

# Staff Code of Conduct

## **Baja Arizona Girls Softball Association Code of Conduct for Coaching Staff**

I know, as a member of the coaching staff, that I'm held to a higher standard at all times on and off the field. I pledge to provide an environment for players, managers, coaches, and other staff and volunteers that is conducive to good sportsmanship, respect, positive support, and the development of friendships in the spirit of competition. I understand that any infraction of the rules or the Code of Conduct will place me in direct violation of this Code of Conduct and subject me to the consequences listed on page 2.

I understand that it is my responsibility to attempt to address any incidents at the time of its occurrence or ask for assistance from the umpire or league official. I also understand that any and all incidents must be reported to league board officials immediately and at any point in time, the umpire and league officials have every right to ask any parent, coach, manager or spectator to leave the park if they act in an unsportsmanlike manner.

### **In order to be a successful coach or manager I pledge to:**

- Treat each player as an individual, remembering the emotional and physical development of each participant. I understand that players have different abilities and the true measure is not how they compare to others but how they are doing in comparison to their best selves.
- Do my best to provide a safe playing situation for all players. I will not only abstain from drugs, tobacco and alcohol at all games and other BAJA activities, I will ensure that the parents and their guests know that having drugs, tobacco and alcohol at any BAJA event is in direct violation of the Code of Conduct.
- Place the emotional and physical well being of my players ahead of a personal desire to win.
- Do my best to organize practices that are both fun and challenging for all players with the focus of teaching softball fundamentals and improving skills.
- Encourage good sportsmanship by demonstrating positive support for and interactions with all players, coaches and umpires at every game or practice. I will "Honor the Game" and encourage respect from not only the players but from the parents and their guests. I understand that physical assault, vulgar, demeaning and/or obscene language or gestures to any staff, BAJA officials, umpires, players or parents is in direct violation of the Code of Conduct.
- Be knowledgeable of the rules of BAJA softball and should I have any questions about any particular rule, I will address those questions with a BAJA league representative and/or the umpire prior to the start of a game. If I question the interpretation of a rule made by the umpire during a game, I will address those concerns in a professional and respectful manner.
- Remember that I am a youth sports coach/manager and that the game is for the children, not the adults.

**Consequences—any coaching staff in direct violation of this code of conduct will be subject to disciplinary action, including but not limited to, the following\*\*:**

<b>Violation</b>	<b>1<sup>st</sup> Offense</b>	<b>2<sup>nd</sup> Offense</b>
Verbal abuse, intimidation, rude, vulgar and demeaning language, obscene language or gestures, alcohol, drug and/or tobacco use.	~Asked to leave the event ~Verbal warning ~Written warning ~One game suspension ~Child(ren) may be asked to be removed from the event	~Suspended from BAJA events for the season ~Placement on probation ~Child(ren) may be barred from further participation of the season
Physical assault* of an official, coach, player, fellow parent or volunteer	~ Immediate suspension pending hearing review by Code of Conduct Committee	~Banned from BAJA permanently, including their child(ren)

\*\*Depending on the severity of the infraction and the situation, the board has the authority to impose a greater penalty up to and including suspension or automatic removal from BAJA.

\*The term "physical assault" includes, but is not limited to: hitting, slapping, pushing, spitting, kicking or physical contact in any way with any part of the body or the usage of any physical implement as a weapon.

\_\_\_\_\_  
Coach/Manager Signature

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Date

Thank You for Your Devotion and Support of our League & our Youth.  
BAJA ARIZONA GIRLS SOFTBALL ASSOCIATION