

## **Code of Conduct Policy**

West Winnipeg Minor Baseball Association

January 2026

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### **1. Definitions**

**WWMBA** - West Winnipeg Minor Baseball Association

**Participants** – All players, coaches, officials, board members, spectators, volunteers and employees engaged in activities of the WWMBA

**Provincial Sport Organization (PSO)** - Baseball Manitoba

For a comprehensive list of all definitions, refer to the Baseball Manitoba Code of Conduct and Ethics Policy

### **2. Purpose**

The purpose of this Code of Conduct is to ensure a safe and positive environment within the programs, activities, and events of WWMBA by making Participants aware that there is an expectation at all times of appropriate behaviour consistent with the WWMBA core values and policies. WWMBA supports equal opportunity, prohibits discriminatory practices and is committed to providing an environment in which all individuals can safely participate in sport and are treated with respect and fairness. This Code of Conduct is directly modelled after to the Baseball Manitoba Code of Conduct and Ethics Policy found here <https://cloud.rampinteractive.com/baseballmanitoba/files/Code%20of%20Conduct%20Policy.pdf>

### **3. Scope**

- a) This Code applies to conduct that may arise during the course of WWMBA business, activities, and events, including but not limited to: competitions, practices, training camps, tryouts, travel, and any meetings of WWMBA;
- b) This Code applies to the conduct of Individuals that may occur outside WWMBA business, activities, events, and meetings when such conduct is detrimental to the image and reputation of WWMBA. Such applicability will be made by the WWMBA; and
- c) This Code applies to Individuals participating in WWMBA activities and events at all WWMBA "home" and "away" venues and travel destinations.

### **4. Responsibilities**

Participants have a responsibility to:

- a) Refrain from any behaviour that constitutes Maltreatment, Discrimination, Harassment, Workplace Harassment, or Workplace Violence
- b) Maintain and enhance the dignity and self-esteem of other Participants by:
  - i. Treating each other with the highest standards of fairness, honesty, respect and integrity;
  - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or other participants;
  - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;

- iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory; and
- v. Ensuring adherence to the rules of the sport and the spirit of those rules.

c) Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an Individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:

- i. Written or verbal abuse, threats or outbursts;
- ii. The display of visual material which is offensive or which one ought to know is offensive in the circumstances;
- iii. Unwelcome remarks, jokes, comments, innuendo or taunts;
- iv. Leering or other suggestive or obscene gestures;
- v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working or playing conditions;
- vi. Practical jokes which cause awkwardness or embarrassment, endanger an Individual's safety, or negatively affect performance;
- vii. Any form of hazing where hazing is defined as "Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior team-mate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any team-mate based on class, number of years on the team, or athletic ability."
- viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
- ix. Unwelcome sexual flirtations, advances, requests, or invitations;
- x. Physical or sexual assault;
- xi. Behaviours such as those described above that are not directed towards a specific Individual or group but have the same effect of creating a negative or hostile environment;
- xii. Retaliation or threats of retaliation against an Individual who reports harassment to WWMB.

d) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:

- i. Sexist jokes;
- ii. Display of sexually offensive material;
- iii. Sexually degrading words used to describe a person;
- iv. Inquiries or comments about a person's sex life;
- v. Unwelcome sexual flirtations, advances or propositions;
- vi. Persistent unwanted contact.

e) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. WWMB will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by the PSO or any other sport organization;

f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;

g) Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in the programs, activities, competitions, or events of the Organization;

h) In the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or event;

- i) In the case of adults, not consume cannabis in the Workplace or in any situation associated with the events of the Organization (subject to any requirements for accommodation), not consume alcohol during training, competitions, or in situations where Minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations
- j) Respect the property of others and not willfully cause damage
- k) Promote sport in the most constructive and positive manner possible
- l) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a para-classification, competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition
- m) Adhere to all federal, provincial/territorial, municipal and host country laws
- n) Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of the Organization, as applicable and as adopted and amended from time to time
- o) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions involving a Participant to the Organization, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or prohibited substance or method

#### **Coaches, Instructors, Trainers, and Athlete Support Personnel**

In addition to the Participants section above, coaches, instructors, trainers and athlete support personnel have many additional responsibilities. The coach-Athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the Athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, either consciously or unconsciously.

Coaches, instructors, trainers, and athlete support personnel will:

- a) Avoid any behaviour that abuses the Power Imbalance inherent in the coaching position to (i) establish or maintain a sexual relationship with an Athlete that they are coaching, or (ii) encourage inappropriate physical or emotional intimacy with an Athlete, regardless of the Athlete's age
- b) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athletes
- c) Prepare Athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm Athletes
- d) Avoid compromising the present and future health of Athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of Athletes' medical and psychological treatments
- e) Support the coaching staff of a training camp, provincial/territorial team, or national team, should an Athlete qualify for participation with one of these programs
- f) Accept and promote Athletes' personal goals and refer Athletes to other coaches and sport specialists as appropriate
- g) Provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete
- h) Act in the best interest of the Athlete's development as a whole person
- i) Comply with the Screening Policy
- j) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions to the Organization (as applicable), including those for violence, child pornography, or possession, use, or sale of any illegal or prohibited substance or method

- k) Not coach, train, or otherwise support athletes if they use methods or substances prohibited by the Canadian Anti-Doping Program without valid and acceptable justification
- l) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances or prohibited methods and, in the case of Minors, alcohol, cannabis, and/or tobacco
- m) Respect Athletes competing for other jurisdictions and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the Athletes
- n) Not engage in a sexual or intimate relationship with an Athlete of any age in which the coach is in a position of trust or authority
- o) Disclose to the Organization any sexual or intimate relationship with an athlete over the age of majority and immediately discontinue any coaching involvement with that athlete
- p) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights
- q) Dress professionally and use appropriate language

### **Athletes**

In addition to the Participants section above, Athletes will have additional responsibilities to:

- a) Adhere to the Players Code of Conduct
- b) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete
- c) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations
- d) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason
- e) Adhere to any rules and requirements regarding clothing and equipment
- f) Dress to represent the sport and themselves with professionalism
- g) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers

### **Parents/Guardians and Spectators**

In addition to the Participants section above, parents/guardians and spectators at events will:

- a) Adhere to the Parents Code of Conduct
- b) Encourage Athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence
- c) Condemn the use of violence in any form
- d) Never ridicule a participant for making a mistake during a competition or practice
- e) Respect the decisions and judgments of officials, and encourage Athletes to do the same
- f) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm
- g) Respect and show appreciation to all competitors, and to coaches, officials and other volunteers
- h) Never harass competitors, coaches, officials, parents/guardians, or other spectators

### **Volunteers**

Volunteers are a critical part of the WWMBA and the organization's success is directly related to volunteers carrying out their assigned responsibilities.

Volunteers will:

- a) Act with honesty and integrity while carrying out any assigned responsibilities
- b) Comply with both the letter and the spirit of any training or orientation provided by the Association
- c) Take responsibility for actions and decisions. Follow reporting lines to facilitate the effective resolution of problems
- d) Prudently manage and allocate assets and resources, both financial and material
- e) Use inoffensive language
- f) Dress professionally, neatly, and inoffensively

Volunteers will not:

- a) Exceed the authority of assigned position
- b) Encourage athletes to consume illegal drugs, alcohol or performance-enhancing drugs
- c) Engage in a sexual relationship with an athlete

#### **5. Administration of the Code of Conduct**

a) All teams (coaches, players and parents/guardians) must review of the Codes of Conduct at the beginning of each season. Refer to:

- Coach's Code of Conduct
- Parent's Code of Conduct
- Player's Code of Conduct

b) Conduct which violates the Codes of Conduct may be subject to sanctions as per **WWMBA Complaint and Discipline Policy**.

c) This Code applies to the conduct of Individuals that may occur outside WWMBA business, activities, events, and meetings when such conduct is detrimental to the image and reputation of WWMBA. Such applicability will be made by WWMBA.