



BC Amateur Baseball Association

#310 – 15225 104th Avenue, Surrey, BC V3R 6Y8

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Reporting Safe Sport Concerns

(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.

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

When the Chief executive officer (or designate) determines that the complaint alleges very serious conduct has occurred, the complaint shall be forwarded to the independent third party who will conduct the investigation and discipline process. Examples of very serious conduct include without limitation:

- Maltreatment of a minor
- Criminal offenses
- Harassment
- Discrimination
- Sexual offenses
- Intimidation
- Threats of violence

When there is doubt, the case will generally be forwarded to the independent third party for review.

When there is alleged misconduct on the part of adult towards a minor, a lower threshold shall be applied, and the investigation is more likely to be forwarded to the independent third party.

The Chief executive officer (or designate) is required to contact the Independent Third Party when informed of any very serious conduct, regardless of whether the complaint is made formally in writing, or informally by another means. The Chief executive officer (or designate) need only have knowledge of the incident, regardless of whether that knowledge is obtained from the victim or another party. It is not the role of the Chief executive officer (or designate) to substantiate the complaint.

The Independent Third Party may decide to refer an investigation back to the Baseball BC Discipline Committee.



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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 assume jurisdiction over a case.