

BASEBALL OSHAWA

COMMITTEE MEMBER CODE OF CONDUCT

As committee members of Baseball Oshawa, we uphold over 75 years of tradition and a proud connection to the Oshawa Legion. This Code of Conduct guides us in supporting the board's mission, fostering a positive, inclusive environment for players, coaches, umpires, and volunteers. Together, we support the board by conducting groundwork and developing recommendations that help shape the future of our organization.

COMMITMENT TO MISSION AND VALUES

Committee members must support the organization's mission, vision, and values, promoting its purpose and principles in all interactions. They have no decision-making authority beyond that outlined for committee chairs by the board.

TRANSPARENCY AND ACCOUNTABILITY

Committee members are accountable for their actions, reporting progress transparently and professionally. Committee chairs attending board meetings must report on committee progress and only provide feedback on other matters when specifically requested.

ETHICAL CONDUCT AND INTEGRITY

Committee members must uphold honesty, integrity, and ethics, protecting the organization's reputation and aligning their work with its mission.

CONFLICT OF INTEREST

Committee members must avoid conflicts of interest, disclose relevant interests, and recuse themselves from discussions where conflicts exist.

CONFIDENTIALITY

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

ATTENDANCE AND PREPARATION

Committee members must attend meetings, prepare by reviewing materials, and fulfill responsibilities promptly. Committee chairs must submit reports in advance according to board timelines and present them at board meetings when invited.

PROFESSIONALISM AND RESPECT IN MEETINGS

Committee members must act professionally, listen respectfully, handle disagreements constructively, and collaborate to achieve goals. They must respect the authority of the committee chair during meetings and the board during board meetings. Committee chairs must communicate committee progress clearly and seek board clarification when needed.

POSITIVE REPRESENTATION OF THE ORGANIZATION

Committee members represent the organization at all times and must uphold its positive image, values, and reputation.

COLLABORATIVE DECISION-MAKING

Committee members should promote collaboration, respect differing viewpoints, and ensure recommendations align with organizational priorities.

DIVERSITY, EQUITY, AND INCLUSION

Committee members must foster an inclusive environment, respect diversity, champion policies that promote equity and fair treatment, and eliminate biases in practices, programs, and interactions. Committee members must ensure that draft policies and procedures developed by the committee reflect these principles.

WHISTLEBLOWER PROTECTION

Committee members must support transparent reporting and escalate concerns about unethical behavior to the committee chair, board president, or the organization's confidential email without fear of retaliation.

Last Updated: November 20, 2024