



## Code of Conduct

### INTRODUCTION

The London Archers Baseball Programme ('London Archers Baseball', 'Archers Baseball' or 'Archers Programme') is a private, selective, and invitation only organization that promotes youth baseball development emphasizing fair play and sportsmanship. London Archers Baseball aims to support the growth of youth baseball by providing high-quality, year-round baseball training for youths that want to accelerate their baseball development and play competitively across Europe and in the world.

Annual player nominations and team selections are based on local club input, try-outs, coaching input, and evaluations. The ultimate selection of a player for the programme is based on assessments of the player in the following key areas. The programme reserves absolute rights on selection of players.

- ☐ Requisite baseball skill level and potential
- ☐ Attitude and hustle of the player
- ☐ Commitment of the player and family
- ☐ Player and family fit with the values and goals of the programme

The Archers Programme has no affiliation with any other club, team, academy or national team. For the avoidance of doubt, participation with the London Archers has no bearing or impact on a child's participation with any other local club or selection for a national team.

The objectives and goals of the Archers Programme are simple. We want to consistently raise the standard of youth baseball in the UK and to be recognised as a premier travel program in Europe. For our players, we want to play competitively in tournaments across Europe and in the world and to build technically sound, resilient athletes that play the game of baseball the right way. Our player development focuses on the following key areas:

- ☐ **Baseball Growth** – Developing players with a high baseball “IQ”, situational awareness, and proper baseball technique.
- ☐ **Athletic Growth** – Strength and conditioning with a focus on the development of core strength, balance, and agility.
- ☐ **Mental Growth** – Help players understand the importance of the mental game and teach them how to be competitive, mentally strong, and resilient athletes.

Our programme is built on several core values. All players, coaches, parents, families, administrators, and anyone associated with the programme is required to lead by example through these values. When we travel, we are representing the UK baseball community and the programme as a whole. We want kids to learn to play the game of baseball the right way through the lens of these values.

**Attitude - Respect - Commitment - Hustle - Energy - Resilience - Support**

*\*In order to ensure a positive experience for all players, families, and coaches, the programme reserves the right at its sole discretion to impose penalties, including, without limitation, game suspensions, dismissal from a team, suspension or immediate removal from the programme if a player, coach, or family member violates a team rule or chooses not to uphold the values of the programme.*

## **ARCHERS CODE OF CONDUCT**

The following Archers Code of Conduct is for all parents, coaches and players involved in London Archers Baseball.

The Archers Code of Conduct is a written contract between the parents, players and coaches to abide by the rules and regulations of the game as well as maintain a cooperative attitude and uphold the ideals of fair play and sportsmanship. This contract is more than just paper; it is the essence of our goals and objectives and thus, adherence to it is of primary importance.

Players who wish to play, parents who want their children to play, and coaches who wish to coach on teams sanctioned by the London Archers are required to agree to and to sign this Code of Conduct.

## **PLAYERS CODE OF CONDUCT**

### **Players Will ...**

- ☐ Display good sportsmanship and team play at all times. Being a good teammate is the most important role of every player on every team.
- ☐ Listen to and respect the coaches and staff that manage the team.
- ☐ Understand that being part of the team is a privilege, not a right.
- ☐ Show respect for all opponents, coaches, players, umpires, league officials and spectators.
- ☐ Show sportsmanship win or lose and respect your opponent.
- ☐ Learn from mistakes. Do not make excuses or place blame. Baseball is a game of failure and success. The player will learn from both experiences.
- ☐ Make every attempt to be on time and ready to play for all games and practices.
- ☐ Inform coaching staff in a timely manner when unable to attend practice or games.

- ☐ Inform the coaching staff in a timely manner of any injuries or ailments that may affect your ability to safely participate.

### **Players Will Not ...**

- ☐ Use profanity, violence and/or insults/demeaning language.
- ☐ Mistreat or mishandle baseball equipment or property (eg. throwing batting helmets)

## **COACHES CODE OF CONDUCT**

### **Coaches Will ...**

- ☐ Be a positive role model.
- ☐ Adopt a coaching philosophy that is structured and designed to help every athlete achieve their maximum potential.
- ☐ Display and instill in players the principles of good sportsmanship and team play.
- ☐ Be responsible for, monitor and take appropriate action whenever necessary to assure the proper conduct and behavior of the team, coaches, parents and fans.
- ☐ Conduct themselves in a manner that best serves the interests and welfare of the team and players at all times.
- ☐ Show respect for all opponents, coaches, players, umpires, league officials and spectators.
- ☐ Provide instruction in a way that promotes player growth and development and offer constructive feedback with the appropriate level of emphasis necessary to deliver the message for the relative age and maturity of the player or team.
- ☐ Offer generous praise to players who exhibit great attitude and effort even if the desired outcome is not achieved.
- ☐ Ensure inclusivity and treat everyone equally regardless of sex, ethnic origin, religion or ability.
- ☐ Remain fair and impartial during player evaluations.
- ☐ Establish and maintain an appropriate and open line of communication with players and provide feedback in a manner that helps them develop and grow.
- ☐ Teach the game of baseball to the best of your ability and commit to continuing education and development.

### **Coaches Will Not ...**

- ☐ Use profanity, violence and/or insults/demeaning language.
- ☐ Jeopardize a player's health or well being by allowing him/her to practice or play if injured.
- ☐ Mistreat or mishandle baseball equipment or property (eg. throwing batting helmets).
- ☐ Use tobacco products in the dugout or on the playing field.

## **PARENTS CODE OF CONDUCT**

- ☐ Parents and spectators will support the players, coaches, umpires, opponents and league or tournament officials.

### **Parents Will ...**

- ☐ Conduct themselves in a manner that displays the principles of good sportsmanship and team play.
- ☐ Show respect for all opponents, coaches, players, umpires, league officials and spectators.
- ☐ Inform the coaching staff of any disability or ailment that may affect the safety of their child.
- ☐ Ensure players hear one message from one voice...the coach..
- ☐ Ensure players learn from their mistakes. Do not make excuses or place blame. Baseball is a game of failure and success. The player will learn from both experiences.
- ☐ Comply with the decisions of league officials and observe all rules, policies and procedures as established or endorsed by the London Archers.
- ☐ Make arrangements to ensure that the players are punctual in arrival at and departure from all London Archers athletic events.
- ☐ Report all safeguarding events involving the immediate wellbeing of a child to the programme's designated safeguarding officer as soon as possible.
- ☐ Adhere to a \*48-hour rule, unless a safeguarding event has occurred (e.g. do not approach a coach at a tournament about playing time or the position your child is playing).

*\*The 48-hour rule is a policy that prevents coaches, parents, and spectators from discussing incidents or situations that occur during a game until at least 48 hours from the end of a tournament have passed. The rule is intended to promote a more respectful and constructive approach to handling concerns, and to allow a cooling off period to put the incident in perspective. A request for a verbal conversation or video call with a coach is to be made instead of sending an email, text, or whatsapp with details of the issue. This is to ensure that statements are not misinterpreted/misconstrued and to establish the appropriate facts and clarity. Note that coaches will end any communication if threatening or hostile language is used by a parent.*

### **Parents Will Not ...**

- ☐ Use profanity, violence and/or insults/demeaning language.
- ☐ Make disparaging remarks about other players or coaches at any time, on or off the field.
- ☐ 'Coach' or 'officiate' from the stands.
- ☐ Approach the dugout for any reason during a game unless for a medical emergency.
- ☐ \*Show animosity or jealousy toward any of your child's teammates.

*\*This type of behavior can destroy a team's chemistry and will not be tolerated. A 'team' gives credit to the team, not the individual accomplishments of players. A player will represent their own abilities greatest when they are representing themselves maturely and supporting their teammates in success.*

## CONCLUSION

Remember players are being evaluated all the time by the coaching staff and parents see an extremely small part of what coaches see to evaluate players and make decisions on playing time and situational needs. Ultimately, the needs of the team will always be put first. At tournaments, coaches will always do their best to manage playing time, but playing time is never guaranteed. Further, a player is not guaranteed to play their preferred position in the field, their preferred batting order position, or pitching order.

While not in the game, players still have an active role. They should assist coaches with game management, and assist getting gear ready for players on base. They can be active warming players and pitchers, and more importantly, they can stay focused on the game by watching and learning from their teammates and the other teams.

We agree to abide by the rules and regulations stated herein, and we are bound to all decisions and impositions of these rules. It is with the spirit of cooperation, for the betterment of baseball and our family that we willingly abide by this contract. Our signatures and that of our child is our written approval of this contract.

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Player's Name	Player's Signature	Date
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Parent 1 Name	Parent 1 Signature	Date
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Parent 2 Name	Parent 2 Signature	Date
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Coach Name	Coach Signature	Date
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