

Monash University Baseball Club

Member Code of Conduct Policy

Purpose

The purpose of this Member Code of Conduct Policy is to:

- Promote a safe and respectful environment for all members.
- Ensure fair and ethical conduct in all club activities.
- Protect the club's reputation and values.

Expected Behaviour

All members of MUBC are expected to adhere to the following behaviour guidelines:

1. Respect:

- a. Treat all club members, coaches, officials, opponents, and spectators with respect, fairness, and courtesy, regardless of their background, ability, or beliefs.

2. Sportsmanship:

- a. Display good sportsmanship at all times, whether in practice, competition, or any club-related events. This includes accepting victory with humility and defeat with grace.

3. Safety:

- a. Prioritise safety by following all safety rules and guidelines provided by the club.
- b. Report any unsafe conditions or incidents promptly.

4. Compliance:

- a. Abide by all club policies, rules, and regulations, as well as any applicable local, state, or federal laws.

5. Teamwork:

- a. Work collaboratively and cooperatively with teammates, coaches, and club officials to achieve common goals.

- b. Make every reasonable effort to attend training and games, and work towards both individual development and the development of others where possible.

6. Diversity and Inclusion:

- a. Embrace diversity and inclusion, valuing and respecting the differences among club members.
- b. Discrimination, harassment, or any form of bullying against anyone will not be tolerated.

7. Equipment and Facilities:

- a. Care for club equipment and facilities and use them responsibly.
- b. Report any damage or misuse promptly.

8. Alcohol and Substance Abuse:

- a. Do not consume alcohol or illegal substances during club activities or while representing the club.
 - i. Unless alcohol is served in accordance with the Clubhouse, Social Gathering and Drug and Alcohol Policies. Illegal substances are not tolerated under any circumstances.
- b. The use of performance-enhancing substances is strictly prohibited.

9. Social Media and Public Communications:

- a. Exercise discretion and responsibility when using social media and other public communication platforms.
- b. Do not engage in negative or harmful online behaviour that reflects negatively on the club.

Misconduct between Members

Any misconduct or violation of this policy between two members of the club should endeavour to be resolved with the affected parties before escalation to a member of the club's committee. Unless one party deems it necessary to escalate beforehand due to the nature or severity of the violation.

Consequences of Misconduct

Violations of this Member Code of Conduct Policy may result in disciplinary action, including but not limited to:

1. Verbal or written warnings.
2. Suspension from club activities or events.
3. Termination of club membership.
4. The severity of the disciplinary action will depend on the nature and repetition of the misconduct, as determined by the club's executive committee.

Reporting Violations

Any club member who witnesses or is subjected to a violation of this Code of Conduct is encouraged to report the incident to a member of the club's committee. Reports can be made confidentially, and retaliation against individuals reporting misconduct will not be tolerated.

Raising Complaints

Complaints can be made to either the event organiser or a committee member by any mode of communication. Any complaint can be made anonymously through a third party. Complaints will be handled in confidence, confidentially and in accordance with the Complaints Management Policy.

Additional Leadership Expectations

Any person in a leadership position within the club (committee, coaches, managers, or other volunteer with oversight over an aspect of the club) is expected to uphold any club policy to model expected behaviour for the wider club.

In addition, members of the club's committee, coaches and managers are required to hold a valid Working With Childrens Check.

Amendments to the Code

This Member Code of Conduct Policy may be amended or revised by the club's executive committee when necessary. Members will be notified of any changes in a timely manner.

Conclusion

By becoming a member of the Monash University Baseball Club, you agree to abide by this Member Code of Conduct Policy and uphold the values of respect, integrity, and sportsmanship. Your commitment to these principles is vital in maintaining the club's reputation and fostering a positive environment for all members.

Date of Adoption: 21/03/2025

Signature of Club President: _____

Review and Revision

This policy will be reviewed annually or as needed to ensure its continued effectiveness and relevance.

Author : MUBC Committee

Approved Date : 21/03/2025

Last Reviewed By : Rory Gibson

Last Updated On : 21/03/2025