



Code of Conduct

A. Purpose

This document sets out standards of behaviour expected from all members and ringers of the London Blitz Softball Club. The Code of Conduct applies in the following contexts:

- All Tournaments
- Events and meetings
- Social media
- General communications between players, team organisers, umpires and committee members regarding Blitz games and events. On or off the field.

All members of the London Blitz Softball Club are also subject to the British Softball Federation (BSF) Code of Conduct, which is available on the BSF website. This Blitz 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.

B. Introduction

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

- Respect
- Inclusion
- Fairness
- Safety

C. Equality and Diversity Statement

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

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



D. Code of Conduct

Every member of the London Blitz Softball Club (Whether as a player, coach, official, ringer or volunteer) is expected to uphold and promote the following standards of behaviour, both on and off the field:

- 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 players, officials, coaches or spectators.
- 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 activate an appeal.
- Act fairly and honestly at all times, including not taking advantage of a 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.
- Be polite in dealing with members of the public, for example, if there is a need to ask people to move away from the playing area.
- The club does not prohibit adults from consuming alcohol during games, however, players and 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/day (Umpires may eject an intoxicated player on the grounds of safety if they believe that the player may endanger themselves or other players).
- Paying owed fees to the club in a timely manner and ensuring that each member stays on top of their own finances.
- When young people are present, either in a game or as spectators, behave considerately and give attention to their safety and comfort (This could mean for example being more careful with language, not smoking close to young people etc.).
- Anyone found using illegal drugs or performing any illegal activity should be reported to the Police in accordance with UK law.
- Ensuring you turn up to games in a timely manner.

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 the 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 Blitz 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 and procedures are complied with.

E. What happens if the Code of Conduct is breached?

Please let your Captain or a member of 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 your Captain or a member of the Committee by emailing or texting
- Any complaint regarding a Captain or Committee member should be reported to the Club President in the first instance, unless the complaint is against the president in which case it should be sent to any other committee officer or team captain.
- Captains must report any incidents involving a breach of the code of conduct to the committee even if the incident has 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 (i.e. the person raising the issue does not ask for it to be dealt with formally)	<ul style="list-style-type: none"> ● The committee's focus in dealing with informal complaints will be on raising awareness and promoting understanding of the code of conduct ● Any complaint/feedback will be reviewed by at least 2 committee members, neither of whom have a conflict of interest ● A nominated committee member will contact those involved in the incident to discuss what has happened, and will notify relevant team organisers that an issue has been raised ● The committee members will then review the information received and decide on a response, which may include issuing a warning or asking for an apology to be given
Formal Complaint / More serious incidents / repeated complaints	<p>The Committee will discuss amongst itself.</p> <p>Should a committee member or members have a conflict of interest, a sub-committee will be formed of the remaining committee members, who will review the details of the complaint and request written accounts from those involved, including team captains.</p> <p>If the complaint is upheld, the committee/sub committee may take any of the following actions:</p> <ul style="list-style-type: none"> ● Issue a warning to an individual or a team ● Suspend an individual for a number of games/tournaments ● Ask an individual to step down from the Committee ● Ban an individual from the club ● Ban a ringer from playing with or joining the club in the future



	<p>If the committee/sub-committee decides that an incident, or series of incidents, merits the expulsion from the club, the individual in question will be notified within 24 hours of the decision being made.</p> <p><i>Right to appeal:</i> An individual has the right to appeal decisions made by a protests to the committee/sub-committee.</p> <p>The committee/sub-committee have the right to reject the protest if no new evidence is presented.</p>
<p>Serious breaches of the code of conduct</p>	<p>Members may refer issues to the BSF directly if they wish.</p> <p>The Club Committee may refer incidents to the BSF where there is a breach of the BSF code of conduct.</p>
<p>Failing to turn up to a game in a timely manner without notifying the captain/team organiser in a timely manner with a reasonable explanation</p>	<p>It takes a lot of time to put together lineups, and find players/ringers. It is expected of all players to turn up to their games with enough time to warm up before playing.</p> <p>Failure to arrive at your game before the start, without notifying the captain in a timely manner with a reasonable explanation will result in the following.</p> <ol style="list-style-type: none"> 1. First instance. It is the captain/team organiser's discretion but it can result in the player being benched for the rest of the day 2. Second instance. It is the captain/team organiser's discretion but it can result in the player being benched for the rest of the day. It will also result in a tournament suspension, potential monetary compensation and a final warning 3. Third instance. It is the captain/team organiser's discretion but it can result in the player being benched for the rest of the day and possible expulsion from the club.