

BASEBALL OSHAWA

BOARD OF DIRECTORS CODE OF CONDUCT

As board members of the Oshawa Legion Minor Baseball Association, we uphold over 75 years of tradition and a proud connection to the Oshawa Legion. This Code of Conduct guides us in making decisions that honour our mission and foster a positive, inclusive environment for players, coaches, umpires, and volunteers. Together, we shape the future of our organization, ensuring every action we take reflects our commitment to the success and well-being of all involved.

COMMITMENT TO MISSION AND VALUES

Board members must fully support and uphold the organization's mission, vision, and values. As ambassadors, they promote the organization's purpose and embody its principles in all interactions with the community, volunteers, and stakeholders.

TRANSPARENCY AND ACCOUNTABILITY

Board members are accountable for their actions and decisions. They will ensure that information is appropriately accessible to stakeholders, and participate in transparent decision-making processes that serve the organization's best interests. Board members should clearly communicate decisions and be open to feedback.

ETHICAL CONDUCT AND INTEGRITY

Board members must uphold honesty, integrity, and ethics, responsibly protecting the organization's reputation in all public and private actions.

CONFLICT OF INTEREST

Board members must avoid conflicts of interest and disclose any personal, financial, or professional interests that could affect their duties. They should recuse themselves from discussions or votes where a conflict exists to ensure decisions serve the organization's best interests.

CONFIDENTIALITY

Board members must keep confidential board-acquired information private, using it only for its intended purpose. They should protect sensitive details about the organization, sponsors, and volunteers, and avoid casual or public disclosures.

ATTENDANCE AND PREPARATION

Board members must prioritize attendance at meetings and actively contribute to discussions. They should arrive prepared, having read all relevant and timely-provided background material.

PROFESSIONALISM AND RESPECT IN MEETINGS

Board members should maintain professionalism in meetings by listening respectfully, avoiding interruptions, and handling disagreements constructively. Board members should provide encouragement, constructive feedback, and assistance to each other, working collaboratively to achieve the organization's goals.

POSITIVE REPRESENTATION OF THE ORGANIZATION

Board members represent the organization at all times, both internally and externally. They must uphold a positive image of the organization, advocate for its values, and engage with stakeholders in ways that reflect the organization's reputation and goals.

COLLABORATIVE DECISION-MAKING

Board members should promote collaboration and consensus, respect differing viewpoints and encourage contributions to reflect the board's collective wisdom and the organization's diverse needs.

DIVERSITY, EQUITY, AND INCLUSION

Board members must foster an inclusive environment, respect diversity, champion policies that promote equity and fair treatment, and eliminate biases in practices, programs, and interactions.

WHISTLEBLOWER PROTECTION

Board members must support a transparent reporting environment, ensuring individuals can report unethical behaviour or legal violations without fear of retaliation. They should encourage the use of this policy to uphold organizational integrity.

Last Updated: November 11, 2024