



# Hanover Minor Baseball



## Association

### HMBA COACHES CODE OF CONDUCT

**Our Coaches Have a Responsibility to:**

- **Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.**
- **Direct comments or criticism at the performance rather than the athlete.**
- **Consistently display high personal standards and project a favorable image of baseball and of coaching.**
- **Refrain from public criticism of fellow coaches.**
- **Abstain from the use of tobacco products while in the presence of her/his athletes and discourage their use by athletes. This applies during practices and games and on any part of the playing field.**
- **Abstain from drinking alcoholic beverages when working with athletes. There shall be no alcohol on the coaches breath.**
- **Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties.**
- **Ensure that the activity being undertaken is suitable for the age experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment.**
- **Treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly.**
- **Actively encourage athletes to uphold the rules of their sport and the spirit of such rules.**
- **Communicate and co-operate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development.**
- **Ensure the safety of the athletes with whom they work.**

- At no time become intimately and/ or sexually involved with their > athletes. This includes requests for sexual favours or threat of reprisal for the rejection of such requests.
- Respect athlete's dignity.
- verbal or physical behaviours that constitute harassment or abuse are unacceptable.
- Never advocate or condone the use of drugs or other banned performance enhancing substances.
- Never provide under age athletes with alcohol.

**Definition of harassment:**

Harassment takes many forms but can generally be defined as behaviour including comments and or conduct which is insulting, intimidating, humiliating, hurtful" malicious, degrading or otherwise offensive to an individual of groups or individuals or which creates an uncomfortable environment.

**Harassment may include**

- written or verbal abuse or threats,
- sexually oriented comments,
- racial or ethnic slurs,
- unwelcome remarks,
- jokes, innuendoes, or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion etc.
- displaying of sexually explicit, racist or other offensive or derogatory material; sexual,
- racial, ethnic or religious graffiti
- practical jokes which cause awkwardness or embarrassment,
- endanger a person's safety, or negatively affect performance,
- unwelcome sexual remarks, invitations or requests whether indirect or explicit or
- intimidation,
- leering (suggestive staring), or other obscene or offensive gestures,
- condescension paternalism or patronizing behaviour which undermines self respect or
- adversely affects performance or working conditions,
- physical conduct such as touching, kissing, patting, pinching, etc.
- vandalism,
- physical assault.

**DATE** : \_\_\_\_\_ **SIGNATURE** : \_\_\_\_\_