



NORWICH ICENI BASEBALL CODE OF CONDUCT POLICY

Norwich Icení Code of Conduct

The Norwich Icení Baseball Club Code of Conduct exists to outline the behaviour and standards expected of everyone within the Norwich Icení Baseball Club and to protect everyone within the Club.

This code encapsulates all of the principles that baseball represents. We believe that everyone in the club should be able to access and enjoy baseball regardless of their gender, race, disability, sexual orientation, background, or circumstances. Whichever way you choose to be involved in baseball as a participant – as a player, coach, volunteer, official, parent or spectator, you have a right to enjoy your experience.

All individuals associated with the Norwich Icení Baseball Club are required to avoid any conduct that is detrimental to the integrity to the Club and any of its members. This requirement applies to players, coaches, managers, trustees, game officials and all others members of the Club and its associates.

This Code allows the Norwich Icení Baseball Club to uphold the values that we all believe in as a sport and gives us a mechanism to deal with any breaches with a consistent approach as outlined in the Club's rules and regulations.



1 Codes of Conduct for Participants (Players, Managers, Coaches and Board Officers)

- 1.1 Stick to the rules and play by them.
- 1.2 Respect every one of the participants.
- 1.3 Protect children and vulnerable people.
- 1.4 Do not judge others based on their abilities, errors, or losses.
- 1.5 Accept everyone, regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, ethnicity, and racial or national origin), religion or belief, sex, or sexual orientation.
- 1.6 Never use abusive language, bullying, harassment, cyberbullying, or excessive physical contact in any way.
- 1.7 Your conduct cannot be disgraceful, prejudicial to the interests of the Norwich Icení Baseball Club or the game of baseball.
- 1.8 Encourage a positive environment in which competence, teamwork, and safety can be developed.
- 1.9 Never resort to any physical contact or violence
- 1.10 Challenge and/or report discriminatory behaviour as everyone has the right to be protected from abuse and discrimination.
- 1.11 Treat everyone fairly and equally regardless of their age, gender, race, disability, sexual orientation, background, or circumstances.
- 1.12 Create a sense of social cooperation and engagement based on high standards and values.
- 1.13 Never argue with umpires.

2 Codes of Conduct for Players

- 2.1 Reject the use of performance-enhancing drugs (Anti-Doping) and illicit drugs.
- 2.2 Operate within the rules and spirit of baseball and encourage fellow players to do the same.
- 2.3 Treat opponents and officials with due respect both in victory and defeat

3 Codes of Conduct for Managers and Coaches

- 3.1 Treat opponents and officials with due respect both in victory and defeat and encourage all players to act in a similar manner.
- 3.2 Operate within the rules and spirit of baseball and teach the players to do the same.
- 3.3 Respect all officials' decisions and ensure players do the same.
- 3.4 Encourage all players, coaches, volunteers, parents/carers and officials to have respect for one another.
- 3.5 Provide precise and timely information to league, event and club, players and organisers.



4 Codes of Conduct for Board Officers

- 4.1** Wherever they operate, they conduct the business of the Club honestly and ethically.
- 4.2** Maintain a reputation for fairness, respect, responsibility, integrity, trust, and sound business judgement by continually improving the quality of our members' experiences, organised events, and operations.
- 4.3** They must exercise due caution, consideration, and diligence in their actions.
- 4.4** They must take appropriate steps to ensure that proprietary, confidential, or Club sensitive information is strictly protected and is confidential when they come into contact with it or have it in their possession.
- 4.5** Report all information accurately and honestly.
- 4.6** To ensure that the Norwich Icení Baseball Club's interests, assets, strategic goals, objectives, policies and procedures, and constitution are always put first and protected.
- 4.7** Oppose and prevent discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and racial or national origin), religion or belief, sex and sexual orientation.
- 4.8** They require suppliers and agents of the Norwich Icení Baseball Club, their employees, volunteers, senior management and sub-suppliers to operate in accordance with the principles and ethical standards of good governance (transparency, fairness, accountability, and responsibility).
- 4.9** Encourage DEI (Diversity, Equity, and Inclusion) throughout the Club.
- 4.10** In all of their dealings, act with respect and responsibility toward those involved in our sport.
- 4.11** Accept full accountability for your actions.