

## D: Code of Conduct

### Purpose

This document sets out standards of behaviour expected from all players, coaches, administrators and officials involved with the GLSML. The Code of Conduct applies in the following contexts:

- All GLSML games
- League-run tournaments, events and meetings
- Use of GLSML official social media accounts
- General communications between players, team organisers, umpires and committee members regarding GLSML games and events.

All members of the GLSML are also subject to the British Softball Federation (BSF) Code of Conduct. This GLSML code is intended to supplement the BSF code by setting out local values and a local procedure for responding to any issues or incidents. Under the BSF code, players, umpires, teams, leagues, tournament organisers or regions may refer issues directly to the BSF.

### Introduction

The GLSML is fully committed to safeguarding and promoting the well-being of all its members, ensuring a positive and enjoyable experience for all. The league believes that it is important that members, coaches, administrators and officials associated with the league should, at all times, show respect and understanding for the safety and welfare of others. As a league, the values we want to promote on and off the field are:

- Safety
- Fairness
- Inclusion
- Respect

### Equality and Diversity Statement

The League is committed to ensuring that equality is incorporated across all aspects of its development.

- Sports equality is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
- We expect all members to respect the rights, dignity and worth of every person and treat everyone equally within the context of the sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

- The League is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All League members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The League will deal with any incidence of discriminatory behaviour seriously, according to the disciplinary procedures set out below.

## Code of Conduct

Everyone participating in the GLSML as a player, coach, official or volunteer is expected to uphold and promote the following standards of behaviour:

- Be positive role models, treating other players and officials with the same level of respect you would expect to be shown to you.
- Take responsibility for ensuring you are up to date with the rules; understand and adhere to them.
- Prioritise safety and avoid aggressive play that may endanger other players, officials or coaches.
- Respect game officials and accept their decisions. Judgement calls are not to be questioned, and if an umpire or game official has made a procedural error there are established rules in place on how to action an appeal.
- Act fairly and honestly at all times, including not taking advantage of lack of knowledge from newer players and/or umpires.
- Avoid negative comments, assumptions and stereotyping of people on the basis of their gender identity, gender expression, gender reassignment, sexual orientation, race, ethnicity, nationality, class, disability, religion, beliefs, age, accent or culture.
- Accept people's self-identified gender for all purposes.
- Shouting, swearing, harassing, threatening or humiliating behaviour (verbal, physical or sexual) towards anyone else is never acceptable, even if in response to an action by them.
- The GLSML does not prohibit adults from consuming alcohol during games, however team organisers are expected to maintain an awareness of players' levels of intoxication and ensure that any player who is not fit to play is 'benched' for the remainder of the game. (Umpires may eject an intoxicated player on the grounds of safety if they believe that the player may endanger themselves or other players.)
- When young people are present, either in a game or as spectators, behave appropriately. This may mean modifying language and/or refraining from drinking alcohol or smoking in their presence. It should also mean giving particular attention to their safety and comfort.
- Anyone found using illegal drugs or performing any illegal activity should be reported to the Police in accordance with UK law.

Additionally, team organisers, officials, umpires and committee members are also expected to:

- Display consistently high standards of behaviour.
- Consider the well-being and safety of participants before the development of performance.
- Develop an appropriate working relationship with participants, based on mutual trust and respect.
- Promote the positive aspects of the sport (e.g. fair play).
- Follow all guidelines laid down by the National Governing Body and the GLSML Committee.

- Never exert undue influence over members to obtain personal benefit or reward.
- Never condone rule violations, rough play or the use of prohibited substances.
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Team organisers and coaches of teams which include youth players or vulnerable adults are responsible for ensuring that all relevant safeguarding policies procedures are complied with.

## What happens if the Code of Conduct is broken?

Please let the Committee know as soon as possible if you experience or witness anything that makes you feel uncomfortable or which may be in breach of the Code of Conduct. Even if you do not want anything done, please still let us know by talking to or emailing a member of the committee.

- Any informal or formal complaints should be reported to the Committee by emailing [feedback@glsmil.co.uk](mailto:feedback@glsmil.co.uk).
- Umpires should report any incidents even if they have been dealt with on the field.
- Any criminal activity should be reported, as soon as is practical, directly to the Police.

| Type of incident / complaint  | Response   |
|---|--|
| Informal Complaint<br><br>(ie the person raising the issue does not ask for it to be dealt with formally) | <ul style="list-style-type: none"> <li>• The complaint/feedback will be reviewed by at least 2 committee members</li> <li>• A nominated committee member will contact those involved in the incident to discuss what has happened</li> <li>• The focus will be on raising awareness and understanding of the code of conduct</li> <li>• The committee may issue a warning or ask for an apology to be given</li> </ul>   |
| Formal Complaint / More serious incidents / repeated complaints   | <p>The Committee will form a Protests and Disputes Sub-committee with 3 or more members, none of which have a conflict of interest (eg member of a club/team that is involved or a subject of the complaint).</p> <p>The Sub-committee will review the details of the incident and may take any of the following actions:</p> <ul style="list-style-type: none"> <li>• Issue a warning to an individual or a team</li> <li>• Suspend an individual for a number of games</li> <li>• Ask an individual to step down from the Committee</li> <li>• Ban an individual from the League</li> <li>• Declare a forfeit against a team</li> <li>• Dock points from a team</li> </ul> |



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|-------------------------------------|---|
|                                     | <p>If the Sub-committee decides that an incident, or serious of incidents, merits the expulsion of a team from the league this will be referred to the full Committee for decision.</p> <p><i>Right to appeal:</i> An individual or team has the right to appeal decisions made by a Protests and Disputes Sub-committee. Appeals will either be referred to the full GLSML Committee or the BSF.</p> |
| Serious breaches of code of conduct | <p>Players, umpires, teams, leagues, tournament organisers or regions may refer issues to the BSF directly if they wish.</p> <p>The League Committee may refer incidents to the BSF where there is a breach of the BSF code of conduct.</p>   |

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