

HAMDEN FATHERS' BASEBALL/SOFTBALL ASSOCIATION, INC.
CODE OF ETHICS AND CONDUCT

The Hamden Fathers' Baseball/Softball Association, Inc. is a private association of persons sharing a common interest in developing and maintaining an appreciation for a desire to play baseball/softball by providing opportunities for the youth of the Town of Hamden to participate in baseball/softball activities as players and umpires. Membership is not otherwise restricted.

Every participant obligates himself or herself to comply with the Association's By-Laws, its rules and decisions made in conformance with its By-Laws and rules. This obligation reaches officers, managers, coaches, assistant coaches, scorekeepers, volunteers, umpires, players, parents and fans. This obligation is independent of the right to vote on matters of the Association which is restricted.

This CODE OF ETHICS AND CONDUCT sets standards of compliance which participants accept and so signify by signing below. Any person who has not signed this CODE OF ETHICS AND CONDUCT may not serve as manager, coach, assistant coach, scorekeeper or volunteer at any time.

A. OBLIGATIONS TO PLAYERS

1. Set an example by adhering to the principles and particulars expressed in the CODE OF ETHICS AND CONDUCT.
2. Ensure the physical safety of players, including but not limited to (a) the proper care and use of protective equipment, (b) proper conditioning and warm up before each activity, and (c) intervening if a player cannot safely or adequately meet the physical demands of the game.
3. Instruct and encourage players to develop playing skills, positive attitudes about the game and athletic competition.
4. Teach the rules of the game including support of the role and authority of the umpire.
5. Treat each participant with respect and dignity regardless of skill level, comparative ability, gender, ethnicity, nationality, religion or any other factor or condition.
6. Reinforce desirable habits and attributes including (a) promptness, (b) clean living and personal hygiene, (c) cooperation and teamwork, (d) sportsmanship and fair play, (e) self-discipline and commitment, and (f) respect for authority.

B. OBLIGATIONS TO THE ASSOCIATION

1. BEHAVE IN A MANNER ABOVE AND BEYOND REPROACH AND THAT (a) IS NOT DETRIMENTAL TO THE GOALS OF THE

ASSOCIATION, (b) DOES NOT DISCREDIT THE ASSOCIATION, ITS OFFICIALS, MEMBERS, PLAYERS, UMPIRES OR THE GAME OF BASEBALL/SOFTBALL, AND (c) COMPLIES WITH THIS CODE OF ETHICS AND CONDUCT.

2. Be a dependable volunteer and positive adult role model.
3. Adhere to the rules of the Association and the rules of the game.
4. Encourage players and spectators to cheer and encourage competition without degrading, heckling or humiliating other players, spectators, coaches, volunteers, umpires or fans.
5. Submit rosters and other information in a complete and readable form in a timely manner as directed by the Association.
6. Maintain a scorebook with sufficient accuracy and detail to ensure compliance with the rules of the game and to protect the interests of the Association, each team and each player including post-season eligibility.
7. Report any injury to the player's parent(s), the Association's insurance agent and League Director immediately but not later than 48 hours after the injury occurs.
8. Report suspected violations of the CODE OF ETHICS AND CONDUCT in a timely manner.
9. Cooperate in the investigation and resolution of suspected violations of the CODE OF ETHICS AND CONDUCT including compliance and enforcement of resulting disciplinary actions.
10. Protect the personal and real property of the Association and the Town of Hamden used by the Association and return any property including uniforms and bat bag with contents as instructed by the Association.
11. Every team manager shall (a) ensure that assistant coaches and volunteers sign this CODE OF ETHICS AND CONDUCT prior to engaging in Association activities in a given season, (b) not engage any person prohibited by an Association disciplinary action from participating or volunteering, (c) notify the President or appropriate League Director, if for any reason, the manager cannot perform assigned duties on a given date or for an extended time and (d) assist in recruiting a temporary or permanent substitute if requested by the League Director.

C. RESTRICTED AND PROHIBITED CONDUCT

1. PHYSICALLY STRIKING ANOTHER PERSON, OR ATTEMPTING TO DO SO, WILLFULLY OR WITH APPARENT DISREGARD FOR SAFETY BEFORE, DURING OR AFTER AN ASSOCIATION ACTIVITY. A DIRECTOR OR LEAGUE VICE-PRESIDENT MAY IMMEDIATELY SUSPEND THE PERPETRATOR FROM ALL ASSOCIATION ACTIVITIES PENDING A PETITION FOR EXPULSION FOR VIOLATION OF THIS SECTION. THE SAME CONDUCT OR OTHER CONDUCT

WHICH MAY CAUSE PHYSICAL HARM TO A PERSON ALBEIT UNRELATED TO AN ASSOCIATION ACTIVITY (INCLUDING POSSESSION OF AN ILLEGAL SUBSTANCE OR UNREGISTERED HAND GUN, RISK OF INJURY OR IMPAIRING THE MORALS OF A MINOR, CHILD ABUSE OR SIMILAR UNLAWFUL CONDUCT) MAY BE THE BASIS OF DISCIPLINARY ACTION. THE DURATION OF ANY SUCH SUSPENSION OR EXPULSION AND ANY OTHER LIMITATION ON PARTICIPATION SHALL BE AT THE SOLE DISCRETION OF THE ASSOCIATION.

2. Exceeding normal speaking tones when addressing any person, including umpires, before, during or after an Association activity.
3. Questioning an umpire's call (a) for more than three (3) minutes, (b) as to an umpire's judgment, and (c) repeating an argument once ruled upon by the umpire except in accordance with the Association rules governing protested games. A manager may only question the interpretation of a rule. No other participant may present a question to an umpire about a rule. All protests shall end promptly upon direction from an umpire.
4. Heckling or criticizing any player, umpire, manager, coach, assistant coach, volunteer, or fan, directly or indirectly, at any time for any reason.
5. Using or consuming alcohol before or during a team game or practice.
6. Using or consuming tobacco or tobacco products during a team game or practice on the field or in the bench area.
7. Using profane, abusive or vilifying language before, during or after Association activities.
8. Communicating as a representative of the Association unless the Association authorizes the communication or issued credentials.

D. DISCIPLINARY ACTION

1. No disciplinary action shall be effective unless taken in accordance with the By-Laws and rules of the Association and based on knowledge or belief.
2. Any disciplinary action taken in accordance with paragraph D.1 shall be final and not subject to further review as to factual findings, the nature or extent of disciplinary action taken or any other aspect. Any disciplinary action taken by the Association may be reconsidered and modified by the Association at its discretion.
3. Disciplinary actions shall be restricted to the activities and interests of the Association except that suspected unlawful conduct shall be reported to appropriate law enforcement agencies. Each participant shall hold the Association, its officers and agents harmless for any actions taken in good faith and in accordance with the By-Laws and

rules of the Association and this CODE OF ETHICS AND CONDUCT.

4. Disciplinary actions (a) may be effective immediately as provided in Section 3 of Article IX of the Association By-Laws, (b) may extend for one or more seasons, (c) may extend to any and all Association activities, (d) may be considered in subsequent proceedings unless no violation of was found in the earlier proceeding, and (e) may restrict attendance at Association activities even if held in public facilities if the offense involves repeated disruption of such activities.
5. "Heat of the Battle" shall not be a defense of any violation of this CODE OF ETHICS AND CONDUCT.
6. Any disciplinary action may be settled by agreement prior to a hearing, so long as said agreement is reduced to writing, signed and retained by the Association along with any documentation describing the allegations then pending.

E. JURISDICTION

1. This CODE OF ETHICS AND CONDUCT was adopted by the Association on March 12, 1996 for the 1996 season and until such time as it may be amended.
2. The undersigned have read, understand and accept this CODE OF ETHICS AND CONDUCT and hereby pledge to obey the same.
3. A copy of the above shall be retained by the Association and is available upon request to each participant. Each manager shall retain a copy and should have it available at Association activities to present to any new volunteer.

F. SIGNATURES

1. A manager shall sign this CODE OF ETHICS AND CONDUCT and shall ensure that every volunteer who serves as head coach, an assistant coach or a scorekeeper even on a temporary basis shall read and sign signature page prior to engaging in Association activities.
2. Every manager shall submit the signed copy of this CODE OF ETHICS AND CONDUCT to the League Director before the season begins. Any volunteer who later agrees to sign must do so at the bottom of this page and the manager must present the signed copy to the League Director if requested.
3. A manager shall engage only volunteers who have signed this CODE OF ETHICS AND CONDUCT.

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LEAGUE _____ TEAM NAME _____

The undersigned have been presented with the **CODE OF ETHICS AND CONDUCT** and hereby pledge to comply with the principles and particulars of it.

Manager _____

Head Coach _____ (If not Manager)

Assist. Coach _____

Assist. Coach _____

Scorekeeper _____ (If applicable)

Other Coaches/Volunteers/Parents**

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

*SIGNATURE PAGE MUST BE SUBMITTED TO LEAGUE DIRECTOR
**MANAGERS MAY OFFER PARENTS THE CODE TO SIGN TO ENSURE AUTHORIZATION TO ASSIST ON A TEMPORARY BASIS.