



Stealers Baseball and Softball Club Inc
ABN 21 664 105 236

Child Safe Code of Conduct

Version: 1.0

Date: May 2026

Approved by: Committee of Stealers Baseball and Softball Club Inc

Next review: By 15 May 2029

1. Purpose

This Child Safe Code of Conduct sets out the standards of behaviour expected of everyone involved with Stealers Baseball and Softball Club Inc. It is designed to create and maintain a safe, respectful and inclusive environment for all children and young people participating in baseball and softball. The Club has zero tolerance for child abuse, grooming, bullying, harassment or any form of harm. This Code forms part of our commitment to the 10 Child Safe Standards and complies with the Children's Guardian Act 2019 (NSW), the National Integrity Framework, Baseball Australia's Safeguarding Children and Young People Policy, and Baseball NSW Integrity Framework Policies.

2. Who the Code Applies To (section a)

This Code applies to everyone associated with the Club, including:

- Committee members, office bearers and staff (paid or unpaid)
- Coaches, assistant coaches, team managers and officials
- Volunteers and contractors
- Players and participants of all ages (including children and young people)
- Parents, carers, guardians and family members
- Spectators and visitors to training, games, events, club facilities and online platforms

It applies at all Club-related activities — on-site, off-site, during travel, overnight stays, or in online/digital environments (e.g. social media,

messaging apps, email, websites or apps used for fixtures and communication).

3. Acknowledgement and Signing Requirements (section b)

All adults in child-related roles (committee members, coaches, officials, volunteers, contractors and any other adults regularly involved with children) must sign this Code of Conduct:

- Upon joining the Club or commencing in their role
- Whenever the Code is updated

4. Encouraged Conduct

We encourage the following behaviours in both physical and online environments:

- Treat every child with respect, dignity and fairness regardless of age, ability, cultural background, gender, sexuality or religion.
- Act as positive role models — be ethical, encouraging, supportive and inclusive.
- Use clear, positive and age-appropriate language and tone.
- Provide fair, respectful and developmental guidance/discipline.
- Maintain appropriate professional boundaries at all times.
- Actively supervise children and know their whereabouts.
- Communicate openly and positively with children, parents and the Club.
- Promote participation, fun and skill development over winning at all costs.
- Report any concerns about a child's safety or wellbeing immediately.
- Comply with all Club policies, Baseball Australia rules and the spirit of the game.

5. Prohibited Conduct (section d)

The following behaviours are strictly prohibited (in physical, online or telecommunication settings): Harmful Behaviours towards Children (including but not limited to):

- Physical abuse (hitting, shoving, shaking, throwing, punching, etc.)
- Emotional/psychological abuse (repeated criticism, teasing, rejection, threats, yelling, scapegoating, exclusion)
- Sexual abuse or misconduct (any sexual activity, comments, touching or exposure)
- Neglect (failure to provide supervision, food, shelter, medical care)
- Exposure to family/domestic violence

Grooming – any behaviour intended to manipulate or control a child, their family or networks to gain access, compliance, silence or to avoid detection of abuse. Bullying – repeated intentional words or actions (in-person or online) that cause distress or harm to a child’s wellbeing. Other Prohibited Conduct (aligned with Baseball Australia’s Safeguarding Children and Young People Policy and National Integrity Framework):

- Discrimination, harassment, victimisation or vilification
- Supplying alcohol, drugs, tobacco or medicine to a child (except in authorised medical situations)
- Requesting a child keep communications secret from parents/carers
- Inappropriate physical contact (beyond necessary sport-related assistance, first aid or rules-compliant play)
- One-on-one contact with a child outside organised activities (in-person, phone or online) without parent/Club approval and inclusion
- Unauthorised photography/video of children or sharing without consent
- Breaching professional boundaries (gifts, favours, private social functions, personal device use for non-Club communication)
- Failing to maintain active supervision or safe transport/overnight stay procedures
- Any conduct that brings the Club or the sport into disrepute

6. Breaches of the Code and Consequences (section c)

Any alleged breach will be taken seriously and handled promptly, fairly and confidentially.

- Immediate risk: Call Police on 000.
- Reporting: Report to the Club’s MPIO (or President/Secretary)
- Investigation: The Club will investigate in accordance with the Complaint Management Policy and Baseball Australia’s Complaints, Disputes and Discipline Policy. All parties will receive procedural fairness (the right to be heard, to respond to allegations, and to an impartial decision-maker).
- Possible actions: Suspension from duties/activities, temporary or permanent exclusion from the Club, referral to Police or the Office of the Children’s Guardian, or other disciplinary measures.
- Parents/spectators in breach may be asked to leave the venue immediately and/or banned for a period.

7. Related Policies (section e)

This Code should be read in conjunction with:

- Child Safe Policy (including Statement of Commitment)
- Complaint Management Policy
- Human Resources / Recruitment Policy
- Child Safe Risk Management Plan
- Baseball Australia's Safeguarding Children and Young People Policy and National Integrity Framework

All policies are available on the Club website or by request.

8. Review and Record Keeping (sections f and g)

This Code will be reviewed at least every 1–3 years, or earlier after any critical incident, complaint, legislative change or significant organisational change. Reviews will involve consultation with children, parents, members and the committee where appropriate. All previous versions of the Code will be stored securely and indefinitely by the Club Secretary/Child Safe Officer for reference in the event of non-recent allegations.

Acknowledgement Form (to be signed by all required adults) I have read, understood and agree to abide by the Stealers Baseball and Softball Club Inc Child Safe Code of Conduct. I understand my responsibilities and the consequences of any breach.

Name: _____

Role: _____

Signature: _____

Date: _____