



NHSA ZERO TOLERANCE POLICY

OVERVIEW

1. North Harbour Softball Association (NHSA) recognises the importance of providing a safe and enjoyable environment for all those who participate in softball in our region. NHSA does not tolerate abuse in any of its forms, and has adopted this policy to clearly outline the processes and penalties to be applied.
2. This policy is to be read and applied, where applicable, in conjunction with the NHSA and Softball New Zealand (SNZ) Codes of Conduct, NHSA Constitution, Rules & By-Laws and Disciplinary Rules

OBJECTIVE

3. The objectives of this policy are to:
 - a. Remove personal abuse and unsportsmanlike behaviour from all aspects of the game of softball in NHSA competition.
 - b. Protect all participants from exposure to such behaviour.

POLICY

4. A registered participant in organised softball or any spectator will not indulge in any unsportsmanlike behaviour towards other participants, spectators or officials involved in a recognised softball activity including organised training and will adhere to the relevant Code of Conduct/Ethics and Member Protection Policy.
5. Unsportsmanlike behaviour will include, but not be limited to:
 - a. Verbal abuse or threats
 - b. Physical abuse and/or assault
 - c. Discrimination
 - d. Harassment
 - e. Making derogatory statements or gestures
 - f. Cheating
 - g. Visible dissention of a decision of an umpire or official in an unsportsmanlike manner
 - h. Equipment Abuse

WHO DOES THIS POLICY APPLY TO?

6. This policy applies to:
 - a. Administrators of softball in North Harbour at National, Regional Association and Club level, be they employed or a volunteer
 - b. Players in activities and events held by or under the auspices or control of NHSA or Affiliates.
 - c. Coaches of teams and players in activities and events held by or under the auspices or control of NHSA or Affiliates.
 - d. Umpires of games in activities and events held by or under the auspices or control of NHSA or Affiliates.

- e. Managers of teams participating in activities and events held by or under the auspices or control of NHSA or Affiliates.
- f. Scorers and statisticians of games in activities and events held by or under the auspices or control of NHSA or Affiliates.
- g. Registered participants when involved as a spectator of games in activities and events held by or under the auspices or control of NHSA or Affiliates.
- h. Spectators of games in activities and events held by or under the auspices or control of NHSA or Affiliates.

NOTE: Unsportsmanlike behaviour applies to both the instigation of and response to any incident.

PROCESS

7. On Field (The Game) Incidents

Team Members (Players & Officials)

The incident is to be reported in writing to NHSA through the Operations Manager using the *NHSA Umpires Report of Game Incident Form* (in the case of an umpire) and the *NHSA Complaint Form* (in the case of players and other officials) and lodged by Midday on the first working day following the incident. Reference should be made to the NHSA Rules and By-Laws. Guidance may be found in the NHSA Disciplinary Rules.

8. Off Field (Non-Game) Incidents

Registered Participant, Parents and Spectators

Any person witnessing any unsportsmanlike acts or possible breaches of codes of conduct by any registered participant may report the incident to the Operations Manager. Such report should be lodged on a *NHSA Complaint Form* and lodged by Midday on the first working day following the incident.

9. Harassment/Discrimination Incidents

A person who is aggrieved by the actions of another person in terms of harassment or discrimination may lodge a complaint to NHSA through the Operations Manager Using the *NHSA Complaints Form*.

DISPUTING AN UMPIRE'S DECISION

- 10. Disputing an umpire's decision is not permitted in any circumstance where the decision is a question of judgment. Questions of interpretation should be quickly resolved or a protest entered. Protracted haggling about interpretation is not permitted. Notwithstanding that questioning a decision based on interpretation of rules is subject to appeal conditions. In practice, the umpires judgment may not be questioned (including strike zone) however if they have erred through a lack of understanding of the rules (e.g. infield fly, dropped 3rd strike, etc) then this is allowed as an appeal not a dispute.