

Code of Ethics

The mission of Rounders England is to connect people through Rounders. Rounders England encourages membership to individuals – usually (but not limited to) players, coaches, officials and education establishments such as schools, universities and colleges. In addition our membership recognises teams through an affiliation process. We also encourage fans who may develop their interest to a paid membership level in the future.

Inherent within all professional organisations is the potential for conflicts of interest, harassment, abuse of power, and other forms of unethical practice. Through the establishment of a Code of Ethics, Rounders England has defined a set of guidelines to promote and protect the spirit of the game, safeguard the best interest of the participants, and establish and maintain standards of behavior. The Code is not intended to serve as a set of rules, but rather, to outline general principles and guidelines of aspirational virtues and proper ethical behavior for all members, volunteers, staff and any other individuals and organisations that choose to be members of Rounders England.

The definition of ethical behavior is having an understanding of the difference between right and wrong and at all times choosing to do what is right. This definition should be applied at the *individual* level to those within the Rounders England umbrella: employees, volunteers or individuals who represent Rounders England within the community at large, as well as the *corporate* level pertaining to the actions of Rounders England, as an organisation. Ethical considerations are **integral**, not optional, elements of all sports activities and apply to all levels of participation. Rounders England encourages all members to acknowledge and follow ethical guidelines and demonstrate integrity by voluntarily agreeing to adhere to this code.

Participation in the sport of Rounders provides a powerful vehicle for a participant's personal growth and development, teaching the value of respect, fairness, teamwork, communication, responsibility, truthfulness, non-discrimination, honesty and integrity. These values serve as the core ideals for the Rounders England Code of Ethics.

Respect

A key component of ethical behavior is **respect**, which is defined at the individual, team and corporate levels. Individuals should value the opinions, views and roles of others who work to further the aims of the organisation. All should safeguard the dignity, privacy and freedom of individuals regardless of their race, color, creed, socio-economic status, age, gender, religion, sexual orientation, disability or nationality. Respect defines the value that Rounders England, as an organisation, places on honoring the history of the sport, and demonstrates the regard it shows to the partners that have come together to form Rounders England to further the growth and development of the sport.

Fairness

Fairness is making decisions without favoritism or prejudice. Rounders England firmly believes that the concept of fairness is fundamental to sport. Anything that creates an unfair advantage violates the spirit, as well as the integrity, of the sport of Rounders. In addition we support and advocate the need for equality, diversity and inclusion in the management of our sport underpinning our core values and our organisation's culture. It is centric to all our strategic and operational decision-making. Further information can be obtained via our Equality Policy and our Diversity Action Plan.

Teamwork

Teamwork is defined as a cooperative or coordinated effort on the part of a group of individuals who work collectively in the interest of a common goal. Rounders England believes there is significant value in promoting teamwork, both on and off the field, in every segment of the sport. All members of Rounders England, its staff, and volunteers should adopt and promote the philosophy that greater success can be achieved when individuals sacrifice their desire for personal accomplishment in favor of the benefits of their team.

Communication

Communication is an attempt by individuals to create shared understanding. Communication is an active 'two way street,' requiring a balance of articulating, listening, writing, reading, observing, questioning, analysing, and evaluating. Communication is verbal, nonverbal, or written, sent through various media, and transmits a thought provoking idea, gesture, or action. Rounders England members, employees and those individuals or groups representing Rounders England, should communicate with clarity, honesty, timeliness, and openness. Communication should include all pertinent information shared transparently with all appropriate recipients. Clear, honest, timely communication allows collaboration and cooperation to occur, building a stronger game and community for sport.

Conflict of Interest

A conflict of interest is present in any instance in which the actions or activities of an individual representing or acting on behalf of Rounders England could result in actual or perceived personal gain or advantage, and/or have an adverse effect on the interests, aims or integrity of Rounders England. Individuals who represent and serve Rounders England, at all levels have a duty to disclose any business or financial interest or personal obligation that may, actually or perceptually, affect the independence of their judgment. There are more specific guidelines on conflict of interests in the Bye Laws.

Legality

All members of Rounders England, its staff, and volunteers are obligated to comply with all applicable rules and policies. Violation is not tolerated. Rounders England reserves the right to review such violations, which may result in disciplinary action or withdrawal of member status.

Rounders England has a duty to provide positive influence over sports administrators, programmes, officials, coaches, and players. The goal of Rounders England, in creating the Code of Ethics is to promote sportsmanship and character by teaching, advocating, modelling and enforcing ethical principles, while preserving the integrity of the game.

By becoming members of Rounders England, individuals and organisations agree to comply with the aspirational guidelines set out in the Code of Ethics. Rounders England encourages others involved with the sport of Rounders to adopt and follow these important guidelines.