



BRITISH BASEBALL FEDERATION CODE OF CONDUCT

British Baseball Federation Code of Conduct

The British Baseball Federation (BBF) Code of Conduct exists to outline the behaviour and standards expected of everyone within the Baseball community in Great Britain and to protect everyone within the game.

As the National Governing Body, the British Baseball Federation is responsible for setting the standards and values that apply at every level. This code encapsulates all of the principles that baseball represents. We believe that everyone 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 player, coach, volunteer, official, parent or spectator, you have a right to enjoy your experience.

This code is for anyone involved in the game of baseball at any level in Great Britain. Although we are responsible for setting the standards, everyone involved in baseball has a responsibility to promote the sport, making sure that there is equal access and opportunity for all and that fairness and respect is upheld.

This Code allows the British Baseball Federation 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 Federation rules and regulations.



1 For Participants

All individuals involved in baseball will, at all times:

- 1.1** Stick to the rules and play by them.
- 1.2** Respect every one of the participants.
- 1.3** Have a responsibility to protect children and vulnerable people.
- 1.4** Should report promptly any concerns about children and vulnerable adults to the designated safeguarding officer, BaseballSoftballUK, or the authorities (where applicable).
- 1.5** Do not judge others based on their abilities, errors, or losses.
- 1.6** Accept everyone, regardless of 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.
- 1.7** Avoid using abusive language, bullying, cyberbullying, or excessive physical contact in any way.
- 1.8** Always practice awareness of all situations and follow all safety precautions.
- 1.9** Ensure that the game is played fairly.
- 1.10** Communicate to the British Baseball Federation transparently and cooperatively.
- 1.11** Ensure conduct is not disgraceful, prejudicial to the interests of the British Baseball Federation or the game of baseball.
- 1.12** Disclose promptly any information of which the British Baseball Federation would reasonably expect notice.
- 1.13** Not disgrace the reputations of others, your club, the Great Britain Baseball National Team Programme, the British Baseball Federation, board members, or baseball itself.
- 1.14** Encourage a positive environment in which everyone can develop everyone's skill, competence, teamwork, and safety.
- 1.15** Abide by the British Baseball Federation's rules and regulations:
 - 1.15.1** Anti Bullying & Harassment Policy
 - 1.15.2** Anti-Doping Policy
 - 1.15.3** Conflicts of Interest
 - 1.15.4** Diversity, Equality and Inclusion Policy
 - 1.15.5** Whistleblowing Policy
- 1.16** Abide by BaseballSoftballUK's Safeguarding Policies
- 1.17** Create a sense of social cooperation and engagement based on high standards and values.
- 1.18** Provide precise and timely information to the league, event, club, and British Baseball Federation organisers.



2 Coaches

The Code of Conduct for Coaches applies to all coaches in baseball at every level of the game. Coaches are important ambassadors for baseball and must be positive role models for both those they work with and everyone else involved in the sport. All coaches will, at all times:

2.1 Abide by the British Baseball Federation's rules and regulations:

2.1.1 Anti-Bribery & Corruption Policy

2.1.2 Anti Bullying & Harassment Policy

2.1.3 Anti-Doping Policy

2.1.4 Conflicts of Interest Policy

2.1.5 Diversity, Equality and Inclusion Policy

2.1.6 IT Policy

2.1.7 Whistleblowing Policy

2.2 Abide by BaseballSoftballUK's Safeguarding Policies.

2.3 Wherever they operate, they conduct their role honestly and ethically.

2.4 They must take appropriate steps to ensure that proprietary, confidential, or British Baseball Federation-sensitive information is strictly protected and is confidential when they come into contact with it or have it in their possession.

2.5 Treat everyone fairly and equally regardless of their age, gender, race, disability, sexual orientation, background, or circumstances.

2.6 Respect the rights, dignity and worth of every person within the baseball community and encourage others to do the same.

2.7 Challenge and/or report discriminatory behaviour as everyone has the right to be protected from abuse and discrimination.

2.8 Treat opponents and officials with due respect both in victory and defeat and should encourage my players to act in a similar manner.

2.9 Operate within the rules and spirit of baseball and teach my players to do the same.

2.10 Respect all officials' decisions and ensure players do the same.

2.11 Encourage all players, coaches, volunteers, parents/carers and officials to have respect for one another.



3 British Baseball Federation Board of Officials & Volunteers

This Code of Conduct for British Baseball Federation Board of Officials and all volunteers applies to all individuals involved in the delivery of baseball. British Baseball Federation Board of Officials and all volunteers will at all times:

3.1 Wherever they operate, they conduct British Baseball Federation business honestly and ethically.

3.2 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.

3.3 They must exercise due caution, consideration, and diligence in their actions.

3.4 They must take appropriate steps to ensure that proprietary, confidential, or British Baseball Federation -sensitive information is strictly protected and is confidential when they come into contact with it or have it in their possession.

3.5 Report all information accurately and honestly.

3.6 To ensure that the British Baseball Federation 's interests, assets, strategic goals, objectives, policies and procedures, and constitution are always put first and protected.

3.7 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.

3.8 They require British Baseball Federation suppliers and agents, 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).

3.9 Encourage DEI (Diversity, Equity, and Inclusion) throughout the Federation.

3.10 Create an environment free of bullying, harassment, and illegal discrimination, where everyone is treated with dignity and respect.

3.11 In all of their dealings, act with respect and responsibility toward those involved in our sport.

3.12 Accept full accountability for your actions.

3.13 Abide by the British Baseball Federation's rules and regulations:

3.13.1 Anti-Bribery & Corruption Policy

3.13.2 Anti Bullying & Harassment Policy

3.13.3 Anti-Doping Policy

3.13.4 Conflicts of Interest Policy

3.13.5 Diversity, Equality and Inclusion Policy

3.13.6 IT Policy

3.13.7 Whistleblowing Policy

3.2 Abide by BaseballSoftballUK's Safeguarding Policies

4 Parents, Guardians or Spectators



The parents, guardians or spectators code of conduct applies to all such attendees at any baseball game, training session or other organised event in relation to the sport and at every level of the game. All parents will at all times:

- 4.1** Treat everyone fairly and equally regardless of their age, gender, race, disability, sexual orientation, background or circumstances.
- 4.2** Respect the rights, dignity and worth of every person within the baseball community and encourage others to do the same.
- 4.3** Challenge and/or report discriminatory behaviour as everyone has the right to be protected from abuse and discrimination.
- 4.4** Encourage all players, coaches, volunteers, parents/carers and officials to have respect for one another.
- 4.5** Focus on my child's efforts and enjoyment rather than winning or losing.
- 4.6** Provide positive verbal feedback in both training and games.
- 4.7** Encourage players to participate within the rules and regulations of the game.
- 4.8** Applaud good performance and efforts from all individuals and teams.
- 4.9** Congratulate all participants on their performance regardless of the game's outcome.
- 4.10** Leave the coach to communicate with individual players on the field.
- 4.11** Respect the decisions of officials and teach children to do the same.
- 4.12** Respect umpires, officials, coaches, players and spectators.
- 4.13** They must take appropriate steps to ensure that proprietary, confidential, or British Baseball Federation -sensitive information is strictly protected and is confidential when they come into contact with it or have it in their possession.
- 4.14** Inform the team coach or manager of any injury, health or welfare issue that I feel it is appropriate for them to know.
- 4.15** Ensure my child/children arrive and are collected promptly for training and competitions.
- 4.16** Remember that children participate in sport for their enjoyment, not anyone else's.
- 4.17** Abide by the British Baseball Federation's rules and regulations:
 - 4.17.1** Anti-Bribery & Corruption Policy
 - 4.17.2** Anti Bullying & Harassment Policy
 - 4.17.3** Anti-Doping Policy
 - 4.17.4** Conflicts of Interest Policy
 - 4.17.5** Diversity, Equality and Inclusion Policy
 - 4.17.6** IT Policy
 - 4.17.7** Whistleblowing Policy
- 4.18** Abide by BaseballSoftballUK's Safeguarding Policies.



5 Officials

The Officials Code of Conduct applies to all umpires, referees and scorers at any baseball game or training session at every level of the game. All Officials will at all times:

5.1 Treat everyone fairly and equally regardless of their age, gender, race, disability, sexual orientation, background or circumstances.

5.2 Respect the rights, dignity and worth of every person within the baseball community and encourage others to do the same.

5.3 Challenge and/or report discriminatory behaviour as everyone has the right to be protected from abuse and discrimination.

5.4 Abide by the British Baseball Federation's rules and regulations:

5.4.1 Anti-Bribery & Corruption Policy

5.4.2 Anti Bullying & Harassment Policy

5.4.3 Anti-Doping Policy

5.4.4 Conflicts of Interest Policy

5.4.5 Diversity, Equality and Inclusion Policy

5.4.6 IT Policy

5.4.7 Whistleblowing Policy

5.5 Encourage all players, coaches, volunteers, parents/carers and officials to have respect for one another.

5.6 Compliment and encourage all participants.

5.7 Be honest, consistent, objective, impartial and courteous when enforcing the rules of the game and in dealings with other officials, volunteers, staff members, players and members of the public.

5.8 Emphasise the spirit of the game rather than the errors.

5.9 Place the safety and welfare of the participants above all else.