

P01B – BASES : Consent, Boundaries & Respect Guidance

Effective date	Sunday October 11th 2026
Version	1.0
Approved by	Sydney Outfielders Committee on Wednesday October 7th 2026.
Next review by	August 2027
Document status	Approved

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.

1. Purpose

Sydney Outfielders is committed to providing a safe, inclusive, welcoming and respectful environment for everyone who participates in our community.

B.A.S.E.S is a practical guide to consent, personal boundaries and respectful behaviour. It applies to interactions between members, players, captains, officials, volunteers, guests and other people involved in Sydney Outfielders activities.

This guidance supports the Sydney Outfielders Member and Participant Protection Policy and applicable Code of Conduct. It does not replace those documents or limit the types of behaviour that may be considered inappropriate or a breach of Association policy.

The examples in this guidance are illustrative, not exhaustive. Behaviour does not become acceptable simply because the exact conduct is not listed here.

2. Where B.A.S.E.S applies

Respect for consent and personal boundaries applies across the whole Outfielders community, including:

- Games and other on-field activity
- Training and skills sessions
Team and Association events
- Meetings and volunteer activities
- Official and unofficial conversations between members
- Team chats, direct messages and other online communication
- Travel or gatherings connected with Outfielders
- Interactions occurring outside an official activity where they affect another person's safety, wellbeing or ability to participate in the Association.

Simply put, Consent covers all the BASES

**B — Boundaries are
respected**

A — Ask, don't assume

S — Specific and situational

**E — Explicit, willing and
freely given**

S — Stop means stop

B — Boundaries are respected

Everyone has different physical, personal, emotional and social boundaries.

Do not assume that someone is comfortable with something because you would be comfortable with it, because other people appear comfortable with it, because you are friends or teammates, because they have previously accepted similar behaviour, or because they have not complained.

Pay attention to what people say and how they respond. If you are unsure whether an interaction is welcome, check rather than assume.

A — Ask, don't assume

Where an interaction involves another person's body, personal space, private information, romantic or sexual attention, photographs, or another potentially sensitive boundary, asking is better than assuming.

Agreement must be genuine and freely made. It must not result from pressure, persistence, intimidation, manipulation, coercion or a concern that saying no will affect someone's place in a team, friendship group or the Association.

S — Specific and situational

Agreement to one interaction does not mean agreement to another.

Being comfortable with a hug does not mean all physical contact is welcome. Sharing personal information with one person does not give permission for it to be shared more widely. Previous flirting, joking, dating or socialising does not create ongoing permission for similar behaviour.

Context also matters. Conduct that is welcome between friends in one setting may be inappropriate during a game, a meeting or an interaction with someone who does not share that relationship.

E — Explicit, willing and freely given

Consent should involve a clear and willing agreement where consent is needed. Silence, hesitation, nervous laughter, freezing, changing the subject, moving away or simply not resisting should not be treated as agreement.

Nobody should have to tolerate unwanted behaviour to avoid embarrassment, conflict, exclusion or social consequences.

S — Stop means stop

Consent and boundaries can change at any time. If somebody says no, asks you to stop, withdraws from an interaction, moves away, stops responding, tells you something makes them uncomfortable or otherwise establishes a boundary, respect it.

Do not argue with the boundary, repeatedly seek an explanation, negotiate for a different answer or try again later in the hope of receiving one.

Do not ridicule, exclude, retaliate against or treat somebody negatively because they set a boundary.

3. You do not need to say “no” for behaviour to be inappropriate

BASES describes everyone's responsibility to behave respectfully. It does not place responsibility on the person experiencing unwanted behaviour to manage the conduct of somebody else.

A person does not have to expressly say “no”, confront someone, leave an activity, make an immediate complaint or use particular words before behaviour can be considered unwelcome or inappropriate.

People may stay quiet, laugh awkwardly, minimise an incident or continue participating because they are embarrassed, surprised, uncomfortable, worried about conflict or simply want to get on with the activity.

The absence of an objection is not permission.

4. Respect is broader than sexual consent

BASES applies to more than sexual or romantic interactions.

Members are expected to respect personal space, dignity, privacy, identity and the right of others to participate without being humiliated, intimidated, repeatedly targeted or made to feel unsafe or unwelcome.

Unacceptable behaviour may include harassment, sexual harassment, bullying, intimidation, threatening or abusive conduct, unwanted physical contact, repeated unwanted attention, humiliating or degrading comments, misuse of private information, retaliation for setting a boundary, or other conduct inconsistent with the Member and Participant Protection Policy or applicable Code of Conduct.

5. Sexual harassment and sexualised behaviour

Sexual harassment and other unwanted sexualised behaviour are prohibited under the Member and Participant Protection Policy.

Depending on the circumstances, inappropriate conduct may include unwanted sexual comments or jokes, remarks about someone's body or appearance, intrusive questions about sex or relationships, sexual gestures, inappropriate staring, unwanted touching, sexual or suggestive messages or images, or repeated unwanted romantic or sexual invitations.

These examples are not exhaustive, and conduct does not need to be intended to cause harm before it can be inappropriate.

6. Bullying, harassment and intimidation

Members must not repeatedly target, humiliate, undermine, intimidate or threaten another person.

Bullying will generally involve repeated unreasonable behaviour, while other forms of harassment or serious misconduct may arise from a single incident depending on the circumstances.

Disagreement, criticism or ordinary interpersonal friction is not automatically bullying. The focus is on the nature, context, frequency and impact of the behaviour and whether it is reasonable.

7. Responsibilities of members

Every member is responsible for their own conduct.

Members should:

- Respect other people's boundaries
- Consider whether their behaviour is welcome and appropriate to the setting
- Stop or adjust conduct when a boundary is communicated
- Avoid joining in conduct that humiliates, intimidates or targets another person
- Respect privacy and personal information
- Use online communication responsibly
- Support people who raise concerns without retaliation
- Cooperate with reasonable directions intended to maintain a safe and respectful environment.

8. Responsibilities of captains, umpires and Committee members

Captains, umpires and Committee members have an additional role in helping maintain safe and respectful Association activities.

Where behaviour is disrupting an activity, targeting another participant or creating an unsafe, hostile or uncomfortable environment, an authorised person may intervene and direct the behaviour to stop.

Where appropriate, concerns should then be documented or referred through the Association's Member Protection, complaints or disciplinary processes, and incident report forms.

Intervening to stop behaviour during an activity does not itself determine whether a formal policy breach has occurred. Any formal complaint or disciplinary outcome should be handled under the applicable procedures and with procedural fairness.

9. If you are unsure

- A useful question is: "Is this clearly welcome, respectful and appropriate for this person and this setting?"
- If the answer is unclear, check.
- If somebody appears uncomfortable, change course.
- If somebody establishes a boundary, respect it.
- If somebody asks you to stop, stop.

10. Reporting concerns

Concerns about harassment, bullying, sexual harassment, unwanted conduct or other breaches of personal boundaries may be raised through the Sydney Outfielders Member Protection and complaints processes.

Members should not be subjected to retaliation, ridicule, exclusion or adverse treatment because they have raised a concern, supported another person or set a personal boundary.

11. Status of this guidance

This document is guidance for members and should be read with the Sydney Outfielders Member and Participant Protection Policy and applicable Codes of Conduct.

It does not create an exhaustive list of prohibited conduct or replace the definitions, complaint procedures, investigation requirements or disciplinary processes contained in those documents.

Conduct inconsistent with this guidance may also constitute a breach of an applicable Sydney Outfielders policy.

Remember

Consent covers all the BASES.

- B — Boundaries are respected
- A — Ask, don't assume
- S — Specific and situational
- E — Explicit, willing and freely given
- S — Stop means stop

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