

Code of Conduct for Regular Members of the Elgin Baseball and Softball Association (EBSA)

Upholding Sportsmanship, Teamwork, and Integrity in Youth Baseball and Softball

The Elgin Baseball and Softball Association (EBSA) is dedicated to fostering sportsmanship, teamwork, skill development, and enjoyment of the game among youth in our community. This Code of Conduct establishes clear expectations for all Regular Members, ensuring that every participant, volunteer, and supporter upholds the values and mission of EBSA as a condition of their membership. All Regular Members and their supporters are required to abide by this code within the EBSA complex as well as when representing EBSA at any other location. All non-member guests, spectators, and visiting teams are expected to uphold the values and missions of EBSA and abide by this code while enjoying its complex and amenities.

Section 1: Sportsmanship and Behavior Expectations

EBSA expects all Regular Members, guests, and visitors to conduct themselves with respect, integrity, and fairness. The following standards apply to all activities, communications, and interactions associated with EBSA:

- **Respect:** Treat all players, coaches, officials, volunteers, parents, and spectators with courtesy and dignity.
- **Teamwork:** Promote cooperation, support, and positive encouragement among team members.
- **Skill Development:** Support opportunities for learning, growth, and improvement in a safe and constructive environment.
- **Enjoyment:** Foster a fun and welcoming atmosphere that values participation and personal development.
- **Zero Tolerance Policy:** EBSA maintains a zero tolerance policy for language, gestures, or behavior that is abusive, discriminatory, offensive, harassing, threatening, intimidating or otherwise misaligned with our mission. Violations by members or non-members will result in swift disciplinary action, up to and including verbal and/or written ejection from immediate areas or the entire complex, suspension or termination of membership and the possibility of criminal charges for severe or repeat offenses.

Section 2: Eligibility Requirements

To ensure inclusivity and alignment with EBSA's mission, the following eligibility criteria apply:

- **Age:** Members must meet the age and gender requirements specified for each program or division. Regardless of circumstance or skill level, all players must be registered in appropriate divisions.
- **Residency:** Membership is open to youth residing within the designated EBSA service area.
- **Physical/Cognitive Ability:** EBSA welcomes all eligible youth to participate in team sport regardless of physical or cognitive ability. Reasonable accommodations will be made to support participation. Full participation requires the individual's ability to safely participate physically and cognitively, including ability to meet the requirements of an assigned team in the appropriate age group including use of protective equipment and attendance of training/practice and games. The Board of Directors reserves the right to determine reasonable accommodation and parameters for participation.
- **Board Approval:** Membership applications are subject to review and approval by the EBSA Board of Directors. Decisions regarding eligibility made by the Board of Directors are final and may not be disputed.
- **Non-Discrimination:** EBSA does not discriminate based on race, color, religion, birth gender, national origin, disability, or any other protected status.

Section 3: Membership Categories

EBSA recognizes the following regular membership categories, each with specific rights and responsibilities:

- **Players:** Youth participants registered to play in EBSA-sanctioned leagues and events.
- **Coaches and Managers:** Adults approved by the Board to lead, instruct, and mentor teams.
- **Volunteers:** Individuals who assist with EBSA activities, events, or operations.
- **Parents/Guardians:** Legal guardians of youth participants, supporting their children and EBSA activities.
- **Board Members:** Elected or appointed individuals responsible for governance and oversight of EBSA.

All members are expected to actively support EBSA's mission, abide by its bylaws and policies, and participate in activities with integrity and positivity.

Section 4: Facility Use Guidelines

EBSA facilities are privately owned and maintained by volunteer effort alone. Facilities are provided to support the organization's programs and mission. All members must adhere to the following guidelines:

- **Approved Use:** Facilities may be used only for EBSA-sanctioned practices, games, events, and authorized activities by EBSA. Non-member use requires a written request for Board review and written consent from the EBSA Board.
- **Team Activities:** Coaches and managers are responsible for ensuring that team activities are scheduled and conducted within Board approved times and locations. All teams are required to respect other teams and their designated time and space for practices and games as directed by the Board.
- **Board Permission:** Any use of facilities outside standard programming requires prior written consent from the EBSA Board. The EBSA Board reserves the right to require a monetary deposit or fee for the use of any EBSA facility.
- **Care and Safety:** All members must respect facility property, report hazards, and follow posted rules to ensure a safe environment for everyone.

Section 5: Termination and Suspension Procedures

EBSA is committed to maintaining a safe, respectful, and inclusive environment. Membership may be terminated or suspended under the following procedures:

- **Grounds for Disciplinary Action:** Violations of this Code, EBSA bylaws, or other policies may result in suspension or termination of membership. In the case of severe or repeat offenses, criminal charges may be filed.
- **Documentation:** All incidents must be documented physically or electronically and reported to the EBSA Board for review.
- **Member Rights:** Members subject to disciplinary action have the right to be informed of the reported violation and the disciplinary action determined appropriate by the Board.
- **Board Authority:** The EBSA Board has the final authority to determine disciplinary outcomes, including length of suspension or termination.

Section 6: Acknowledgement and Agreement

All Regular Members of EBSA are required to acknowledge and agree to abide by this Code of Conduct as a condition of ongoing participation. By receipt of this document physically or electronically, members affirm their commitment to uphold the values and expectations set forth by EBSA.

This Code of Conduct is subject to periodic review and amendment by the EBSA Board of Directors. Members will be notified of any changes and are expected to remain informed of current policies. All non-member guests, spectators, and visiting teams are encouraged to remain informed of current policies prior to attending events at the EBSA complex.

EBSA thanks its members for their dedication to promoting sportsmanship, teamwork, and enjoyment of baseball and softball for all youth in our community.