

C02 – Captains Code of Conduct

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Sydney Outfielders is built on a community-before-competition ethos. Guided by our principle of All Genders. All Abilities. All Welcome., we aim to provide a safe, inclusive and social environment where everyone can participate, learn, connect and enjoy softball.

Captains play a vital role in upholding these values by fostering a positive team culture, promoting fair play, supporting the wellbeing of their players and ensuring their teams participate safely, respectfully and in the spirit of good sportsmanship.

This Code applies to all captains and co-captains of Sydney Outfielders teams. Captains are expected to lead by example, exercise sound judgement, communicate respectfully, manage their teams fairly and inclusively, and uphold the Competition Rules, Codes of Conduct and Association policies. They are also responsible for supporting umpires, respecting officiating decisions and helping ensure a positive, welcoming and enjoyable experience for all participants, both within their own teams and across the wider Association.

CAPTAINS CODE OF CONDUCT

As volunteer leaders of teams within the Sydney Outfielders Softball Association, captains are expected to model the Player Code of Conduct and uphold a higher standard of leadership and responsibility. By accepting the role, captains agree to follow this Code, the Player Code of Conduct, Competition Rules and all applicable Association governance documents, and to:

1. Know and follow the Association's Constitution, Competition Rules, Codes, policies, procedures and official guidance relevant to their role, and maintain a strong working knowledge of the Competition Rules.
2. Act honestly, fairly and in good faith, prioritising safety, inclusion, participation and the integrity of the competition.
3. Treat all players, officials, volunteers, Committee members, spectators and venue representatives with respect, encouraging healthy competition and good sportspersonship.
4. Promote fun and safe play, recognise different abilities, experience and goals, and support learning and development through constructive feedback without ridiculing mistakes.
5. Provide fair and reasonable opportunities for players to participate and do not unfairly favour, disadvantage or pressure particular players.
6. Be reasonable about players' availability, wellbeing and other commitments, and never pressure someone to play, train or continue when injured or unwell.
7. Protect the health, safety and wellbeing of participants and address or report unsafe behaviour, practices, equipment or playing conditions.
8. Respect accessibility needs, privacy and personal boundaries, and support reasonable adjustments appropriately.
9. Model appropriate language and behaviour. Address or report derogatory, discriminatory, threatening, abusive or directed profane language towards any participant, official, captain or spectator.
10. Not engage in or tolerate bullying, discrimination, harassment, abuse, intimidation, aggression, threats, violence or deliberate unsafe conduct.
11. Never misuse the captaincy, team information or influence over playing opportunities to pressure, disadvantage or gain an improper advantage over another person.
12. Declare any actual, perceived or potential conflict that could affect, or reasonably appear to affect, a team allocation, playing opportunity, complaint, welfare matter, supplier decision or other Association matter, and step back where required by the applicable policy or Committee direction.
13. Respect umpires and their decisions. Any rules question or challenge must be raised calmly, respectfully and through the process set out in the Competition Rules.
14. Carry out captain responsibilities under the Competition Rules, including game-day safety, line-ups, records, reporting and conduct management.
15. Address inappropriate behaviour early and proportionately, and escalate serious safety, welfare or conduct concerns through the Association's published processes.
16. Use official communication channels appropriately and protect confidential, medical, personal and complaint information.
17. Report concerns factually and in good faith. Captains should not investigate complaints or decide whether misconduct has occurred.
18. Respond appropriately to welfare concerns by listening, checking immediate safety, protecting privacy and escalating where required.
19. Cooperate respectfully with Association processes and never retaliate against someone for raising a concern or participating in a complaint or review.
20. Lead by example and encourage the team to uphold the Association's values, Rules and Codes.

Captains are expected to uphold Sydney Outfielders' **community-before-competition ethos**, helping ensure every game is safe, fair, inclusive, social and welcoming. Breaches of this Code may be managed under the Competition Rules or the Association's complaints and disciplinary processes.

VERSION CONTROL

This version history records substantive changes to this document. Minor editorial corrections need not create a new approved version unless they alter meaning.

Version history

Version	Effective date	Change description	Author	Approval
1.0	8th October 2026	First Issue	Sydney Outfielders Committee	8th October 2026