

Baseball Ireland Code of Conduct

1. Purpose

Baseball Ireland is committed to providing a safe, positive, inclusive and enjoyable environment for all participants.

This Code of Conduct establishes the standards of behaviour expected of all individuals involved in Baseball Ireland activities and is designed to support the welfare, safety and development of children and young people in accordance with:

- Children First Act 2015
- Children First: National Guidance for the Protection and Welfare of Children
- Sport Ireland Safeguarding Guidance for Children and Young People in Sport
- Baseball Ireland Safeguarding Policies and Procedures

All members must conduct themselves in a manner that promotes respect, safety, inclusion and fair play.

2. Core Standards Applicable to All Members

All members of Baseball Ireland shall:

- Respect the rights, dignity and worth of every individual.
- Treat all participants fairly and without discrimination.
- Promote an environment free from bullying, harassment, abuse and intimidation.
- Respect the decisions of coaches, officials and volunteers.
- Act honestly, responsibly and with integrity.
- Promote the welfare of children and young people above all other considerations.
- Follow Baseball Ireland safeguarding policies and procedures.
- Report safeguarding concerns promptly and appropriately.
- Behave in a manner that reflects positively on Baseball Ireland and the sport.
- Respect facilities, equipment and property.
- Promote a culture of inclusion, diversity and respect.

3. Coach and Manager Code of Conduct

Coaches and Managers shall:

Safeguarding Responsibilities

- Prioritise the welfare and wellbeing of participants.
- Maintain appropriate supervision at all times.
- Complete Garda Vetting and safeguarding training as required.
- Report any safeguarding concern in accordance with Baseball Ireland procedures.
- Maintain appropriate professional boundaries with participants.

- Follow Baseball Ireland policies regarding photography, digital media and social media.
- Never engage in behaviour that could be interpreted as grooming, exploitation or abuse.

Coaching Standards

Coaches shall:

- Act as positive role models.
- Encourage participation, enjoyment and development.
- Create a safe and inclusive environment.
- Treat all participants fairly regardless of ability, age, gender, race, religion, disability, sexual orientation or background.
- Promote fair play and respect.
- Communicate clearly and respectfully.
- Use positive coaching methods.
- Consider participants' medical needs and wellbeing.

Coaches Must Not

- Use physical punishment or excessive discipline.
- Humiliate, ridicule or intimidate participants.
- Use offensive, discriminatory or abusive language.
- Bully or harass participants.
- Engage in inappropriate physical contact.
- Consume alcohol or illegal drugs while supervising participants.
- Communicate privately with children through unauthorised channels.
- Share inappropriate content online.

4. Officials Code of Conduct

Officials shall:

- Act fairly, consistently and impartially.
- Place the welfare of participants first.
- Complete safeguarding training where required.
- Treat all participants with dignity and respect.
- Challenge unacceptable behaviour.
- Promote respect for officials and the rules of the game.
- Maintain professional boundaries.
- Report safeguarding concerns appropriately.

Officials must not:

- Abuse, intimidate or ridicule participants.
- Show favouritism.

- Use discriminatory language or behaviour.
- Engage in conduct that brings Baseball Ireland into disrepute.

5. Parent and Guardian Code of Conduct

Parents and guardians play an essential role in supporting children's participation in sport.

Parents and guardians shall:

- Encourage enjoyment, learning and effort.
- Promote respect for coaches, officials, volunteers and participants.
- Support Baseball Ireland policies and procedures.
- Provide relevant medical and emergency information.
- Raise concerns through appropriate channels.
- Promote positive sideline behaviour.
- Respect safeguarding, photography and social media policies.

Parents and guardians must not:

- Verbally abuse participants, coaches, officials or volunteers.
- Coach from the sidelines in a manner that undermines coaches.
- Encourage unfair play or unsporting behaviour.
- Engage in bullying, harassment or intimidation.
- Use social media to attack, criticise or target participants, coaches or officials.

6. Player Code of Conduct

Players shall:

- Respect teammates, opponents, coaches, officials and volunteers.
- Play fairly and within the rules.
- Demonstrate good sportsmanship.
- Respect facilities and equipment.
- Support teammates and promote inclusion.
- Report concerns or inappropriate behaviour to a trusted adult.
- Follow reasonable instructions from coaches and officials.

Players must not:

- Bully, harass or intimidate others.
- Use offensive or discriminatory language.
- Engage in dangerous or reckless behaviour.
- Damage property.
- Use social media to target, exclude or abuse others.

7. Children's Rights in Baseball Ireland

Every child participating in Baseball Ireland activities has the right to:

- Be safe and protected from harm.
- Be treated with dignity and respect.
- Participate in an inclusive environment.
- Have fun and enjoy sport.
- Be listened to and taken seriously.
- Be free from bullying, abuse and discrimination.
- Receive appropriate supervision and support.
- Raise concerns without fear of reprisal.

8. Reporting Concerns

Any member who becomes aware of:

- Abuse or suspected abuse;
- Bullying or cyberbullying;
- Inappropriate behaviour;
- Breaches of safeguarding policies; or
- Conduct that may place a child at risk,

must report the concern through Baseball Ireland's safeguarding procedures.

Concerns may be reported to:

- A Coach or Team Manager;
- Club Safeguarding Officer;
- Designated Liaison Person (DLP);
- Baseball Ireland Safeguarding Officer; or
- Statutory authorities where appropriate.

9. Breaches of the Code

Failure to comply with this Code of Conduct may result in:

- Verbal or written warnings.
- Additional education or training.
- Suspension from activities.
- Removal from coaching or volunteer duties.
- Disciplinary action under Baseball Ireland regulations.
- Referral through safeguarding procedures where appropriate.

10. Declaration

I have read, understood and agree to comply with the Baseball Ireland Code of Conduct and all associated safeguarding policies and procedures.

Name: _____

Signature: _____

Date: _____