

A photograph of a baseball coach in a dark blue jacket and cap with an orange "S" on it, talking to several young players on a baseball field. The players are wearing dark blue jerseys with orange numbers and helmets. The background shows a chain-link fence and some trees under a clear sky.

SEAWAY SURGE

***2022
COMPETITIVE TEAM COACH
CODE OF CONDUCT
and
COACHING EXPECTATIONS***

Seaway Surge Baseball Club Inc.

Competitive Team Coach - Code of Conduct

Last Revised: 23 August 2021

Coaching with the Seaway Surge can be a demanding yet satisfying endeavour. Our coaches are expected to meet certain obligations including complying with Baseball Canada/Ontario policies, the National Coaches Certification Code of Conduct (2016) and this Seaway Surge Baseball Club Code of Conduct.

Coaches must be aware that they are expected to model behaviour appropriate for their role as a representative of the Seaway Surge Baseball Club. This document outlines the conduct expected of our coaches and the Disciplinary Procedures that individuals are subject to if there is a complaint about a coach's conduct.

Application of the Code of Conduct

The Code of Conduct applies to coaches' conduct during Seaway Surge related business, coaching activities, and events including, but not limited to, competitions, tournaments, games, matches, practices, tryouts, training camps, and travel associated with coaching.

The Code of Conduct also applies to Individuals' conduct outside of Seaway Surge related business, coaching activities, and events when such conduct adversely affects relationships with other Individuals or athletes, or when it is detrimental to the image and reputation of the Seaway Surge.

NCCP Code of Ethics

Seaway Surge coaches agree to follow the National Coaches Certification Program (NCCP) Code of Ethics (2016), which describes five *Ethical Principles* and the corresponding *Standards of Behaviour* expected of coaches.

Principle Standards of Behaviour expected of coaches:

Physical safety and health of athletes

- Ensure that training or competition site is safe at all times
- Be prepared to act quickly and appropriately in case of emergency
- Avoid placing athletes in situations presenting unnecessary risk or that are beyond their level
- Strive to preserve the present and future health and well-being of athletes

Coaching responsibly

- Make wise use of the authority of the position and make decisions in the interest of athletes
- Foster self-esteem among athletes
- Avoid deriving personal advantage for a situation or decision
- Know one's limitations in terms of knowledge and skills when making decisions, giving instructions or taking action
- Honour commitments, word given, and agreed objectives
- Maintain confidentiality and privacy of personal information and use it appropriately

Integrity in relations with others

- Avoid situations that may affect objectivity or impartiality of coaching duties
- Abstain from all behaviours considered to be harassment or inappropriate relations with an athlete
- Always ensure decisions are taken equitably

Respect

- Ensure that everyone is treated equally, regardless of age, ancestry, colour, race, citizenship, ethnic origin, place of origin, language, creed, religion, athletic potential, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation
- Preserve the dignity of each person in interacting with others
- Respect the principles, rules, and policies in force

Honouring sport

- Strictly observe and ensure observance of all regulations
- Aim to compete fairly
- Maintain dignity in all circumstances and exercise self-control
- Respect officials and accept their decisions without questioning their integrity

Coaches who do not follow the NCCP Code of Ethics may have violated the Seaway Surge's Code of Conduct and may be subject to sanction under the terms of this document.

Baseball Canada Code of Conduct

Baseball Canada is committed to delivering its mission professionally and ethically and is guided by the values of integrity, trust, fair play, respect for others and sportsmanship.

Participants are encouraged and expected to:

- show positive acts of sportsmanship, discouraging all instances of foul or illegal play, or acts of violence, both during and after competitions and training.
- demonstrate the greatest levels of respect, protecting the rights, dignity and worth of every person regardless of their gender, ability/disability, sexual orientation, age, race, national or ethnic origin, colour, or religion;
- participants are to refrain from any behaviour that constitutes harassment, where harassment is defined as improper conduct by an individual during a Baseball Canada sponsored event or business activity and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable act(s), comment(s), or display(s) that demean, belittle or cause personal humiliation or embarrassment, and any act of intimidation or threat.
- Participants are to refrain from behaviour that constitutes sexual harassment, where sexual harassment is defined to include such activities as, unwelcome sexual comments and advances, requests for sexual favours, or conduct of a sexual nature.
- Participants shall not have sexual relations, or sexual intimacy of any description, with any other participant he/she has access to in the 2 sport environment if the participant is under the age of 18 years of age. If the participant is 18 years of age or older and if there exists a significant imbalance of power with respect to the relationship between the participants which could reasonably jeopardize effective decision making given the existence or nature of the sexual relations or sexual intimacy, a written disclosure is required to enable assessment and appropriate action.

- use social media responsibly, and understand that cyber-bullying, which includes negative or demeaning comments, status posts, personal messages or emails, is deemed as a serious form of harassment.
- lead by positive example, and condemn the use of recreational and performance enhancing drugs and doping practices; their use endangers the health of players and is contrary to the concept of fair competition.
- demonstrate integrity in all matters involving the sport by behaving with honesty and transparency.
- resolve any potential conflict of interest situation:
 - (i) a conflict of interest situation is a situation where a personal or financial interest of a participant could conflict with or be reasonably seen to conflict with the best interests of Baseball Canada.
 - (ii) To avoid conflict of interests, participants:
 - a. May not have direct or indirect interests of any nature that is in conflict with the discharge of their duties;
 - b. Shall not accept or solicit any personal gift, favour, or service that might influence the participant in discharging his/her duties;
 - c. Shall not disclose confidential information acquired conducting business for Baseball Canada for personal gain or benefit;
 - d. Shall not transact any business in his/her official capacity with any business of which the participant is an officer, agent or member in which he/she owns a substantial interest;
 - e. Must disclose potential conflicts of interest as soon as possible after they realize conflict may have arisen. Should the Board of Directors accept a conflict and, as required, appropriate mitigation, records will be held on file for the appropriate timeframe.
 - f. respect and protect confidential information acquired in the conduct of his/her role by safeguarding it when it is in use, storing it properly, and discussing it only with those who have legitimate business with Baseball Canada and have a need to know.

Coaches who do not follow the Baseball Canada Code of Conduct may have violated the Seaway Surge's Code of Conduct and may be subject to sanction under the terms of this document.

Seaway Surge Code of Conduct

Responsibilities

Coaches have the following responsibilities:

Maintain and enhance the dignity and self-esteem of athletes and other Individuals by:

- a) Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex and sexual orientation
- b) Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members
- c) Consistently demonstrating a spirit of sportsmanship, sport leadership, and ethical conduct
- d) Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
- e) Consistently treating individuals fairly and reasonably
- f) Ensuring adherence to the rules of the sport and the spirit of those rules

Harassment

Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious.

Types of behaviour that constitute harassment include, but are not limited to:

- a) Written or verbal abuse, threats, or outbursts
- b) The display of visual material which is offensive or which one ought to know is offensive in the circumstances
- c) Unwelcome remarks, jokes, comments, innuendo, or taunts
- d) Leering or other suggestive or obscene gestures
- e) Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
- f) Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
- g) Any form of hazing where hazing is defined as "Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior teammate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate based on class, number of years on the team, or athletic ability."
- h) Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
- i) Unwelcome sexual flirtations, advances, requests, or invitations
- j) Physical or sexual assault
- k) Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
- l) Retaliation or threats of retaliation against an individual who reports harassment to the Seaway Surge Baseball Club.

Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature.

Types of behaviour that constitute sexual harassment include, but are not limited to:

- a) Sexist jokes
- b) Display of sexually offensive material
- c) Sexually degrading words used to describe a person
- d) Inquiries or comments about a person's sex life
- e) Unwelcome sexual flirtations, advances, or propositions
- f) Persistent unwanted contact

Doping and Drug Use

Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, the Seaway Surge adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program will be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction, pursuant to the Disciplinary Procedures.

The Seaway Surge will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program imposed by any other sport organization.

Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian AntiDoping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES).

Inappropriate Behaviour

Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.

Avoid consuming alcohol in situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations at sanctioned events.

Respect the property of others and not wilfully cause damage.

Adhere to all federal, provincial, municipal and host country laws.

Athlete Safety

Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes.

Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes.

Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments.

Athlete Development

Support the coaching staff of a training camp, provincial/territorial team, or national team; should an athlete qualify for participation with one of these programs.

Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete.

Act in the best interest of the athlete's development as a whole person.

Respect coaches.

Respect athletes playing with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes.

Athlete Protection

Self-report any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance.

Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco.

Not engage in a sexual relationship with an athlete under 18 years old or an intimate or sexual relationship with an athlete over the age of 18 if the individual is in a position of power, trust, or authority over the athlete.

Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.

Disciplinary Procedures

The Disciplinary Procedures apply to a coach's conduct during Seaway Surge related business, coaching activities, and events including, but not limited to, competitions, tournaments, games, matches, practices, tryouts, training camps, and travel associated with coaching.

This Procedure does not prevent discipline from being applied, during a competition or event, according to specific procedures in place for the particular event.

Individuals may also be subject to the disciplinary rules and processes of other associations, clubs, or organizations. The Seaway Surge will respect decisions made by those bodies.

Reporting a Complaint

Any member of the public, including but not limited to parents, athletes, club or organization representatives, coaches, or representatives of the Seaway Surge may report any complaint. Complaints about coaches should be submitted to the Chief Executive Officer (CEO) of the Seaway Surge. The CEO will act as an Administrator to receive the complaint, or appoint a designate.

Complaints must be in writing and signed, and must be filed within fourteen (14) days of the alleged incident. Anonymous complaints may be accepted at the sole discretion of the Administrator.

Complaints that are submitted about a coach, who is also a committee member, volunteer, or Director or Officer of the Seaway Surge, will be addressed by the CEO of the Seaway Surge and Chair of the National Capital Baseball Association (NCOBA) (or designate(s)), working together, to determine how the complaint will be administered.

A complainant wishing to file a complaint outside of the fourteen (14) day period must provide a written statement giving reasons for an exemption to this limitation. The decision to accept, or not accept, the complaint outside of the fourteen (14) day period will be at the sole discretion of the Administrator. This decision may not be appealed.

Mediation

Before any complaint proceeds to the formal stage, the matter will first be reviewed by the Administrator, with the objective of resolving the dispute informally or with the assistance of a mediator.

Complaints or disputes that are resolved informally or by means of mediation may not be appealed or subsequently re-submitted as a complaint under these Disciplinary Procedures.

Complaint Administration

Should the efforts of the Administrator or any mediator not resolve the dispute, the Administrator will act as Case Manager to oversee management and administration of a complaint submitted in accordance with this Procedure. If the Administrator is unable to serve as Case Manager for reason of lack of neutrality or other conflict, then the Administrator will appoint an independent Case Manager.

The Administrator will also have the discretion to appoint an independent Case Manager if the complaint is complex and, in his or her opinion, is best administered by someone having experience and specific skills in the management of disciplinary hearings.

The Case Manager has an overall responsibility to ensure procedural fairness is respected at all times, and to implement this Policy in a timely manner. More specifically, the Case Manager has a responsibility to:

- a) Determine whether the complaint is frivolous or vexatious, and within the jurisdiction of this Procedure. If the Case Manager determines the complaint is frivolous or vexatious or outside the jurisdiction of this Procedure, the complaint will be dismissed immediately. The Case Manager's decision to accept or dismiss the complaint may not be appealed
- b) Identify the Parties to the complaint, which may include the complainant
- c) Coordinate all administrative aspects of the complaint
- d) Provide administrative assistance and logistical support as required
- e) Provide any other service or support that may be necessary to ensure a fair and timely proceeding.

Jurisdiction

This Procedure does not prevent an appropriate person having authority from taking immediate, informal or corrective action in response to behaviour that constitutes an infraction. Further sanctions may be applied in accordance with the procedures set out in this Procedure.

This procedure does not take precedence over any dispute resolution procedure contained within a contract, employee agreement, or other formal written agreement.

Any infractions or complaints occurring within competition will be dealt with by the procedures specific to the competition, if applicable. In such situations, disciplinary sanctions will be for the duration of the competition, training, activity or event only. Further sanctions may be applied but only after review of the matter in accordance with the procedures set out in this document.

Suspension

The Case Manager may determine that an alleged incident is of such seriousness as to warrant immediate suspension of an Individual pending a hearing and a decision.

Hearing Procedure

The Case Manager will notify the Parties that the complaint is legitimate and the incident will go to a hearing. The Case Manager will then decide the procedure, format and timelines under which the complaint will be heard. This decision is at the sole discretion of the Case Manager and may not be appealed.

If the Respondent acknowledges the facts of the incident, he or she may waive the hearing. The Seaway Surge may still hold a hearing for the purpose of determining an appropriate sanction.

If the Respondent chooses not to participate in the hearing, the hearing will proceed in any event.

As determined by the Case Manager, the hearing may involve an oral in-person hearing, an oral hearing by telephone, a hearing based on a review of documentary evidence submitted in advance of the hearing, or a combination of these methods. The hearing will be governed by the procedures that the Case Manager deems appropriate in the circumstances, provided that:

- a) The Parties will be given appropriate notice of the day, time, and place of the hearing
- b) Copies of any written documents which the Parties wish to have considered will be provided to all Parties in advance of the hearing
- c) The Parties may be accompanied by a representative, advisor, or legal counsel at their own expense.
- D) The Seaway Surge may request that any other individual, including the complainant, participate and give evidence at the hearing
- e) The Seaway Surge may allow as evidence at the hearing any oral evidence and document or thing relevant to the subject matter of the complaint, but may exclude such evidence that is unduly repetitious and will place such weight on the evidence as it deems appropriate
- f) If the hearing is made up of three persons, the decision will be by a majority vote

In fulfilling their duties, the Case Manager and the Tribunal may obtain independent advice.

Decision

After hearing the matter, the Seaway Surge will determine whether an infraction has occurred and, if so, the sanctions to be imposed. Within fourteen (14) days of the hearing's conclusion, the written decision, with reasons, will be distributed to all Parties. In extraordinary circumstances, the Seaway Surge may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued before the end of the fourteen (14) day period.

Sanctions

The Seaway Surge may apply the following disciplinary sanctions, singularly or in combination:

- a) Verbal or written reprimand
- b) Verbal or written apology
- c) Further education, training, or counselling
- d) Service or other voluntary contribution to the Seaway Surge
- e) Removal of certain privileges for a designated period of time
- f) Suspension from certain competitions, activities, or events
- g) Suspension or expulsion from the Seaway Surge
- h) Fines
- i) Payment of the cost of repairs for property damage
- j) Any other sanction considered appropriate for the offense

Unless the hearing decides otherwise, any disciplinary sanctions will begin immediately. Failure to comply with a sanction as determined by the hearing will result in automatic suspension until such time as compliance occurs.

Infractions that result in discipline will be recorded and records will be maintained by the Seaway Surge.

Criminal Convictions

An Individual's conviction for any of the following Criminal Code offenses will be deemed an infraction and will result in expulsion from the Seaway Surge:

- a) Any child pornography offences
- b) Any sexual offences
- c) Any offence of physical or psychological violence
- d) Any offence of assault
- e) Any offence involving trafficking of illegal drugs

Confidentiality

The complaints and discipline process is confidential and involves only the Parties, the Case Manager, members of the hearing, and any independent advisors to the hearing. Once initiated and until a decision is released, none of the Parties will disclose confidential information relating to the discipline or complaint to any person not involved in the proceedings.

Timelines

If the circumstances of the complaint are such that adhering to the timelines outlined by this Procedure will not allow a timely resolution to the complaint, the Seaway Surge may direct that these timelines be revised.

Records and Distribution of Decisions

Infractions that result in discipline will be recorded and maintained by the Seaway Surge and provided, at the Surge's discretion, to the Canadian Association of Coaches (CAC) for inclusion in the national registry of coaches.

The National Capital Ontario Baseball Association (NCOBA), Baseball Ontario and/or Baseball Canada may be advised of any decisions rendered under this Procedure.

Decisions are matters of public interest and will be publicly available with the names of the Parties redacted. Names of Individuals disciplined may be disclosed to the extent necessary to give effect to any sanction imposed.

COACHING EXPECTATIONS

Last revised: 23 August 2021

The best coaches join the Seaway Surge because they love baseball and working with our players. Besides being strongly committed to the sport and success, the best coaches display a clear commitment to looking out for the best interest of our players. Coaching in many ways is a 24/7, 365-days-a-year commitment as top coaches live and sleep the art of coaching. With that in mind, what follows is an outline of what we expect from our competitive ball coaches:

Seasons

- 1. Off Season: NOV-DEC-JAN
- 2. Spring Training (indoors): FEB-MAR-APR 1-2 Days per Week
- 3. Summer Season: MAY-JUN-JULY-AUG 3-4 Days per Week
- 4. Fall Ball Season (optional): SEP-OCT 2-3 Days per Week

Example of a Summer Season Schedule for a Typical Month:

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4 10:00 AM - 12:30 PM 📌 Exhibition Game vs Bytown MORRISBURG - Diamond #2	5 6:00 PM (Arrive at 5:00 PM) 📌 vs. Kanata Cubs Kanata - Lower Kinsmen W 4-2	6 6:00 PM - 8:00 PM 📌 Practice MORRISBURG - Diamond #2	7	8 6:00 PM - 8:00 PM 📌 Practice MORRISBURG - Diamond #2	9	10
11 10:00 AM (Arrive at 9:00 AM) 📌 vs. Bytown Dodgers MORRISBURG - Diamond #2 W 13-2 12:30 PM 📌 vs. Bytown Dodgers MORRISBURG - Diamond #2 W 8-5	12	13 6:00 PM - 8:00 PM 📌 Practice MORRISBURG - Diamond #2	14	15 7:30 PM 📌 vs. Capital City Reds RCGT Park L 10-11	16	17
18 10:00 AM 📌 vs. Kanata Cubs MORRISBURG - Diamond #1 W 9-8 12:30 PM 📌 vs. Kanata Cubs MORRISBURG - Diamond #2 W 12-4	19 6:00 PM 📌 vs. Bytown Dodgers McCarthy W 9-3	20	21 7:00 PM 📌 vs. Gatineau AA WINCHESTER - Morgan Field L 5-7	22 6:00 PM - 8:00 PM 📌 Practice MORRISBURG - Diamond #2	23 Wyatt Last's Birthday 6:00 PM 📌 vs. Bytown 14u Ottawa - RCGT Park (Ottawa Stadium) W 5-3	24
25 11:00 AM 📌 vs. Seaway Surge Minor Bantam KEMPTVILLE - South Gower #3 W 8-3 1:30 PM 📌 vs. Seaway Surge Minor Bantam KEMPTVILLE - South Gower #3 W 7-4	26 6:00 PM 📌 vs. Kanata Cubs Kanata - Lower Kinsmen W 13-7	27	28	29 6:00 PM 📌 Practice MORRISBURG - Diamond #2	30 6:00 PM 📌 vs. Bytown 14u Metcalfe - McKendry Park W 9-1	31

5. See Appendix 1 for Season Schedule Example.

Games – Regular Season & Playoffs

1. Participate in the NCOBA Game Schedule, 20-24 games.
2. Participate in the NCOBA Playoff Schedule.
3. Games can be scheduled as Single Games or Double Hitters.

Games – Playdowns & Provincials

1. Participate in the OBA Playdowns within NCOBA.
2. Participate in Provincials, if Qualified, Min of Friday & Saturday of Labour Day Weekend.
3. For Non-Participation Team is Fined \$500.00
4. See Appendix 2 for Classification Example.

Games – Tournaments

1. Participate in minimum of 3 Tournaments.
 - a. Host Tournament in Seaway Shootout
 - b. Away Tournament in NCOBA or Quebec or USA
 - c. Away Tournament in OBA.
2. Volunteer at one nonplaying Seaway Tournament (Friday and Saturday)
 - a. A Couple People all Day both Days or A Group of People for a few Hours.

Games – Opponents

1. When playing in Ontario and playing an Ontario Team, they must be in OBA.
 - a. Seek approval from President for any non-league games, when playing in Ontario.
2. When playing outside of Ontario, you may play any opponent.
 - a. Travel Permits are required for games outside of Ontario, seek documentation from Registrar.

Activity Lengths

1. Practices
 - a. 90mins to 120mins
2. Games
 - a. Described by the Rules of NCOBA
 - b. Arrive 45mins to 60mins before

Team Structure

1. Minimum and Maximum Players per Team.
 - a. 8u 12-14 Players
 - b. 9u 12-14 Players
 - c. 10u 12-13 Players
 - d. 11u 12-13 Players
 - e. 12u 12-13 Players
 - f. 13u 12-13 Players
 - g. 14u 12-14 Players
 - h. 15u 12-14 Players
 - i. 16u 13-15 Players
 - j. 18u 13-15 Players
 - k. 22u 13-15 Players

2. Approved Rosters are Required:
 - a. Coach Qualifications by 31 May
 - b. Team Approval by 30 June

Coaches

1. Must Follow all Baseball Ontario, NCCP, NCOBA and Seaway Surge Code of Conducts.
2. Must Complete Vulnerable Sector Police Check and show results, renew every 3yrs.
3. Must Complete all NCCP Coach Training for your coach position at your playing level.
4. Must be Approved by the Coach Selection Committee.
5. Must be at all Team Activities, regardless of player attendance.
6. Must Follow all OBA / NCOBA Playing Rules.
7. Must Attend 3 Coach Meetings during the Seasons.
8. Must ensure Playing Time is Fair, not Equal.
9. Must be in uniform for games, coaches will be supplied a full uniform.
10. Must Attend Season Banquet, and Present Season Recap.
11. Must Select the Following: (Co-winners Allowed)
 - a. Select Top Hitter
 - b. Select Top Pitcher (Except 8u or 9u)
 - c. Select Coach Award
12. Must Work with Umpire Scheduler and Diamond Scheduler.

Team Manager / Coach

1. Games must have a Scorekeeper.
2. Games must have a Pitch Counter.
3. 3 Stats must be Entered into TeamSnap.
 - a. Attendance
 - b. Plate Appearance
 - c. Defensive innings Played

Equipment

1. Each Team will receive an Equipment Bag for the Season.
2. Players must have their own Helmets and Bats.
3. At 14u and above Catchers must have their own Catching Equipment.

Uniforms

1. Must Purchase the Minimum Requirements:
 - a. Bat (12u and up)
 - b. Helmet
 - c. Cap
 - d. Orange Jersey
 - e. Blue T-Shirt
 - f. Pants
 - g. Belts

h. Socks

Fees

1. Fees are based on the following Players per Team.
 - a. 8u 13 Players
 - b. 9u 13 Players
 - c. 10u 12 Players
 - d. 11u 12 Players
 - e. 12u 12 Players
 - f. 13u 12 Players
 - g. 14u 13 Players
 - h. 15u 13 Players
 - i. 16u 14 Players
 - j. 18u 14 Players
 - k. 22u 14 Players
2. Fees pay for:
 - a. Individual Activities for each Individual Team.
 - b. Club Fees for the Seaway Surge to Operate.
3. See Appendix 3 for Budget Example.