



## Purpose

The purpose of this Code of Conduct is to support a safe, inclusive, respectful, and positive baseball environment and to clearly communicate expected standards of behaviour.

## Umpire Code of Conduct

I will make sure that every athlete has a reasonable opportunity to perform to the best of his or her ability, within the limits of the rules.

I will avoid or put an end to any situation that threatens the safety of the athletes.

I will maintain a healthy atmosphere and environment for competition.

I will not permit the intimidation of any athlete either by word or by action. I will not tolerate unacceptable conduct toward myself, other officials, athletes or spectators.

I will be consistent and objective in calling all infractions, regardless of my personal feelings toward a team or individual athlete.

I will handle all conflicts firmly but with dignity.

I accept my role as a role model for fair play, especially with young umpires.

I will remain open to constructive criticism and show respect and consideration for different points of view.

I will obtain proper training and continue to upgrade my officiating skills.

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

The essential elements of character-building and ethics in baseball are embodied in the concept of sportsmanship and six (6) core principles: trustworthiness, respect, responsibility, fairness, caring and good citizenship. The highest potential of the game of baseball is achieved when competition reflects these “six pillars of character” and in an effort to achieve this potential, OBA has developed and will enforce Codes of Conduct for every level of membership in the association.

OBA is implementing a strict enforcement approach, and any failure to comply with these Codes of Conduct will result in disciplinary action, determined at OBA’s discretion as per the Sport Integrity Policy Suite.



## Concussion Awareness:

### I will help prevent concussions by:

- Wearing the proper equipment for my sport and wearing it correctly.
- Developing my skills and strength so that I can participate to the best of my ability.
- Respecting the rules of my sport or activity.

### I will care for my health and safety by taking concussions seriously, and I understand that:

- A concussion is a brain injury that can have both short- and long-term effects.
- A blow to my head, face or neck, or a blow to the body that causes the brain to move around inside the skull may cause a concussion.
- I don't need to lose consciousness to have had a concussion.
- 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.\* (Meaning: If I think I might have a concussion I should stop participating in further training, practice or competition immediately, or tell another umpire, a coach or another person in authority if I think another umpire or a competitor has a concussion).
- Continuing to participate in further training, practice or competition with a possible concussion increases my risk of more severe, longer lasting symptoms, and increases my risk of other injuries.

### I will not hide concussion symptoms. I will speak up for myself and others.

- I will not hide my symptoms. I will tell another umpire, a coach, official, team trainer, parent or another individual I trust if I experience any symptoms of concussion.
- If someone else tells me about concussion symptoms, or I see signs they might have a concussion, I will tell another umpire, a coach, official, team trainer, parent or another individual I trust so they can help.
- I understand that if I have a suspected concussion, I will be removed from sport and that I will not be able to return to training, practice or competition until I undergo a medical assessment by a medical doctor or nurse practitioner and have been medically cleared to return to training, practice or competition.



- I have a commitment to sharing any pertinent information regarding incidents of removal from sport with the umpire's school and any other sport organization with which the umpire has registered\* (Meaning: If I am diagnosed with a concussion, I understand that letting all of my other coaches and teachers know about my injury will help them support me while I recover.)

## **I will take the time I need to recover, because it is important for my health.**

- I understand my commitment to supporting the return-to-sport process\* (I will have to follow my sport organization's Return-to-Sport Protocol).
- I understand I will have to be medically cleared by a medical doctor or nurse practitioner before returning to training, practice or competition.
- I will respect my umpire supervisors, team trainers, parents, health-care professionals, and medical doctors and nurse practitioners, regarding my health and safety.

## **Safe Sport Alignment**

This Code of Conduct operates in conjunction with the Ontario Baseball Association's Sport Integrity Policy Suite, including the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). Allegations involving maltreatment, discrimination, harassment, abuse, retaliation, failure to report, or other prohibited behaviours may be addressed under the Integrity and Conduct Policy and, where applicable, through the Canadian Safe Sport Program administered by the Canadian Centre for Ethics in Sport (CCES). Where there is a conflict between this Code of Conduct and the Sport Integrity Policy Suite, the Policy Suite shall prevail.

## **Relationship to Other Policies**

This Code of Conduct does not replace or limit the authority of the OBA Integrity and Conduct Policy, the UCCMS, or any applicable discipline, provisional measures, or sanctions imposed under those policies.

Behavioural incidents that occur during competition may be addressed immediately under applicable competition discipline procedures and may also be subject to further review under the OBA Integrity and Conduct framework.

## **Acknowledgement**

All participants are responsible for reviewing, understanding, and complying with this Code of Conduct as a condition of participation in OBA-sanctioned activities.



***Document Revision History:***

<b>Date</b>	<b>Name</b>	<b>Comments</b>
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