



**CAMBRIDGE MINOR BASEBALL ASSOCIATION
(CMBA) COACHES CODES OF CONDUCT POLICY**

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Preface

The essential elements of character-building and ethics in baseball are embodied in the concept of sportsmanship and six (6) core principles or pillars of character: ●

Trustworthiness

- Respect
- Responsibility
- Fairness
- Caring
- Good citizenship.

The highest potential of the game of baseball is achieved when competition reflects these six pillars of character. In an effort to achieve this potential, Cambridge Minor Baseball Association (CMBA) has developed and will enforce Codes of Conduct for every level of membership in the Association.

CMBA is adopting a zero tolerance policy and failure to adhere to any Code of Conduct will result in appropriate disciplinary action at the discretion of the Board of Directors (BOD) or applicable disciplinary committee.

Coaches Code of Conduct

Coaches Duties and Expectations

- Coaches must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.
- Coaches must place the well-being and safety of each player above all other considerations, including the development of performance.
- Coaches must adhere to all guidelines laid down within the CMBA Constitution and the applicable CMBA, ICBA and OBA rules.
- Coaches must develop an appropriate working relationship with each player based on mutual trust and respect.
- Coaches must NOT exert undue influence to obtain personal benefit or reward. ● Coaches must encourage and guide players to accept responsibility for their own behavior and performance.
- Coaches must ensure the activities they direct or advocate are appropriate for the age, maturity, experience and ability of players.
- Coaches should, at the outset, clarify with the player (and, where appropriate, their parents) exactly what is expected of them and also what they are entitled to expect from their coach.
- Coaches must cooperate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the player. ● Coaches must always promote the appropriate Code of Conduct and positive aspects of the sport (e.g. fair play) to players, parents and spectators alike. Never condone violations of the Laws of the Game, behavior contrary to the spirit of the Laws of the Game or relevant rules and regulations or the use of prohibited substances or techniques.
- Coaches must consistently display high standards of behavior and experience and be a role model for players, parents, and spectators.

Failure to comply with this code of conduct will result in disciplinary action.

Concussion Awareness - Coaches

I can help prevent concussions through my:

- Efforts to ensure that my athletes wear the proper equipment and wear it correctly.
- Efforts to help my athletes develop their skills and strength so they can participate to the best of their abilities.
- Respect for the rules of my sport or activity and efforts to ensure that my athletes do, too.
- Commitment to fair play and respect for all (respecting other coaches, team trainers, officials and all participants and ensuring my athletes respect others and play fair).

I will care for the health and safety of all participants by taking concussions seriously.

I understand that:

- A concussion is a brain injury that can have both short- and long-term effects.

- A blow to the head, face, or neck, or a blow to the body may cause the brain to move around inside the skull and result in a concussion.
- A person doesn't need to lose consciousness to have had a concussion.
- An athlete with a suspected concussion should stop participating in training, practice or competition immediately.

I have a commitment to concussion recognition and reporting, including:

- Self-reporting of possible concussion and reporting to a designated person when an individual suspects that another individual may have sustained a concussion.
- Continuing to participate in further training, practice or competition with a suspected concussion increases a person's risk of more severe, longer lasting symptoms, and increases their risk of other injuries or even death.

I will create an environment where participants feel safe and comfortable speaking up.

I will:

- Encourage athletes not to hide their symptoms, but to tell me, an official, parent or another adult they trust if they experience any symptoms of concussion after an impact.
- Lead by example. I will tell a fellow coach, official, team trainer and seek medical attention by a physician or nurse practitioner if I am experiencing any concussion symptoms.
- Understand and respect that any athlete with a suspected concussion must be removed from sport and not permitted to return until they undergo a medical assessment by a physician or nurse practitioner and have been medically cleared to return to training, practice or competition.
- Commit to providing opportunities before and after each training, practice and competition to enable athletes to discuss potential issues related to concussions.

I will support all participants to take the time they need to recover.

- I understand my commitment to supporting the return-to-sport process. ● I understand the athletes will have to be cleared by a physician or nurse practitioner before returning to sport.
- I will respect my fellow coaches, team trainers, parents, physicians and nurse practitioners and any decisions made with regards to the health and safety of my athletes.

By signing here, I acknowledge that I have fully reviewed and am committed to this Code of Conduct.

Name (Print): Signature:

Date:

Disciplinary Action for Code of Conduct Infractions

Disciplinary action for Coach, Parent and Player Code of Conduct infractions will, as a general rule, follow multi-tiered disciplinary approach, with the severity of the penalty increasing for each subsequent infraction.

However, CMBA reserves the right to impose a more severe penalty than the next subsequent tier in the process should the infraction warrant such a penalty.

The penalties, in increasing order of severity are as follows:

- 1st Infraction – Written Warning
- 2nd Infraction – Single Game Suspension
- 3rd Infraction – Multi Game Suspension
- 4th Infraction – Season Long Suspension (Pending Fair Hearing) ● 5th Infraction – Removal from CMBA Participation (Pending Technical Hearing)

All reports of Code of Conduct infractions must be submitted in writing to the CMBA President, Executive Vice President or other Executive member and will be subject to the same process that is in place for handling complaints.

Expulsion

a) CMBA reserves the right to reject participation in such a case where previous record of behavior unbecoming a participant of CMBA has been evident.

b) Participation may be revoked at any time to an individual who has been deemed by CMBA to be in contravention of the Bylaw or Operating Procedures. Such action shall only result after a fair hearing, and a majority vote of the BOD.