Policies of the Etobicoke Baseball Association As Adopted November 2022


# Confidentiality

Executive Committee members may, from time to time, handle sensitive and/or otherwise confidential information. The Etobicoke Baseball Association (“EBA”) requires all Executive Committee members to handle sensitive personal information and all otherwise confidential information in a confidential and appropriate manner. It is understood that Executive Committee members may become aware of confidential information through the course of their service. Executive Committee members agree that if confidential information is not effectively protected, the operations of the EBA may be threatened.

Executive Committee members are required to keep all confidential information confidential both during and after their term. These practices have been adopted as they have been deemed essential to the protection of EBA.

Any information that is freely in the public domain may not be considered "confidential". In the event that an Executive Committee member can prove that information was possessed before it was received from the EBA, or that information was gained from an unrelated third party, said information will not be classified as "confidential".

Executive Committee members shall not divulge, disclose, provide or disseminate confidential information to any third party, including family members, unless specifically authorized by the Executive Committee. Furthermore, confidential information shall not be used for any purpose other than its reasonable use in the normal performance of duties for EBA.

Upon the end of an Executive Committee member’s term of service, such Executive Committee member shall promptly return (without duplicating or summarizing) or securely destroy, any and all confidential information in his/her possession.

Any violation of this Confidentiality Policy should be referred to the President (or, if the President is the member of the Executive Committee alleged to have violated this Confidentiality Policy, the Vice-President), who shall convene a Discipline Committee hearing in respect of such alleged violation.


# Conflict of Interest

Officers may encounter a Conflict of Interest and the Etobicoke Baseball Association (“EBA”) acknowledges that a Conflict of Interest may not always be able to be avoided. A Conflict of Interest must, however, be identified and appropriately managed to ensure the EBA, its Executive Committee and its Officers earn and maintain the highest levels of integrity and trust.

## Principles

The EBA is committed to and will uphold the following principles in applying this policy:

EBA’s interest: An Officer has a duty to place the EBA’s interest above his/her Private Interests when performing his/her duties as an Officer.

Accountability: Officers are accountable for avoiding wherever possible or identifying, declaring and managing any actual, potential or perceived Conflict of Interest that applies to them.

## Definitions

Conflict of Interest - a Conflict of Interest is where an Officer has Private Interests that could improperly influence, or be seen to influence, his/her decisions or actions in the performance of his/her duties as an Officer. Conflicts may be actual, potential or perceived.

Actual Conflict of Interest: there is a real conflict between an Officer’s duties as an Officer and his/her Private Interest.

Potential Conflict of Interest: an Officer has a Private Interest that could conflict with his/her duties as an Officer. This refers to circumstances where it is foreseeable that a conflict may arise in future and steps should be taken now to mitigate that future risk.

Perceived Conflict of Interest: a third party could form the view that an Officer’s Private Interests could improperly influence their decisions or actions, now or in the future.

Private Interest - A Private Interest means any interest (other than the EBA’s interest) that can influence an Officer. Private Interests include direct interests, such as an Officer’s own personal, family, professional or business interests. They also include indirect interests, such as the personal, family, professional or business interests of individuals or groups with whom the Officer is, or was recently, closely associated. Private Interests may be pecuniary (i.e. financial), which includes any actual, potential or perceived financial gain or loss. They may also be non-pecuniary, which includes any tendency toward, favour or prejudice resulting from personal or family relationships, such as friendships, enemies, or sporting, cultural or social activities.

## Policy

* An Officer shall use his/her best efforts to avoid making or participating in a decision, and/or engaging in any activity, that creates a Conflict of Interest for him/her.
* An Officer shall not use confidential information that is gained during the course of their duties as an Officer to seek to influence a decision made by another person that may further the Officer’s Private Interests
* An Officer shall not exercise his/her influence as an Officer, or provide preferential treatment in the performance of his/her duties as an Officer, in furtherance of the Officer’s Private Interests.
* An Officer shall not accept a fee or personal benefit that is connected directly or indirectly with his/her performance as an Officer.

## Procedure in the Event of a Conflict of Interest

The fact that a Conflict of Interest exists does not necessarily mean that the conflict is objectionable or material enough to be of practical importance or that it is necessarily adverse to the EBA’s interests.

If an Officer finds himself/herself in a position of a Conflict of Interest, the Officer should declare the Conflict of Interest to the Executive Committee. The members of the Executive Committee will consider what steps (if any) should be taken to manage the Conflict, which may include:

* Restrict: restrictions are placed on the Officer’s involvement in the matter.
* Recruit: a disinterested third party is used to oversee part or all of the process that deals with the matter.
* Remove: the Officer is removed from the matter.

## Violations

Any violation of this Conflict of Interest Policy should be referred to the President (or, if the President is the member of the Executive Committee alleged to have violated this Conflict of Interest Policy, the Vice-President), who shall convene a Discipline Committee hearing in respect of such alleged violation.


# Code of Conduct: Officers and Executive Committee

The duty of an Officer of the Etobicoke Baseball Association ("EBA"), whether elected or appointed, in performing his/her duties as an Officer, is to the EBA. As such, Officers must act honestly and in good faith with the best interests of the EBA in mind when exercising powers and discharging duties. Officers must comply with the Constitution, By-Laws, Playing Rules and Policies of the EBA.

Executive Committee members owe the EBA a duty of diligence. They need to attend and be prepared for meetings. Materials circulated in advance of a meeting need to be read. The duty of diligence involves participating in decision making. Executive Committee members should not merely rely on the opinions of others but should ask their own questions and be certain in their own minds and on reasonable grounds that a proper decision is being made in the circumstances. Executive Committee members should ask for clarification where they find a matter confusing or unclear.

EBA’s Constitution provides that management of the EBA shall be undertaken by the Executive Committee. What this means will differ depending upon the issue and the circumstances. There are certain decisions which are so fundamental to the affairs of the EBA that only the Executive Committee should make the decision. In other situations, only oversight is required, and day-to- day decisions can be made by an Officer.

It goes without saying that Executive Committee members should treat each other with courtesy and respect. Meetings should be occasions for Executive Committee members to speak their minds and ask their questions without fear of reprisal. While meetings are frequently conducted in an informal manner to facilitate discussion and achieve consensus, Executive Committee members should maintain an appropriate decorum. Only one person should speak at a time. Others should listen to what is being said. Executive Committee members should avoid undue repetition of the same arguments. Ideally, an Executive Committee member should only speak once on a matter, although at the discretion of the meeting chair a person may answer questions or speak a second time in rebuttal to arguments raised. Out of consideration to others, Executive Committee members should not speaker longer than is necessary to make their point, although they should feel free to make a complete statement. Where informal discussion is being abused, any Executive Committee member has the right at any time to require the meeting chair to enforce the rules of order. Except where the Executive Committee has adopted specific provisions to the contrary, Robert's Rules of Order shall apply.

From time to time, discussion may get heated as Executive Committee members disagree passionately about a subject. All Executive Committee members have a responsibility for ensuring that proceedings do not get out of hand. While the meeting chair needs to maintain decorum, all Executive Committee members can assist.

Any violation of this Code of Conduct should be referred to the President (or, if the President is the member of the Executive Committee alleged to have violated this Code of Conduct, the Vice- President), who shall convene a Discipline Committee hearing in respect of such alleged violation.


# Music at Baseball Games and Events

Music and baseball have gone hand-in-hand for generations. Music can enhance the enjoyment and experience of a baseball event if utilized properly and fairly for all participants.

Music is not to be used in any negative way – such as to “one up” your opponent or distract or insult any participants (including other players or the umpires).

Music may not be played in a manner that may incite spectators to react in a negative fashion to umpires’ decisions or to visiting players.

Songs containing profanity, obscenity, racial or ethnic slurs, or references to alcohol, drugs or sex are not to be played1.

Both head coaches must consent to the use of music during the game, as per the guidelines below. If consent is not given by one or both coaches, music shall not be played.

Music may be used the following times:

* before the start of the game;
* between innings;
* during pitching changes;
* as the batter is heading towards the batter’s box2; and
* after the game.

Music must be controlled outside the playing area by non-team personnel. Music should not be controlled from within the dugout.

Umpires have the authority to halt play and, when necessary, order the cessation of music for balance of the game, if they determine it is interfering with the conduct of the game.

In addition, player introductions are permitted, respecting the above guidelines.

1 There are many resources for clean versions of songs. In most streaming apps you can change the app settings to filter out explicit content. In addition, most popular songs have “radio edit” or “clean” versions that can be easily found through your app’s search function.

2 Music must stop when the batter enters the batter’s box


# Privacy Policy

Protecting the privacy and confidentiality of personal information is an important aspect of the way the Etobicoke Baseball Association (“EBA”) conducts its business. Collecting, using, and disclosing personal information in an appropriate, responsible, and ethical manner is fundamental to the EBA's daily operations.

EBA strives to protect and respect personal information in accordance with all applicable laws.

This Privacy Policy informs everyone of EBA's commitment to privacy and establishes the methods by which privacy is ensured. This Privacy Policy applies to all personal information within EBA's possession and control.

Personal information is defined as any identifying information about an individual or group of individuals, including name, date of birth, address, phone number, e-mail address, social insurance number, nationality, gender, health history, financial data, credit card numbers, bank account numbers, assets, debts, liabilities, payment records, credit records, loan records, opinions and personal views.

Consent occurs and is obtained when an individual submits (in paper form, electronically or otherwise) an application, a registration form or any other form containing personal information, thereby authorizing EBA to collect, use, and disclose the personal information contained therein for the purposes stated on the form and/or as set out in this policy. Implied consent is granted by the individual when he/she signs (or electronically submits) the application, registration form or other form. This allows EBA to obtain or verify information from third parties in the process of assessing the application, registration or other form.

EBA collects and uses personal information for the purpose of facilitating its baseball operations. Personal information provided to the EBA will only be used for the following purposes:

* administration of participant (ie. coach, player, umpire, volunteer, etc.) files
* administration of award programs
* organizing clinics and conferences that provide participant development
* providing information to participants, partner organizations and others about education related programs and services
* managing our relationship with, and communications to, participants and partner organizations
* meeting legal and regulatory requirements
* recruiting, managing, evaluating or otherwise dealing with coaches, players, umpires, volunteers, etc.
* other reasonable purposes consistent with our baseball operations.

EBA assumes full accountability for the personal information within its possession and control.

EBA will not sell, distribute or (except as provided in the immediately following sentence) disclose personal information or contact lists to third parties. EBA may be required to provide limited disclosure of certain personal information in fulfilling its stated duties and day-to-day operations (such as, for example, providing personal information regarding players and coaches in order to have team rosters approved by the Toronto Baseball Association and the Ontario Baseball Association and/or providing personal information regarding umpires in order to procure certification by the Ontario Baseball Association).

EBA will retain personal information only for the duration it is needed for one of the aforementioned uses. Once personal information is no longer required, it will be destroyed in a safe and secure manner. However, certain laws may require that certain personal information be kept for a specified amount of time. Where this is the case, the law will supersede this policy.

EBA will protect personal information with the appropriate security measures, physical safeguards, and electronic precautions.

EBA may use personal information without the individual's consent under particular circumstances. These situations include, but are not limited to:

* an obligation to disclose personal information in order to adhere to the requirements of an investigation of the contravention of an applicable law.
* where the personal information is already publicly available.

Any questions or concerns regarding this Privacy Policy can be addressed by contacting us at president@etobicokebaseball.com. EBA will investigate and respond to concerns about any aspect of the handling of personal information.



# Coach Code of Conduct

Coaches must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.

Coaches must place the well-being and safety of each player above all other considerations. In particular, the Coach must adhere to the Concussion Awareness Commitments set out in Schedule “A”.

Coaches must adhere to all guidelines laid down by relevant governing bodies (such as Ontario Baseball Association, Toronto Baseball Association, Etobicoke Baseball Association, etc.).

Coaches must develop an appropriate working relationship with each player based on mutual trust and respect.

Coaches must NOT exert undue influence to obtain personal benefit or reward.

Coaches must encourage and guide players to accept responsibility for their own behavior and performance.

Coaches must ensure the activities they direct or advocate is appropriate for the age, maturity, experience and ability of players.

Coaches should, at the outset, clarify with the player (and, where appropriate, their parents) exactly what is expected of them and also what they are entitled to expect from their coach.

Coaches must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the player.

Coaches must always promote the appropriate Code of Conduct and positive aspects of the sport (e.g. fair play) to players, parents and spectators alike. Never condone violations of the Rules of the Game, behavior contrary to the spirit of the Rules of the Game or relevant rules and regulations or the use of prohibited substances or techniques.

Coaches must consistently display high standards of behavior and be a role model for players, parents, and spectators.

Failure to comply with this code of conduct will result in disciplinary action. Disciplinary Action for Code of Conduct infractions will, generally, follow a multi-tiered disciplinary approach (as set out in Schedule “B”), with the severity of the penalty increasing for each subsequent infraction. However, the Etobicoke Baseball Association reserves the right to impose a more severe penalty than the next subsequent tier in the process should the infraction warrant such a penalty.

**SCHEDULE “A”**

# Concussion Awareness Commitments

**I can help prevent concussions through my:**

* Efforts to ensure that my athletes wear the proper equipment and wear it correctly.
* Efforts to help my athletes develop their skills and strength so they can participate to the best of their abilities.
* Respect for the rules of my sport or activity and efforts to ensure that my athletes do, too.
* Commitment to fair play and respect for all (respecting other coaches, team trainers, officials and all participants and ensuring my athletes respect others and play fair).

**I will care for the health and safety of all participants by taking concussions seriously. I understand that:**

* A concussion is a brain injury that can have both short and long-term effects.
* A blow to the head, face, or neck, or a blow to the body may cause the brain to move around inside the skull and result in a concussion.
* A person doesn’t need to lose consciousness to have had a concussion.
* An athlete with a suspected concussion should stop participating in training, practice or competition **immediately**.
* I have a commitment to concussion recognition and reporting, including self-reporting of possible concussion and reporting to a designated person when an individual suspects that another individual may have sustained a concussion.
* Continuing to participate in further training, practice or competition with a suspected concussion increases a person’s risk of more severe, longer lasting symptoms, and increases their risk of other injuries or even death.

**I will create an environment where participants feel safe and comfortable speaking up. I will:**

* Encourage athletes not to hide their symptoms, but to tell me, an official, parent or another adult they trust if they experience **any** symptoms of concussion after an impact.
* Lead by example. I will tell a fellow coach, official, team trainer and seek medical attention by a physician or nurse practitioner if I am experiencing any concussion symptoms.
* Understand and respect that any athlete with a suspected concussion must be removed from sport and not permitted to return until they undergo a medical assessment by a physician or nurse practitioner and have been medically cleared to return to training, practice or competition.
* Commit to providing opportunities before and after each training, practice and competition to enable athletes to discuss potential issues related to concussions.

**I will support all participants to take the time they need to recover.**

* I understand my commitment to supporting the return-to-sport process.
* I understand the athletes will have to be cleared by a physician or nurse practitioner before returning to sport.
* I will respect my fellow coaches, team trainers, parents, physicians and nurse practitioners and any decisions made with regards to the health and safety of my athletes.

**SCHEDULE “B”**

**SANCTIONS FOR BREACH OF CODE OF CONDUCT**

|  |  |
| --- | --- |
| **INFRACTION** | **SANCTION** |
| 1st Infraction | Written Warning |
| 2nd Infraction | Single Game Suspension |
| 3rd Infraction | Multi Game Suspension |
| 4th Infraction | Season Long Suspension |



# Parent Code of Conduct

The Etobicoke Rangers strive to provide a safe and fun environment for participants to play organized baseball. Parents are expected to:

* let all participants play for the fun of the game and to not spoil the fun of your participant or any other participant
* encourage your participant to play by the rules and to enjoy the game
* remember that the safety of participants is important. In particular, parents are expected to follow, and encourage your participant to follow, the Concussion Awareness Commitments set out in Schedule “A”
* respect all players, coaches, opponents, game officials and spectators.

It is important to recognize that many participants (such as coaches, umpires, etc.) are volunteers. Parents are expected to:

* help and encourage all volunteers whenever possible to allow them to work to the best of their ability;
* recognize and applaud good play by your participant as well as members of both teams; and
* not embarrass your participant by yelling at players, coaches, game officials or spectators.

Failure to comply with this code of conduct will result in disciplinary action. Disciplinary Action for Code of Conduct infractions will, generally, follow a multi-tiered disciplinary approach (as set out in Schedule “B”), with the severity of the penalty increasing for each subsequent infraction. However, the Etobicoke Baseball Association reserves the right to impose a more severe penalty than the next subsequent tier in the process should the infraction warrant such a penalty.

**SCHEDULE “A”**

# Concussion Awareness Commitments

**I can help prevent concussions through my:**

* efforts to ensure that my participant wears the proper equipment and wears it correctly.
* efforts to help my participant develop their skills and strength so they can participate to the best of their abilities.
* respect for the rules of the sport or activity and efforts to ensure that my participant does, too.
* commitment to fair play and respect for all (respecting other coaches, team trainers, officials and all participants and ensuring my participant respects others and plays fair).

**I will care for the health and safety of my participant by taking concussions seriously. I understand that:**

* a concussion is a brain injury that can have both short and long-term effects.
* a blow to the head, face, or neck, or a blow to the body, may cause the brain to move around inside the skull and result in a concussion.
* a person doesn’t need to lose consciousness to have had a concussion.
* an athlete with a suspected concussion should stop participating in training, practice or competition immediately.
* I have a commitment to concussion recognition and reporting, including reporting to a designated person when I suspect that another individual may have sustained a concussion.
* continuing to participate in further training, practice or competition with a suspected concussion increases a person’s risk of more severe, longer lasting symptoms, and increases their risk of other injuries or even death.

**I will support an environment where participants feel safe and comfortable speaking up. I will:**

* encourage athletes not to hide their symptoms, but to tell me, an official, another parent or another adult they trust if they experience any symptoms of concussion after an impact.
* lead by example - I will tell a coach, official, team trainer and seek medical attention by a physician or nurse practitioner if my participant is experiencing any concussion symptoms.
* understand and respect that any athlete with a suspected concussion must be removed from sport and not permitted to return until they undergo a medical assessment by a physician or nurse practitioner and have been medically cleared to return to training, practice or competition.
* I will support my participant to take the time they need to recover.
* I understand my commitment to supporting the return-to-sport process.
* I understand my participant will have to be cleared by a physician or nurse practitioner before returning to sport.
* I will respect coaches, team trainers, other parents, physicians and nurse practitioners and any decisions made with regards to the health and safety of my participant.

**SCHEDULE “B”**

**SANCTIONS FOR BREACH OF CODE OF CONDUCT**

|  |  |
| --- | --- |
| **INFRACTION** | **SANCTION** |
| 1st Infraction | Written Warning |
| 2nd Infraction | Barred from Single Game |
| 3rd Infraction | Barred from Multiple Games |
| 4th Infraction | Barred from Attending Remainder of Season |



# Player Code of Conduct

**I will respect the sport by:**

* participating because I want to - not because others (including parents or coaches) want me to play
* playing by the Rules of Baseball and in the spirit of the game
* representing the Etobicoke Rangers and my community in a responsible manner
* treating my teammates, opponents, game officials and spectators respectfully
* doing my best to be a true team player
* remembering that winning is not everything - having fun, improving skills, making friends and doing my best are also important
* remembering that my safety, and the safety of others, is important. In particular, I will follow the Concussion Awareness Commitments set out in Schedule “A”
* remembering that coaches and officials are there to help me - I will accept their decisions and always show them respect
* not using email, text, or use social media in a negative manner to express my opinion or concern (as opposed to addressing them myself or through my parent/legal guardian)
* participating in alignment with the 6 pillars of character: trustworthiness, respect, responsibility, fairness, caring and good citizenship

Failure to comply with this code of conduct will result in disciplinary action. Disciplinary Action for Code of Conduct infractions will, generally, follow a multi-tiered disciplinary approach (as set out in Schedule “B”), with the severity of the penalty increasing for each subsequent infraction. However, the Etobicoke Baseball Association reserves the right to impose a more severe penalty than the next subsequent tier in the process should the infraction warrant such a penalty.

**SCHEDULE “A”**

# Concussion Awareness Commitments

**I will keep myself safe and help prevent concussions by:**

* wearing the proper equipment for my sport and wearing it correctly
* developing my skills and strength so that I can participate to the best of my ability
* respecting the rules of my sport or activity
* my commitment to fair play and respect for all (other athletes, coaches, team trainers and officials)

**I will care for my health and safety by taking concussions seriously, and I understand:**

* a concussion is a brain injury that can have both short and long-term effects
* a blow to my head, face or neck, or a blow to the body that causes the brain to move around inside the skull may cause a concussion
* I don’t need to lose consciousness to have had a concussion
* I have a commitment to concussion recognition and reporting, including self-reporting of possible concussion and reporting to a designated person when an individual suspects that another individual may have sustained a concussion. (Meaning: If I think I might have a concussion I should stop participating in further training, practice or competition immediately, or tell an adult if I think another athlete has a concussion)
* continuing to participate in further training, practice or competition with a possible concussion increases my risk of more severe, longer lasting symptoms, and increases my risk of other injuries.

**I will not hide injuries or concussion symptoms. I will speak up for myself and others.**

* I will not hide my symptoms. I will tell a coach, official, team trainer, parent or another adult I trust if I experience any symptoms of concussion.
* if someone else tells me about concussion symptoms, or I see signs they might have a concussion, I will tell a coach, official, team trainer, parent or another adult I trust so they can help.
* I understand that if I have a suspected concussion, I will be removed from sport and that I will not be able to return to training, practice or competition until I undergo a medical assessment by a medical doctor or nurse practitioner and have been medically cleared to return to training, practice or competition.
* I have a commitment to sharing any pertinent information regarding incidents of removal from sport with my school and any other sport organization with which I am registered (Meaning: If I am diagnosed with a concussion, I understand that letting all of my other coaches and teachers know about my injury will help them support me while I recover.)

**I will take the time I need to recover, because it is important for my health.**

* I understand my commitment to supporting the return-to-sport process (I will have to follow my sport organization’s Return-to-Sport Protocol).
* I understand I will have to be medically cleared by a medical doctor or nurse practitioner before returning to training, practice or competition.
* I will respect my coaches, team trainers, parents, health-care professionals, and medical doctors and nurse practitioners, regarding my health and safety.

**SCHEDULE “B”**

**SANCTIONS FOR BREACH OF CODE OF CONDUCT**

|  |  |
| --- | --- |
| **INFRACTION** | **SANCTION** |
| 1st Infraction | Written Warning |
| 2nd Infraction | Single Game Suspension |
| 3rd Infraction | Multi Game Suspension |
| 4th Infraction | Season Long Suspension |


# Social Media Policy

This document is designed to provide guidance to: (a) the Etobicoke Baseball Association (“EBA”):

1. the Executive Committee; (c) Coaches, Players and Parents participating in the Etobicoke Rangers Program; and (d) Volunteers assisting the EBA, the Etobicoke Challenger Program and/or the Etobicoke Rangers Program (hereinafter referred to as “Individuals”) regarding the appropriate use of Social Media by such Individuals.

For the purposes of this policy, “Social Media” is defined as any form of online media or use of sites that apply technology to facilitate social interaction including, but not limited to, profiles, commentary, writings, photographs, images, logos and audio or video files posted on outlets such as Facebook, Twitter, Instagram, LinkedIn, YouTube, Wikipedia, blogs, podcasts, message boards, and websites.

Individuals may not at any time engage in the following conduct with respect to the use of Social Media:

* + Displaying or transmitting content via Social Media in a manner that reasonably could be construed as an official public communication of EBA or attributed to EBA unless authorized to do so by the President.
	+ Displaying or transmitting content via Social Media in a manner that reasonably could be construed as an official public communication of the Etobicoke Rangers Program or attributed to the Etobicoke Rangers Program unless authorized to do so by the General Manager of Etobicoke Rangers Program.
	+ Use of EBA’s logo, mark, hashtag, links, or other property in any way that may indicate EBA’s approval of content, creates confusion as to attribution or jeopardizes EBA’s legal rights with respect to a logo or mark unless authorized to do so by the President.
	+ Use of Etobicoke Rangers’ logo, mark, hashtag, links, or other property in any way that may indicate Etobicoke Rangers’ approval of content, creates confusion as to attribution or jeopardizes Etobicoke Rangers’ legal rights with respect to a logo or mark unless authorized to do so by the General Manager of Etobicoke Rangers Program.
	+ Displaying or transmitting content that reasonably could be viewed as inflammatory, disparaging, or damaging to EBA, its Member Leagues or the Etobicoke Rangers Program.
	+ Displaying or transmitting confidential or proprietary information on any of EBA’s or Etobicoke Rangers’ social media pages.
	+ Displaying or transmitting content that questions the impartiality or otherwise denigrates an umpire.
	+ Displaying or transmitting content that reasonably could be viewed as discriminatory, bullying, harassing, or content that threatens, promotes, or advocates the use of violence against an individual or group of individuals.
	+ Displaying or transmitting content that contains obscene or sexually explicit language, images, or acts.
	+ Displaying or transmitting content that violates applicable local, provincial, or federal law or regulations (including copyright laws without attribution).