



Zero Tolerance Policy

Respectful Behaviour

BMBA is committed to cultivating a safe and productive sports environment and a culture of respect. We expect the highest standards from our players, coaches, team officials, parents and volunteers always.

We take pride in being ambassadors for our organization and our community whenever we are at a rink — home or away. We expect all our players and coaches to demonstrate respect for:

- Themselves;
- Their teammates;
- Their coaches;
- Parents;
- Volunteers;
- The game and all of its rules;
- Opponents;
- Umpires;
- Any facility we occupy, especially our field;
- Our equipment (both personal and association equipment);

- Guests in our field;
- Our neighbours in the community.

Examples of respectful behaviour expected of BMBA members include (but are not limited to):

- Players picking up garbage in the dugouts and being respectful towards field staff;
- Players not complaining about penalty calls either verbally or via body language;
- Parents and players demonstrating moderation in celebrating goals in blowout games;
- Parents not cheering opposing team injuries;
- Coaches not yelling at or berating players or umpires;
- Players “taking a knee” in practice when summoned by coaches and not engaging in distracting/unsafe behaviour.

Zero Tolerance

There is zero tolerance for drugs, alcohol, bullying, abuse or vandalism. Zero tolerance means that behaviour involving any of the above will not be tolerated at any event related to BMBA and will be immediately sanctioned.

Zero Tolerance Notification

Any occurrence must be immediately reported **and the President of BMBA must be immediately advised should incidents occur involving drugs, alcohol, bullying, abuse or vandalism.** See Reporting Procedures below.

Zero Tolerance for Bullying, Harassment and Abuse

Bullying, Harassment and Abuse: any player, team official, contractor, parent or volunteer caught or suspected of bullying, harassment or abuse of any member or guest of BMBA will be automatically suspended indefinitely pending review by the BMBA Board of Directors.

Any infraction may cause the Board to expel a player, team official, contractor, parent or volunteer from the association with no refund of fees or remuneration.

BMBA fully supports and enforces Respect in Sport:

- BMBA fully adopts zero tolerance of harassment and abuse in baseball both on and off the ice. Anyone involved in bullying, abuse or harassment will be suspended. This includes cyberbullying and misuse of social media (see Social Media policy).
- All parents must make a personal commitment to the principals of Fair Play, Respect and Integrity and agree to respect all Association volunteers. Parents must follow all the behavioural guidelines outlined in the Parent Code of Conduct and must complete the “Parent Respect in Sport” found here: https://hns.respectgroupinc.com/koala_final/

Zero Tolerance for Cyberbullying

Cyberbullying is the use of any electronic communication device to convey a message in any form (text, image, audio or video) that defames, intimidates, harasses or is otherwise intended to harm, insult or humiliate another in a deliberate, repeated or hostile and unwanted manner under a person’s true or false identity. In addition, any communication of this form that disputes or prevents a safe and positive environment may also be considered cyberbullying.

Any player, team official, contractor, parent or volunteer caught or suspected of cyberbullying of any member or guest of BMBA, including opposing teams, players, associations and leagues, will be automatically suspended indefinitely pending review by the BMBA Board of Directors and Ombudsperson.

Any infraction may cause the Board to expel a player, team official, contractor, parent or volunteer from the association with no refund of fees or remuneration.

Zero Tolerance for Alcohol, Vaping, Controlled Drugs and Substances

BMBA is unequivocally opposed to illegal drug and alcohol use and is sincere in its duty to uphold the laws of the land in which its members operate. BMBA is similarly unequivocally opposed to the use of banned and restricted substances for the purpose of performance enhancement.

Players

There is NO tolerance for vaping, drugs and or/alcohol usage by BMBA Players.

1. **Vaping or smoking:** any player caught or suspected of vaping or smoking of tobacco, cannabis, or any other combustible substance in or around our field

and opponent's fields or in any public facility frequented by the team will be automatically suspended for two games. Any subsequent infraction will cause the player to be expelled from the association with no refund of fees.

2. **Alcohol:** any player caught or suspected of drinking in or around our field and opponent's fields or in any public facility frequented by the team will be automatically suspended for five games. Any subsequent infraction will cause the player to be expelled from the association with no refund of fees.
3. Any player attending a team practice, event or game **suspected of being under the influence** of alcohol, marijuana or other drugs will be suspended indefinitely and possibly expelled from the association without refund at the discretion of the Board.

Reporting Procedures

Expectations:

- Any person witnessing the above contraventions has a duty to report.

Incidents involving players:

- The Association President is informed of the incident.
- The coach informs the parent of the incident and asks direction from the parent on the removal of the player from the coach's care.
- The coach has the authority to remove a player from team activities.
- Regardless of removal from activity, the coach continues supervisory duties until the player is released from the coach's care by the parent or guardian.
- The coach informs the authorities should the incident warrant criminal investigation.
- The coach documents the incident.
- The coach forwards this documentation for filing/action with the Association.
- The coach ensures that reports and specific circumstances are kept within the parent and Association-constituted process. At no time are any proceedings made public.
- One or more members of the coaching staff shall meet, as soon as practical, with the player and a parent to review the reasons for the removal from activity.

- Suspension of the athlete is at the direction of the Association.
- If the decision is to seek suspension, the coaching staff, as soon as practical, informs the player and a parent and refers the matter to the Association.
- Should this happen, the process follows the suspension procedure of the Association.

Adult Alcohol Guidelines

In addition to the previous zero tolerance policy regarding minors, BMBA realizes there are certain situations when the responsible use of alcohol by adults is acceptable assuming the implementation of responsible parameters.

Alcohol is not appropriate:

- In dugouts or in public, non-licensed areas.
- In team settings with minors in attendance.
- In situations where minors are left unsupervised while adults attend “hospitality” type settings or where alcohol is not controlled by a server.
- Consumption in buses or cars when traveling to and from an event.
- By adults of a minor team when parents are not present.
- Consumed by anyone at minor team parties hosted by other players, parents or team officials.
- If forced on another person.
- If used for “chugging” contests or as a form of hazing or initiation for rookies.

Supervisory Responsibility

Minor baseball organizations are responsible for the reasonable safety and well-being of all minor athletes (under the age of majority) while participating in sports activities. Supervisory responsibilities play an integral part of a coach’s role.

Interaction between coaches and players must be based on each organization’s code of conduct that establishes respect, dignity, health, and well-being for all athletes.

Ultimately, coaches assume the role of parent/guardian when traveling with teams and must make every reasonable effort to provide adequate supervision of the players. It is imperative that the rules and player expectations are clearly defined, discussed and presented to all participants including the parents and players prior to departing for a road trip. When parents travel with the team, it is imperative that the coach meet with the parents to ensure that their sons and daughters adhere to all team rules including use of drugs and alcohol, smoking, curfew, etc. It is important that this discussion take place prior to departure and not after an incident occurs on the road. The supervision ratio should be based on the age and physical limitations of the players. Although the coach assumes full responsibility for the members of the team, it is reasonable to assume that he/she will require "free time" and in his/her absence, a pre-assigned member of the supervisory staff will be appointed to assume the leadership role for players to ensure that policies and procedures as previously agreed upon are adhered to by all participants. For the protection of all participants, it is recommended that the members of the coaching and supervisory staff be screened in compliance with the policies of the local Association and/or Branch.

Rules and regulations regarding the illegal use of drugs and alcohol, smoking, curfews, inappropriate behaviour including abuse, harassment, and bullying should be reviewed with team members, parents and team personnel. Coaches are well advised to ensure that these rules and regulations follow those of the Association, Branch and Baseball Canada.

Information on the location, telephone numbers, cellular numbers, and email addresses where the team will be staying is important to ensure that players and parents are able to make immediate contact in the event of an emergency.

If players are staying in a hotel/motel, it is important that the recommendations as outlined in the Respect in Sport program are reviewed. Coaches (and staff) should pre-assign players to rooms. Ideally personnel and players should not share accommodations regardless of the cost saving or other benefits. If sharing a room, please ensure that the two-deep rule is always observed. If only one player and one supervisor are alone in the room for a brief period, the outer door should be left open. People of different genders should not share rooms. No one other than the occupants of a given room will be permitted in the room unless the door is left open for visual access to outsiders. No guests outside of the team members will be permitted in the rooms at any time. Guests must only be met in common areas including hotel lobbies, restaurants, etc. Team and small group meetings should be held in common areas such as a conference room. No sexual contact will be permitted by players who are minors while traveling with the team.