY BEHAVIOURS (whether in person, on social media or any other platform)

- ❖ Refusing to participate with an individual for one of the reasons listed above

- ❖ Making unwelcome remarks, jokes or taunts based on one of the prohibited grounds
- ❖ Displaying derogatory, racist or offensive pictures or material

#### EXAMPLES OF HARASSING AND VIOLENT BEHAVIOURS

- ❖ Making unwelcome advances, flirtations, jokes or propositions or engaging in inappropriate conduct
- ❖ Physically intimidating someone, yelling or throwing objects
- ❖ Physical attacks or assaults
- ❖ Bullying, harmful teasing, public humiliation or belittlement
- ❖ Offensive jokes or remarks, including racist comments
- ❖ Other abusive or aggressive behaviour contributing to violence

#### PROTECTING PERSONAL INFORMATION

We protect the privacy of our League members. Personal information that is collected is properly stored and secured for direct League purposes only.

#### CONCLUSION

We value the relationships we have with our League members. The purpose of this Code is to help each of us do our best, be proud of what we do and how we do it. We are, each and every one of us, responsible for living up to this Code of Conduct.