BC Amateur Baseball Association

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Reporting Safe Sport Concerns

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(1.0) Introduction

Baseball BC believes in fostering a safe, welcoming, and inclusive environment for participants. When individuals have concerns about compliance with Baseball BC safe sport policies, a variety of reporting options are available to them. The purpose of this policy is to explain Baseball BC's reporting, investigation, and discipline procedures related to safe sport concerns or complaints.

(2.0) Reporting of Concerns

Individuals may report safe sport concerns to Baseball BC by submitting a written complaint to the president or chief executive officer of Baseball BC.

When another individual (Director, Staff, etc.) at Baseball BC receives a Safe Sport complaint, they shall immediately forward such complaint to the Executive Director (or designate). Such a complaint will be processed when received by the president or chief executive officer.

Generally, verbal complaints will not be processed. However, should the president or chief executive officer become aware of alleged conduct that meets the definition of section 4.1 of this policy, the President or chief executive officer will advise the independent third party.

(3.0) Jurisdiction

When a concern or complaint is reported per section 2.0 of this policy, the Chief executive officer (or designate) will first determine jurisdiction. If the alleged conduct occurred at any event or activity directly sanctioned or organized by Baseball BC, the Chief executive officer (or designate) shall follow the Section 4.0 of this policy to determine the investigative pathway for the complaint. Such Baseball BC events and activities include but are not limited to camps, high-performance programming, Summer Games, female grass roots programming, and championships.

When the alleged conduct occurred at a baseball activity that was not directly sanctioned or organized by Baseball BC, the complaint will be forwarded to the applicable Baseball BC member organization who will assume jurisdiction unless the offense meets the definition of being classified as very serious in which case, Baseball BC may retain jurisdiction and forward the complaint to ITP.

Baseball BC member organizations may request Baseball BC assume jurisdiction over a Safe Sport complaint, per Section 2.0 of the Baseball BC Discipline Policy.

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(4.0) Investigative Pathway

When it is determined, per Section 3.0 of this policy, that Baseball BC will assume jurisdiction over a Safe Sport complaint, the Chief executive officer (or designate) must determine the investigative pathway.

(4.1) Very Serious Conduct

Baseball BC shall assume jurisdiction of all very serious disciplinary cases that occur during baseball activities associated with the programming of Baseball BC members.

Such very serious discipline cases may be managed by an independent third-party, at the direction of Baseball BC. Baseball BC's discipline policies and not our members' policies, will be used when managing these cases.

Very serious discipline cases shall include:

- Physical, verbal, or emotional abuse towards a minor (as defined by BC law)
- Sexual offenses
- Racism & Discrimination
- Homophobic comments directed at another person
- Specific threats of violence
- Physical violence
  (does not include game related incidents between players unless deemed to be extreme)
- Any other conduct deemed to be very serious

Complaints involving very serious infractions may be made directly to Baseball BC.

When a Baseball BC member becomes aware of an allegation that a very serious incident has occurred, as defined in the examples above, the member must immediately advise the Baseball BC discipline committee chair or CEO and provide all relevant information.

When there is doubt about whether an allegation meets the definition of a very serious incident, the case will be reviewed by discipline committee chair and CEO of Baseball BC. Should either individual determine that incident should be classified as very serious, Baseball BC will assume jurisdiction.

Appeals of cases sent to ITP will be heard through the ITP appeal process.

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(4.2) Other Conduct

When the Chief executive officer (or designate) determines that the complaint alleges conduct that would not be classified as very serious, the complaint shall be forwarded to the Baseball BC Discipline Committee for their action.

(5.0) Duty to Report

When the president, chief executive officer, or discipline committee chair may have reason to believe that a criminal offence may have occurred, they shall contact the local police or RCMP. This duty applies, regardless of whether Baseball BC assumes jurisdiction over a case.