



VOLUNTEER CODE OF CONDUCT

I understand as a Manager/Coach/Assistant Coach/Team Parent/Board Member of WKAC that I do not possess a Constitutional right or a Constitutional privilege to participate in WKAC. It is an opportunity afforded to me, provided that I abide by the rules and regulations that are established to govern WKAC.

I further understand that athletics involves more than baseball games or sports itself, that it includes values and attitude development beyond the playing field.

Therefore as a volunteer of WKAC I will comply with the following conditions of the Volunteer Code of Conduct:

- 1 Refrain from smoking and/or smokeless tobacco on the field and in the presence of the players and discouraging their use by players.
- 2 Abstain from the use of alcohol products before or during the games, practices, and any WKAC sanctioned events. At no time shall a WKAC volunteer purchase or dispense alcohol to any minor.
- 3 Abstain from the use or distribution of any illegal substances. If discovered, immediate dismissal will result. This includes the use or distribution of banned performance enhancing substances.
- 4 Refrain from criticizing players in front of spectators, but reserve constructive criticism for later, in private, or in the presence of team members if others may benefit.
- 5 Accept decisions of the game officials on the field as being fair and called to the best ability of said official(s) and refrain from any physical or verbal abuse to the game officials.
- 6 Refrain from criticizing the opposing team, its players, coaches, or fans by word of mouth or gesture.
- 7 Emphasize that good athletes strive to be good students and that both are physically and mentally alert. Be aware of the player's academic pressures and conduct practices and games in a manner so as to allow academic success.
- 8 Strive to make every baseball activity serve as a training ground for life, and a basis for good mental and physical health.
- 9 Emphasize that winning a game is the result of good "teamwork".
- 10 Refrain from excessive sideline coaching and shall not leave the dugout area to shout instructions from sidelines.
- 11 Be jointly responsible, along with officials, for the conduct and control of fans and spectators. Any fan who becomes a nuisance and out of control will be asked to leave.
- 12 Refrain from the use of abusive and profane language at any time.
- 13 Not "pile it on", not encouraging their teams to get a commanding lead and raise the score as high as it can. In these instances, every effort shall be made to let all players play.
- 14 Not receive any payment, in cash or kind, for services as a coach in WKAC. This includes any coach, expert, consultant, regardless of his/her roster status.
- 15 No recommend or distribute any medications, controlled or over the counter, except as specifically prescribed by participant's physician.
- 16 Not permit an ineligible player to participate in a game.
- 17 Not deliberately incite un-sportsmanlike conduct, but practicing good sportsmanship at all times, winning with dignity and losing with dignity.
- 18 Remove from a game or practice any player when even slightly in doubt about the player's health, whether or not as a result of injury, until competent medical advice is available.
- 19 Control spectators and fans. Remember as a coach you're responsible for your team, and fan reaction will usually be in step with your reaction.
- 20 Refrain from verbal and/or physical altercations with another coach, player, family member, game official, or WKAC EC.
- 21 Refrain from harassment of any individual at any WKAC sanctioned event. Harassment includes inappropriate behavior including comments and/or conduct which is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual, group of individuals, or which creates an uncomfortable environment.
- 22 Respect all WKAC equipment and prevent any damage of said property. Ensure timely return of WKAC property at the end of each season, and promptly report any damage or theft.
- 23 Ensure that any activity being undertaken is appropriate and suitable for the age, experience, physical ability, mental ability, and fitness level of the players.
- 24 At no time become inappropriately, intimately, or sexually involved with any player, parent, game official, WKAC volunteer. In particular this includes any inappropriate touching, comments, or any request directly or indirectly for sexual favors, or the threat of reprisal due to the rejection of such request.
- 25 Be appropriately dressed at all times.
- 26 Treat everyone fairly within the context of their position of play, regardless of gender, ethnic origin, disability, sexual orientation, religion, political belief, or economic status.
- 27 Abide and observe all rules and regulations as stated in the WKAC Rules and Bylaws.
- 28 Refrain from any form of personal abuse towards any player, which includes verbal, physical, and emotional abuse.
- 29 Provide a safe environment for training and competition. This includes suspending activities during inclement weather, inspecting the fields before games and practices for any foreign object(s) such as broken glass, cans, branches, etc. which may inflict harm upon the players. This also includes ensuring that all players have the appropriate safety equipment such as athletic supporters, face.
- 30 Promptly report any injury at any WKAC sanctioned event (practice, games, clinics) to the WKAC EC.
- 31 Promptly report any violation of this Code of Conduct to the WKAC EC.
- 32 Agree to a background check to be performed on me and abide by the decisions of the WKAC EC should there be any unfavorable feedback. I understand that I will be given a fair opportunity to refute and challenge any unfavorable feedback on me.

A VIOLATION OF ANY OF THE RULES, REGULATIONS AND THE CODE OF CONDUCT WILL BE SUBJECT TO DISCIPLINARY ACTION BY THE WKAC EXECUTIVE BOARD. DISCIPLINARY ACTION MAY INCLUDE ISSUANCE OF WARNING, TEMPORARY SUSPENSION, OR EXPULSION FROM WKAC, SUBJECT TO THE WKAC EXECUTIVE BOARD BASED UPON THE SEVERITY OF THE VIOLATION. ALL DISCIPLINARY ACTION DECISIONS ARE FINAL.

I HAVE READ THE CODE OF CONDUCT AND UNDERSTAND ITS CONTENTS. I FURTHER AGREE TO THE CONTENTS IN ITS ENTIRETY AND UNDERSTAND MY SIGNATURE BELOW IS BINDING.

Printed Full Name (First, MI, Last)

Title (Coach/Asst Coach/Team Parent/WKAC Position)

Signature

Division / Team Name (if applicable)

Date