

# **BABE RUTH BASEBALL ASSOCIATION OF CALGARY POLICY OF CONDUCT**

## **CONDUCT POLICY:**

It should be the understanding of all players, coaches, managers, and executive members representing Babe Ruth Association of Calgary (the "League"), that their conduct will be of the highest standard and will not bring discredit on the League, any team, any player, or person involved in League activities. All individuals are expected to act in a responsible and respectful manner. This policy covers all individuals when in uniform, attending any League game, or when attending tournament representing the League, on or off the field.

## **PLAYER CONDUCT:**

1. It is expected that all players will conduct themselves in such a way as not bring discredit upon the League.
2. Examples (but not limited to) of conduct not considered acceptable:
  - Fighting
  - Damaging property
  - Foul language directed at another person
  - Missing curfew
  - Use of alcohol, tobacco, or illegal drugs, regardless of age
  - Theft
3. All situations of inappropriate conduct must be reported to the General Manager, **AND** Manager of the team. The General Manager and Manager will be held accountable for discipline of the team.
4. Should the player violate any of the League rules, the player will be suspended for the remainder of the game, or in the case of an out of town tournament, all remaining games of the tournament.
5. If the offence is the use of alcohol, tobacco, illegal drugs, or theft the player will be sent home, at the player's expense, at the earliest opportunity, and a telephone call will be made to the player's parents. Should the parents be in attendance at an out of town tournament, the player will be removed from the team rooms and turned over to the parents care. The player will not be allowed to participate in any further games until such time that the League executive can review the situation.
6. The General Manager and Manager will be responsible for completing a written report of the situation immediately, or upon return from a tournament. This written report will be sent to the League President the League Vice President of Operations, and the offending player. The offending player is also invited to submit a written explanation of his conduct.
7. The President, Vice President of Operations, or one other executive member will convene an inquiry into the situation. Upon gathering of the facts, a recommendation will be made to the entire executive. The executive will then determine if additional discipline is warranted.
8. All decisions of the executive shall be final and binding upon the player.

## MANAGER AND COACH CONDUCT:

1. It is expected that all coach's, managers, and general managers will conduct themselves in such a way as not bring discredit upon the League.
2. Examples (but not limited to) of conduct not considered acceptable:
  - Fighting
  - Damaging property
  - Foul language directed at another person
  - Missing curfew
  - Use of illegal drugs
  - Drunk or disorderly conduct in a public place
  - Use of any type of tobacco products at the ball park, or while in uniform
  - Theft
3. All situations of inappropriate conduct must be brought forward to the League President and Vice President of Operations.
4. The President and Vice President of Operations will convene an inquiry and determine if additional discipline is necessary.
5. The General Manager and Manager will be responsible for completing a written report of the situation immediately, or upon return from a tournament. This written report will be sent to the League President the League Vice President of Operations, and the offending player. The offending player is also invited to submit a written explanation of his conduct.
6. The President, Vice President of Operations, or one other executive member will convene an inquiry into the situation. Upon gathering of the facts, a recommendation will be made to the entire executive. The executive will then determine if additional discipline is warranted.

## TRAVEL TEAM POLICIES

1. All travel teams will travel with a General Manager. This person is to act, in conjunction with the team manager, in the appropriate handling of the team. The Manager of the team shall be responsible for the players at all times. The Manager should endeavour to know the whereabouts of all players at all times.
2. The Manager will ensure that a curfew is set for each night, and that all players adhere to the curfew. It is recommended that all players, regardless of age, be in their rooms one hour after completion of last game or prior to 11:00pm.
3. The Manager and coaches, with assistance of the General Manager, will check each night, that all players are accounted for at time of curfew. Failure, for a player to be in their room, without an acceptable reason, will result in disciplinary action.

## DISCIPLINARY ACTION

The intent of discipline is to correct behaviour. It is the wish of the League to use the least amount of discipline to correct the behaviour. However, as an organization that is dedicated to teaching and training young men, certain standards have been set, and must be adhered to. In all cases of discipline, each situation will be reviewed based upon its own merits. As a guideline to the above, some examples of discipline include:

1. **Fighting:** Depending upon situation, written warning for the first offence. If the situation warrants, may include suspension on first offence. Repeated offence will be a suspension and/or expulsion from the League.
2. **Damaging Property:** Depending upon severity, written warning for first offence, plus restitution of damaged property. Repeated offence will be a suspension and/or expulsion from the League

3. **Foul Language Directed at Another Person:** Depending upon severity, and situation, first offence may include verbal warning on first offence. Repeated offences, depending upon severity, will be a written warning, suspension or expulsion from the League.
4. **Missing Curfew:** For the first occurrence, individual will be suspended for the next game. Second offence, in the same tournament, will result in being suspended for the remainder of the tournament. Repeated offences, in the same tournament will result in the player immediately being sent home, at the player's expense, and possible suspension.
5. **Alcohol:** The following is intended for all players 24 hours per day while participating in a tournament, or, while dressed in League uniform. Any use of alcohol by a player during a game, just prior to a game, or while at a tournament in which they are representing the League will result in the player being immediately sent home at their own cost. The parents will be contacted immediately. The player will not be allowed to compete in any further games until the executive of the League reviews the situation. The discipline for this type of behaviour will be as follows:
  - If the offence occurs during the regular season, the player will be suspended for the remainder of the year, including all post season play (meaning playoffs and tournament teams) and fall ball.
  - If the offence occurs in the playoffs, during post-season play, or during fall ball, the player will be suspended for the next season, including all post-season play (meaning playoffs and tournament teams).

The executive will review any situation of public display of drunkenness by a coach, manager, general manager, or executive of the League. Depending upon the situation, and severity, discipline may include a written warning, suspension, or expulsion from the League.

6. **Tobacco:** Any use of tobacco by a player during a practice, game, just prior to a game, while at a tournament in which they are representing the League, or when they are in contact with any players, will result in the player being immediately sent home at their own cost. The parents will be contacted immediately. The player will not be allowed to compete in any further games until the executive of the League reviews the situation. The discipline for this type of behaviour will be as follows:
  - If the offence occurs during the regular season, the player will be suspended for the remainder of the year, including all post season play (meaning playoffs and tournament teams) and fall ball. The manager of the team will be subject to discipline as stated below.
  - If the offence occurs in the playoffs, during post-season play, or during fall ball, the player will be suspended for the next season, including all post-season play (meaning playoffs and tournament teams). The manager of the team will be subject to discipline as stated below.

For a coach or manager the use of tobacco products is strictly prohibited during practices, the game, in the dugouts or on the playing field during or prior to the game, or at any time they are in contact with players. The first offence will include a written warning. Repeated offences will include a 5 game suspension, and finally expulsion.

7. **Illegal Drugs:** Use of illegal drugs, or under the influence of illegal drugs, while in uniform, or at any time while away at a tournament will result in immediate expulsion from the League.

It is hoped that these examples can be used as a guideline. The bottom line is we are trying to teach young men the proper conduct of becoming adults. At the same time, the League must set reasonable standards and ensure all parties meet them.