

CAMDEN RED SOX BASEBALL CLUB

Child Protection, Codes of Conduct & Social Media Policies



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1. Member Protection

- 1.1. A set of policies and guidelines have been established by the Camden Red Sox Baseball Club "CRSBC" for all Members that will be promoted, and provide guidance and direction for the Executive to ensure that they are adhered to by club members at all times.
- 1.2. The CRSBC aims to promote a safe environment for all children and to assist all officials, coaches, members and volunteers to recognise child abuse and neglect and to follow the appropriate notification procedures when reporting alleged abuse.
- 1.3. The CRSBC is committed to providing:
 - a) an open, welcoming and safe environment for everyone participating in its programs;
 - b) high quality programs for children that are safe and welcoming for each child; and
 - c) seeks advice and guidance from children, parents and colleagues so these standards are maintained at all times.

2. Child Safe Policy

- 2.1. The CRSBC's Child Safe Policy objective is to guide officials, volunteers and spectators on how to behave with children in our club. This policy focuses on how we can promote children's participation in our club and make it safer for them in all competitions.
- 2.2. CRSBC supports the active participation of kid's in our club. The CRSBC will listen to kid's views, respect what they say and where age appropriate, involve them when making decisions, especially about matters that directly affect them.
- 2.3. The CRSBC supports officials, volunteers and players, and promotes respect, fairness and consideration for all officials. All Officials, volunteers and players will have access to a more senior member of the CRSBC to support and assist them with any issues that might arise in the conduct of the competition. All new Officials, volunteers and players will be made aware of, and have access to, the CRSBC's Child-safe Policy, Codes of Conduct and Dealing with Complaints process.
- 2.4. CRSBC will as part of its recruitment and registration process, maintain a rigorous and ethical recruitment of office bearers, officials, volunteers, and a consistent screening and selection process. Each member of the CRSBC acting in a volunteer capacity must complete the Working With Children Check and be approved to work with children by the Office of the Children's Guardian.
- 2.5. The CRSBC will deal with complaints through an appointed Child Protection Officer (CPO) whose name will be made available to all members and who will be named on the CRSBC website. All complaints involving children must be reported to the CPO and a report completed on the Dealing with Complaints form. Each complaint will be followed up in a timely manner and feedback given whilst still respecting a high standard of confidentiality.
- 2.6. The CRSBC will communicate its Child Safe policies at an annual meeting held to inform all new Officials and volunteers of the Child-safe policy. The Policy will also be available to all members on the CRSBC website. All new Officials will receive a copy of the policy together with the Codes of Conduct and Dealing with Complaints policy.
- 2.7. The CRSBC will review this policy and any guidelines will be reviewed annually and may incorporate comments and suggestions from children and young people, officials, parents, volunteers and others who are members of the CRSBC.

3. Camden Red Sox Baseball Club Reporting Responsibilities

- 3.1. In encountering a complaint contemplated by section 1 of the Policy and Procedures, the CRSBC Executive, its Members or broader members of the baseball community, may have cause to report the event to various statutory bodies.
- 3.2. Any person who has reasonable grounds to believe that a child or young person is at risk of significant harm may be reported to Department of Community Services by phoning 132 111 to report child abuse or neglect (24 hour service)
- 3.3. Some people must report if they have reasonable grounds to suspect a child is at risk of significant harm. They are legally “mandatory reporters” and must report concerns about risk of significant harm to kids to the Department of Community Services. A person who is paid to provide the following services and a person (paid or unpaid) who is in a management position in these services are mandatory reporters:-
 - a) Health care (such as Doctors, Nurses)
 - b) Education (such as Teachers)
 - c) Children’s Services (such as child care workers)
 - d) Residential services (such as refugees) Law Enforcement (such as Police)
- 3.4. The CRSBC may have cause to engage the NSW Ombudsman who supervises the complaints process of all state and local government agencies as well as schools, child care centres and agencies providing Out of Home care. People using these services can complain to the Ombudsman and the Ombudsman can check that the service has handled the complaint properly.
- 3.5. The NSW Ombudsman’s “Complaint Handlers Tool Kit” and “Child Protection for the Workplace” Guidelines are available at www.ombo.nsw.gov.au.
- 3.6. Reporting bodies such as CRSBC have a legal obligation to report findings of sexual misconduct and serious physical assault involving children by a child-related worker to the Office of Children’s Guardian. Under Schedule 1 of the Child Protection (Working with Children) Act 2012 the conduct that must be reported is:-
 - a) Sexual misconduct committed against, with or in the presence of a child, including grooming of a child
 - b) Any serious physical assault of a child.
- 3.7. Under the legislation, reporting bodies must investigate allegations of such conduct to make an informed finding as to whether or not the conduct occurred. To determine whether or not the conduct meets the criteria, reporting bodies must consider the nature of the conduct itself and the context in which it occurred. If the investigation results in a finding that sexual misconduct or serious physical assault occurred, the reporting body must report this finding to the Office of the Children’s Guardian. Under the Child Protection (Working with Children) Act 2012, only findings of sexual misconduct and serious physical assault must be reported, although the Ombudsman may report other misconduct to the Office of the Children’s Guardian.

4. Dealing with Complaints

- 4.1. All players, parents and supporters are advised that all complaints will be dealt with honestly, fairly and with impartiality whilst still respecting confidentiality.

- 4.2. All players, parents and supporters are encouraged to report all inappropriate behaviour around children to the Child Protection Officer (CPO) and can be confident that in immediately reporting any concerns about the safety or welfare of children knowing proper processes will be followed up and action within a reasonable timeframe.
- 4.3. All complaints must be reported including:
 - a) Any disclosure of abuse of a child
 - b) Inappropriate behaviour around children
 - c) Any suspicion of abuse or harm to a child causing risk to that child.
- 4.4. All complaints must be reported to the CRSBC CPO, childprotectioncamdenredsox@gmail.com or the CRSBC Secretary at secretarycamdenredsox@gmail.com
- 4.5. A child or young person, or any member of the CRSBC, including a volunteer, official or parent, can make a complaint or raise a concern directly to the CPO which will result in the following action:
 - a) Listen to the person making the complaint and make a record of the complaint using the CRSBC's "Complaint Record Form".
 - b) Make a report to the Department of Community Services in the case of an allegation of child abuse. Inform everyone involved in the complaint of the requirement to make this report.
 - c) If the complaint involves inappropriate behaviour and a Breach of the Code of Conduct, the President/Secretary will need to take action.

5. Confidentiality

- 5.1. The CRSBC will at all times protect the privacy of all individuals and will deal with all matters in a confidential manner. The CRSBC will respect the privacy rights of children as well as those people who provide information.
- 5.2. Because of the sensitive nature of personal information, CRSBC policies will provide safeguards regarding the collection, use and disclosure of such information. All sensitive and/or confidential information will be protected against the compromise of this information by having in place protective security measures. These measures will include information stored in secure places, asking permission prior to requesting personal information, personal information only able to be accessed by authorized CRSBC personnel, and a policy in place for disclosing information to others.

6. Closing the Complaints Process

- 6.1. Once all necessary actions have taken place according to the CRSBC Complaints Process including feedback and resolution agreements to appropriate people and relevant organisations, the matter will be deemed as closed. Records of the process and any agreements will remain confidential and will be stored at Camden Red Sox premises designed to securely store such material. Access will only be granted according to the stated processes contained herein by senior Officials of the CRSBC.

7. Codes of Conduct

- 7.1. CRSBC adheres to and strongly supports the Codes of Conduct detailed by the Australian Sports Commission in the document titled "Junior Sport Code of Conduct". This document adequately sets out behaviour expected of any official, player, parent and/or spectator at any game, function or presentation of our organization and is supplemented by the following Codes of Conduct.

7.2. Parent and Supporter Code of Conduct

A parent or supporter must meet the following requirements in regard to their conduct during any baseball activity or club event:

- a) Will not force a child to participate in sports.
- b) Remember that children participate to have fun and that the game is for the youth, not adults.
- c) Inform the team coach, assistant coach, team manager or nominated CRSBC official of any physical disability or ailment that may affect the safety of my child or the safety of others.
- d) I will learn the rules of the game and the policies of the club.
- e) I (and my guests) will be a positive role model for my child and encourage sportsmanship by showing respect and courtesy, and by demonstrating positive support for all players, coaches, officials and spectators at every, game, practice or other club event.
- f) I (and my guests) will not engage in any kind of unsportsmanlike conduct with any official, coach, player or parent such as but not limited to booing, taunting, and refusing to shake hands, or using profane language or gestures.
- g) I will not encourage any behaviors or practices that would endanger the health and well-being of the athletes.
- h) I will teach my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
- i) I will demand that my child treat other players, coaches, officials and spectators with respect regardless of race, creed, colour, sex or ability and ensure they meet the Player Code of Conduct requirements.
- j) I will teach my child that doing one's best is more important than winning, so that my child will never feel defeated by the outcome of a game or his/her performance.
- k) I will praise my child for competing fairly and trying hard, and make my child feel like a winner every time.
- l) I will never ridicule or yell at my child or other participants for making a mistake or losing a competition.
- m) I will emphasize skill development and practices and how they benefit my child over winning. I will also de-emphasize games and competition in the lower age groups.
- n) I will promote the emotional and physical wellbeing of the athletes ahead of any personal desire I may have for my own child to win.
- o) I will respect the officials and their authority before/during/after games and will never question, discuss, or confront coaches at the game field, and will take time to speak with coaches at an agreed upon time and place.
- p) I will demand a sports environment for my child that is free from drugs, tobacco, and alcohol and I will refrain from their use at all sports events.
- q) I will refrain from coaching my child or other players during games and practices, unless I am one of the official coaches of the team.
- r) No obscene or indecent messages on signs or clothing.
- s) Not to be intoxicated or unruly during pre-game and game activities.

- t) Not interfere with the play of the game in any manner. This includes running onto the field or throwing objects onto the field of play.
- u) Respect the rights and decisions of the CRSBC, Macarthur Baseball League, Baseball NSW and Baseball Australia appointed staff of Teams, charged with the supervision and wellbeing of players and the game.

7.3. Coaches, Managers and Officials Code of Conduct

The CRSBC has adopted Baseball NSW “BNSW” Officials Code of Conduct for all coaches/managers participating in CRSBC, Macarthur Baseball League “MBL”, Baseball NSW and Baseball Australia “BA” endorsed and/or organised tournaments, programs and special events. These principles are considered practicable and are within the aims and objectives of the CRSBC. Coaches and Managers acknowledge that they will:

- a) Ensure all press statements have CRSBC approval.
- b) Keep myself informed of sound coaching principles and seek more skilled advice when necessary.
- c) Accept decisions of the umpire as being fair, and called to the best of their ability. I will not abuse or ridicule the umpire, or allow players to do so.
- d) Play by the rules of the competition.
- e) Provide supervision of the behavior of the team or squad at all times.
- f) Encourage sportsmanlike behavior among the players.
- g) Always consider the health and welfare of the individual player above the winning of the game.
- h) Not consume/use any unapproved substances on or adjacent to the playing and training areas. This includes cigarettes, alcohol, chewing tobacco, or drugs (other than those legally prescribed by a physician).
- i) Seek medical advice when determining when an injured player can return to training or competition.
- j) Not criticize other teams, supporters or officials, by word or gesture.
- k) Control my temper. I recognize that swearing or verbal abuse of umpires will not be tolerated.
- l) Not criticize players in front of spectators, parents or other teams.
- m) Ensure all players have a fair share of time on the diamond and in varied defensive and offensive positions as described in the CRSBC Fair Play Policy.
- n) Set a good example in my personal appearance and behavior.
- o) Encourage my team to hustle on and off the playing field.
- p) Treat all players with respect at all times. Be fair, considerate, honest and consistent with them.
- q) Refrain from conduct which could be regarded as harassment towards players, coaches, parents or other officials.
- r) Be acutely aware of the power that you as an official have with players and other participants and avoid any sexual intimacy with players that could develop as a result.

- s) Avoid all situations that could be regarded as compromising.
- t) Accept responsibility for all actions taken.
- u) Avoid situations which may lead to a conflict of interest.
- v) Ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development.

I understand that the sportsmanship required of me demands that I will:

- a) Applaud all good plays from either team.
- b) Never embarrass our opponents.
- c) Never deliberately provoke a member of the opposing team.
- d) Will accept the decisions of the umpires as being fair and called to the best of their ability. I will not abuse or ridicule the umpire, or allow my team to do so.
- e) Will not abuse equipment.
- f) Enforce the CRSBC Players Code of Conduct.

7.4. Players Code of Conduct

All Players are obliged to comply with this Code of Conduct requiring them to meet high standards of sportsmanship that entails, but is not necessarily limited to:

- a) Comply with the rules of the competition.
- b) Accept the recommendations of the CRSBC regarding safe play and equipment.
- c) Never argue with an official or an umpire and accept their decisions as being fair and called to the best of their ability.
- d) Not consume/use any unapproved substance. This includes cigarettes, alcohol, chewing tobacco, or drugs (other than those legally prescribed by a physician).
- e) Acknowledge that swearing or verbal abuse of umpire, officials, other players, or spectators will not be tolerated.
- f) Be responsible for their personal appearance, behavior and personal hygiene.
- g) Not cause any loss, or damage to private property, or cause a disturbance to others.
- h) Behave in a polite and appropriate manner towards one another.
- i) Not invite/allow anyone other than team personnel to remain in restricted areas such as the dugout, unless they have the expressed permission of the team management.
- j) Refrain from conduct which could be regarded as harassment towards fellow players, coaches and third parties.
- k) Not conceal any illness and injury to train fully within the program requirement.
- l) At all times avoid intimate relationships with the coach.
- m) Co-operate with team officials, team mates and opponents.
- n) Players understand that the sportsmanship entails:
 - a. Applaud all good plays from either team

- b. Never deliberately distract, or provoke an opponent.
- c. Not interfere with, bully or take unfair advantage of any other player.
- d. Not abuse equipment.

8. Use of Social Media

8.1. Overview and Purpose

- 8.1.1. The CRSBC has adopted Baseball Australia's Social Media policy to provide our Members, staff and volunteers a guide to social media use. Social Media is an excellent communication tool that is used every day around the world to connect people and disseminate information.
- 8.1.2. Social media offers the opportunity for people to gather in online communities of shared interest and create, share or consume content. The CRSBC recognises the benefits of social media as an important tool of engagement and enrichment for its members.
- 8.1.3. The CRSBC encourages the baseball community to be a part of the social media world, connect with and share your passion for baseball. The CRSBC do however recommend that you use social media responsibly and remember that the internet is a public domain. This policy aims to provide guiding principles to follow when using social media.
- 8.1.4. It is important that the CRSBC's reputation is not tarnished by anyone using social media tools inappropriately, particularly in relation to any content that might reference the organisation. The CRSBC also has a corporate responsibility to protect our stakeholders and affiliates by maintaining a positive reputation by association.

8.2. When does this Policy Apply?

- 8.2.1. This policy applies to all CRSBC Members and representatives. The CRSBC acknowledge all Executive, coaches, national teams and squads, officials, and all playing and volunteer members throughout the extended grassroots community as our representatives.
- 8.2.2. This policy does not apply to personal use of social media platforms, as long as no reference or acknowledgment is made to CRSBC or related subjects.
- 8.2.3. This policy takes effect when an individual or entity identifies themselves as associated with CRSBC, and/or discusses their involvement in the CRSBC on social media. At this point they are required to convey themselves in accordance with this policy and in a manner consistent with CRSBC's requirements stated herein.

8.3. Scope

8.3.1. This policy covers all forms of social media. Social media includes, but is not limited to:

- a) Maintaining an account, profile or page on social or business networking sites (such as but not limited to Facebook, Twitter, LinkedIn, Instagram);
- b) Content sharing including but not limited to Flickr, YouTube and Vimeo;
- c) Commenting in blogs for personal or business reasons;
- d) Leaving product or service reviews on retailer sites, or customer review sites;
- e) Taking part in online votes and polls;
- f) Taking part in conversations on public and private web forums (message boards); or
- g) Editing a Wikipedia page.

8.3.2. The intent of this policy is to include anything posted online where information is shared that might affect members, colleagues, clients, sponsors, affiliates, stakeholders or the CRSBC as an organisation.

8.4. Guiding Principles

8.4.1. The web is not anonymous. CRSBC representatives should assume that everything they write can be traced back to them.

8.4.2. Think of the internet as a permanent record of online actions and opinions.

8.4.3. Boundaries between a representative's profession, volunteer time and social life can often be blurred. It is essential that individuals make a clear distinction between what they do in a personal capacity and what they do, think or say in their capacity associated with the CRSBC, MBL, BNSW and BA.

8.4.4. All CRSBC representatives must follow the guidelines in place to ensure CRSBC brands and intellectual properties are not compromised. This means CRSBC logos cannot be used in any context without consent including on social media and websites.

8.5. Social Media Use

8.5.1. For CRSBC representatives using social media, such use:

- a) Must not contain, link to, libellous, defamatory or harassing content. This also applies to the use of illustrations or nicknames;
- b) Must not comment on or publish information that is confidential or in any way sensitive to CRSBC, its affiliates, partners or sponsors;
- c) Must not bring the organisation into disrepute; and
- d) The individual user must be conscious of who their 'friends', 'followers' and 'connections' are, and may not use social media as a communication channel with minors.