



Hills Juniors

- GROUND OFFICIALS - - POLICY & PRACTICE -

Background

In 2007 The League created the Behavioural Standards Commission (BSC), an independent body with a mandate to examine the behaviour of participants within our sport and in our district. It delivered a final report in 2008, containing a section recommending the appointment of Ground Officials.

That recommendation was adopted in 2009 and is now mandatory

Policy & Procedure

The job of the Ground Official is documented in the Duty Statement on Page 3

The Codes of Conduct which s/he should enforce are available as follows:-

- The proposed Spectator's Code of Conduct is on Page 4
- Codes of Conduct already available from the website are:-
 - For Players, document A6 in the website Library,
 - For Team Officials, document A7 in the website Library, and
 - For Umpires, document A10 in the website Library.
- The processes for dealing with reportable incidents are contained within the Hills RuleBook (Rule 7), supported by the Hills Childsafe Policy (document A7 from the website Library), the Judiciary Procedure (document A1 from the website Library), and the CoC Hearing Procedure (document A23 from the website Library).

Home Clubs are responsible for appointing a Ground Official for all fixtures on all diamonds at a venue, and such appointment shall be from the time the ground is opened until it is closed {for Junior fixtures}.

Only one Ground Official per venue is required, not one per diamond.

- In the case of a fixture being played at a neutral venue (where that is the only game at that venue at that time), the parent club of the team listed in the draw as the Home Team shall be deemed the Home Club.
 - Should two or more clubs share responsibility as the Home Club at a particular venue on a particular day, and where none of them are the licensee of that ground (ie:- where all games are at a neutral venue) the "handover" from one Home Club to next is deemed to take place upon conclusion of the earlier game.
 - Where a venue has multiple diamonds in use at a particular time and where any of these is neutral to the teams involved and where at least one fixture

on one diamond involves the licensee of that ground, then that licensee is deemed to be the Home Club for the entire ground for that day.

The League will provide a coloured vest (or similar article of clothing) to each member club. Clubs with multiple licensed grounds will be provided with multiple vests. Each club will be billed for these vests at cost, with the expenditure eligible for the HJBA Co-Op programme. Replacements if required will be billed to clubs in the same manner.

Clubs are required to record the identity of their Ground Official(s) on duty at any time during game days, and to keep such records for one year after the conclusion of each summer season. An inexpensive diary kept in the canteen or clubhouse is suggested.

Clubs must print a copy of the Duty Statement at Page 3, and then display it where all potential Ground Officials can read it. Suggestion:- inside the canteen or similar.

The League will provide several all-weather signs containing the "Spectators' Code of Conduct" to each club at no initial cost:- at least three per venue plus one extra per diamond. Replacement signs will be billed at cost (budget = \$3 each) and are eligible for the Co-Op programme.

- The intention is that these signs will be displayed prominently on game-days such that no spectator can reasonably claim to have not seen one upon entering the ground.
- Clubs with venue-specific conditions of entry (eg:- a prohibition on smoking within the precinct) are expected to display such conditions in writing, separately to any signs provided by Hills Juniors.

Ground Officials are not expected to be "bouncers". At the first hint that a situation might become physical, we advise the Ground Official to withdraw, to verbally warn the protagonists once only, and then to call the police. There is no way we want to place any Ground Official in harm's way because of the actions of some {usually drunk} redneck.

Duty Statement – Ground Official

- While a game is underway, the Umpire is in charge of discipline. Your role is to support him/her only if the problem involves spectators or other non-participants.
- At all times while the ground is open but *without* a game in progress, you are in charge of the enforcement of all Codes of Conduct, especially spectator behaviour.
- Thoroughly understand your club's and the Hills Juniors':
 - Codes of conduct for parents, players, coaches and officials
 - Processes for dealing with sport rage incidents.
- Understand your club's and Hills Juniors' disciplinary procedures and penalties.
- Understand the difference between dealing with members (players, team staff & officials) and non-members (spectators and the general public).
- Be skilled and confident at resolving conflict and dealing with difficult people.
- Support and uphold the principles of fair play.
- Be visible at all times during game days.
- Use a formal incident recording and reporting process. If an incident needs to be reported, then
 - Collect as much evidence as possible, in any form, including pictures or video if possible. Ask for support from others who may have recorded the incident on their mobile phones or otherwise.
 - Identify the people involved. Consult with home or visiting team staff if needed.
 - Identify eye-witnesses and record their contact details.
 - Complete the Incident Report on Page 5 and submit it to the Competition Secretary.

Tips that might help ...

- **Rule #1:-** If the conflict turns physical, don't get involved at all. You are not expected to be a bouncer. Warn the offenders once and then call the police.
- If you see a situation getting out of hand (eg. tension growing on the sidelines), then act early before it reaches boiling point. Talk first to the team staff *{not* the spectators} and ask them to control their supporters. If there's a game underway, consult with the umpire before the situation escalates.
- Seek evidence and receive other people's comments without interruption. Speak pleasantly:- be aware of the tone of your voice and the type of language you use. Ask questions but never offer an opinion. Use non-aggressive body language and facial expressions (eg. don't point your finger, don't stand with your hands on your hips) when dealing with anyone involved:- whether they're from your club or not.
- Listen attentively and don't become emotionally involved. Be aware that the other person (whether a complainant or a defendant) is probably upset already. The longer they speak, the more upset they will become, so focus on getting the facts.
- Never ever allow those on both sides of the argument to speak to you at the same time. Separate them and talk to them independently.
- Be patient and stay calm no matter what others say or do.

Spectators' Code of Conduct

Welcome to the great game of baseball in all formats played by kids of all ages in the Hills District.

We're happy to have you as spectators, so long as you respect our values on behalf of those kids. The instant you step out of line, be prepared to be asked to leave the ground.

Here's what we expect ...

Respect the decisions of officials and teach young people to do the same.

Respect the rights, dignity and worth of all participants regardless of their ability, gender or cultural background. Refrain from making bullying, derogatory or demeaning remarks about anyone, child or adult.

Show respect for your team's opponents. Without them there would be no game

Show concern and caution towards anyone who may be sick or injured.

Be a positive role model and control your temper at all times.

Never ridicule or scold a young player for making a mistake. Positive comments are motivational.

Do not use violence, harassment or abuse in any form (ie:- do not use foul language at any time: nor sledge or harass players, coaches, officials or other spectators). Go further, and condemn the use of violence in any form, whether it is by other spectators, coaches, officials or players.

Comply with any specific conditions of entry to this venue, including bag inspections. Observe local prohibitions such as the use of alcohol or tobacco: bringing into the ground restricted items such as flares, missiles or fireworks: bringing into the ground any items which may be dangerous: bringing into the ground items (including banners, signs, flags etc) which are inappropriate or may be offensive to any person or group.

➤ **Such local restrictions are displayed separately to this notice.**

Incident Report from Ground Official {draft}

Note:-

This form may be printed and completed in writing, and then mailed or faxed to the Competition Secretary. Otherwise, it will be available in MS-Word {.doc format} which can be completed electronically and submitted to him by email at secretary@hillsbaseball.org.au

It is also acceptable to send an email which contains the complete details below, in any format.

Ground Official details ...

Name {Surname + First Name} _____

Club: _____ Date of report: _____

Phone (home): _____ (work): _____

Date of report: _____

Incident details (circle type of incident)

a. Breach of code of conduct	b. Safety/facility breach	c. Malicious damage
d. Property/equipment damage	e. Theft	f. Other

Location/Venue: _____ Time: _____

Give brief overview of incident: