



Jersey Softball Association

Code of Conduct

February 2021

Introduction

The Jersey Softball Association ("JSA") is fully committed to safeguarding and promoting the well-being of all its members, ensuring a positive and enjoyable experience for all. The JSA believes it is important that all those associated with and belonging to the JSA should, at all times, show respect and understanding for the safety and welfare of others. Therefore, all members are required to abide by this Code of Conduct which sets out the JSA's expectation that all members play fair, be treated equally and be respectful to others within the Association.

Purpose

The main objective of this code is to clearly set out what the JSA deems to be acceptable standards of conduct and behaviour by its players, umpires and spectators. It also provides an agreed approach for players to raise issues both on and off the pitch and how the JSA will deal with any such issues raised.

Who our Code applies to

This code applies to:

- all players in the outdoor, indoor and corporate leagues;
- all captains and coaches in the outdoor, indoor and corporate leagues;
- all umpires in the outdoor, indoor and corporate leagues;
- all committee members

By becoming a member of the Jersey Softball Association, each member agrees to:

- use acceptable and appropriate language at all times;
- respect the rights, dignity and worth of all members;
- respect and recognise the valuable contribution made by our umpires who volunteer their time to provide softball for you and all other members of the JSA;
- take responsibility for ensuring that you are up to date with the rules, understand and adhere to them;
- as far as is reasonably possible, assume responsibility for the behaviour and conduct of their teams supporters before, during and directly after each game;
- treat other players with the same level of respect you would expect to be shown to you;
- keep to agreed timings for games, with the team captain to inform the umpire if their team is going to be late;
- make themselves aware of the contents of this policy;
- be responsible and accountable for your behaviour;

- follow the guidelines outlined in this policy should you wish to make a complaint or report a concern about inappropriate behaviour; and
- comply with any decisions and/or disciplinary measures imposed under this policy.

What is deemed to be unacceptable behaviour?

- Verbal or physical abuse of players on one's own or an opposing team;
- Verbal or physical abuse of umpires, committee members or spectators;
- Lewd or offensive comments, [whether directed towards another person or not];
- Discriminatory behaviour directed towards any members of the JSA or any member of the public whilst the member is participating in games and/or other activities associated with the JSA;
- Dangerous play clearly incompatible with the level of game;
- Failure of a team captain to take reasonable steps to control their team's on field or during-game conduct upon request of officials, including coaches and managers.

In-game decisions

An umpire's decision on fair/foul, safe/out and ball/strike is final. They are judgement calls and although a player (preferably a team captain) can calmly protest the call in a non-aggressive and non-confrontational manner during the game, ultimately the decision made by the umpire during the game is final and is not subject to further complaint, debate or protest.

Rule interpretation

A team captain may ask for a brief 'timeout' to speak with the umpire regarding a question over a rule interpretation. A brief, respectful conversation is expected. If the situation remains unresolved, the team may exercise its right to play the game under protest based on the given rulebook interpretation and once the game is concluded raise this with the Committee for further clarification.

Making a complaint in relation to unacceptable behaviour

Players, umpires or teams may refer any instance of unacceptable behaviour (on or off the field) or any other substantive breach of this Code of Conduct to the JSA Committee (exec@jerseyssoftball.com).

Once received the committee will investigate the complaint and respond with a decision within 15 days. Should an individual or team's behaviour be deemed unacceptable a penalty may be imposed, the level of which will be dependent on the severity of the complaint - see below.

Each complaint shall be decided by taking into account the circumstances of each individual complaint. The Committee's decision in respect of any complaint and any penalty imposed is and shall remain at the complete discretion of the Committee.

Outcome / Penalties

INDIVIDUAL:

- Warning
- Monetary fine, limited to the whole of any expenses incurred by the JSA and/or any member(s) of the JSA and/or any member(s) of the public as a result of the member's breach of any term or provision of this Code of Conduct, including, where appropriate, the payment of any insurance excess charge incurred by the JSA where the committee determines it

necessary to make a claim pursuant to the JSA's insurance policy as result of the member's breach;

- Suspension from the JSA, which includes playing games, for any such specified period as the Committee deems fit
- Expulsion from the JSA, for any such specified period as the Committee deems fit

TEAM:

- Warning
- Nullifying and or reducing results of game
- Suspension from the JSA which includes playing games, for any such specified period as the Committee deems fit

Right to Appeal

If a member or team are not satisfied with the decision made by the Committee and/or subsequent penalty imposed they can file a written appeal to the Committee, within 10 days of being notified of the decision.

The committee will consider the appeal and may confirm the original decision, revoke the original decision or substitute a different penalty, within 10 days from the date of receipt of the appeal.

The decision of the Committee will be final and there will be no further right of appeal.

The JSA committee agree to:

- adopt, implement and comply with this policy;
- publish, distribute and promote this policy and the consequences of any breach(es) of this policy;
- promote and model appropriate standards of behaviour at all times;
- deal with any complaints made under this policy in an appropriate manner;
- deal with any breaches of this policy in an appropriate manner;
- recognise and enforce any penalty imposed under this policy; and
- ensure that a copy of this policy is available or accessible to all members of the JSA.

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