



BASEBALL WA LIMITED

HEALTH & SAFETY POLICY

Endorsed – 2nd September 2013

Drafted – 5th August 2013

REVISION REGISTER

Revision Date	Revision No	Clauses Affected	Name	Date Endorsed
05/04/2013	Draft		Mark Clay	
06/08/2013	First Release	Anti-Doping Section	Mark Clay	02/09/2013
26/11/2013	Rev 01	New BWA Logo / ABF name change to Baseball Australia	Mark Clay	26/11/2013
28/02/2017	Rev 02	Extreme Heat Policy – 6.2 Round Cancellation	Lachlan Dale	28/02/2017

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1. HEALTH

The Board of Baseball WA Ltd (BWA) affirms that the health and safety of all participants is of primary concern and endorses the following practices as official policy of the organisation

1.1. SAFE DRUG USE PRACTICES

BWA will actively promote, encourage and support strategies to prevent or reduce harm to participants at all levels (local, regional, state and national) from drug use. To reflect this position, BWA:

- i. Has adopted and will abide by the Australian Baseball Federation Doping Policy;
- ii. Will adopt and be guided by the Sports Medicine Australia policy on the administration of medications by non-medical personnel;
- iii. Will educate participants through the distribution of drugs in sport information at official BWA courses;
- iv. Will provide drug education to all players and staff associated with state representative teams;
- v. Will ensure that state representative players with conditions requiring the therapeutic use of drugs that are banned or restricted, have provided adequate and correct notification to the Australian Baseball Federation;
- vi. Will not knowingly allow participants under the influence of alcohol and/or illegal drugs to participate in games or training conducted under its control.

1.2. MODERATE ALCOHOL CONSUMPTION AND SMOKE FREE ENVIRONMENT

Whilst recognising that the sale of alcohol is a major source of club revenue, the Board expects clubs to at all times remain mindful of their responsibility to members and the community at large by providing environments that encourage socialisation in a safe and legal manner. To reflect this position, BWA:

- i. Has adopted a Liquor Policy in accordance with the Liquor Licensing Act 1988, Liquor Control Act 1988 and Liquor Licensing Regulations 1989;
- ii. Encourages the provision of food, water, non and low alcohol alternatives at licensed venues;
- iii. Has introduced the following specific offence to the playing regulations for all sanctioned competition:
- iv. "Any player/coach/manager chewing or smoking tobacco on any baseball ground shall be ejected from the game".
- v. Will enforce a strict smoke free policy at all indoor events under its control;
- vi. Will promote and encourage smoke free practices at all outdoor events under its control;
- vii. Will continue to encourage all clubs to make their venues smoke free environments;
- viii. Prohibits staff and officers from smoking while representing the organisation in any official capacity.

1.3. FOOD AND CATERING

BWA understands and recognises the importance of good nutrition and the role it plays in maintaining health. To reflect this position, BWA will continue to ensure that healthy alternatives are available at any function

under its control at which food is offered. BWA will encourage the adoption of the same approach by all clubs. Such healthy alternatives include the provision of foods low in fat, high in fibre and with a substantial fruit and vegetable content.

1.4. SUN PROTECTION

BWA recognises that exposure to ultraviolet radiation has negative health effects and will continue to do everything practical to minimise exposure. To reflect this position, BWA:

- i. Will continue to encourage the use of shade (both natural and man-made) to protect participants and spectators to the fullest extent possible;
- ii. Will continue to encourage all clubs to make sunscreen available for use by participants and spectators;
- iii. Requires all staff and officials to act as positive role models by adopting sun-protective behaviours at all times. This includes the wearing of long sleeved shirts and wide-brimmed hats during all outdoor activities;
- iv. Will ensure that instructors advocate the adoption of sun-protective behaviour at all official BWA development programs;
- v. Regulations designate caps as part of the official uniform for all sanctioned competition.
- vi. Includes sun-screen lotion as part of standard equipment for all state teams;
- vii. Will endeavour to conduct development activities wherever possible outside of the hours of 10:00am and 3:00pm.
- viii. Has introduced an “Extreme Heat Policy” found in section 6 of this document.

1.5. SPORT SAFE

BWA is committed to improving the health of its players and coaches through safe participation in sport and physical activity. To reflect this position, BWA:

- i. Will continue to actively promote and encourage the use of protective equipment by all participants;
- ii. Will continue to actively promote and encourage warm up, stretch and cool down routines at all training and competition sessions;
- iii. Will ensure that all participants are given the opportunity to attend approved training and accreditation courses in sports injury prevention and treatment;
- iv. Will encourage all clubs to ensure that appropriately qualified and equipped first aid persons are in attendance at all training and competition sessions conducted under their control.

1.6. OTHER

Baseball WA:

- i. Has adopted codes of conduct for adherence by all players, coaches, game officials, members and spectators;

- ii. Has adopted an Harassment-Free Baseball policy designed to foster a positive environment for participation by all involved in Western Australia baseball;
- iii. Has adopted a Vilification-Free Baseball policy designed to address any instances in which a person associated with WA baseball acts or speaks in a manner or engages in conduct which threatens, vilifies or insults another person on the basis of that person's race, religion, colour, descent, national or ethnic origin;
- iv. Has adopted an Infectious Diseases (section 5 of this document) policy designed to prevent the spread of infectious diseases such as HIV (AIDS) and Hepatitis B & C within the sport of baseball;
- v. Will continue to encourage all elite athletes to at all times act as appropriate role models for junior participants;

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2. SAFETY

The Board of Baseball WA Ltd (BWA) affirms that the health and safety of all participants is of primary concern and endorses the following practices as official policy of the organisation

2.1. WORKPLACE SAFETY

The safety policy states, “Baseball WA requires that all Managers, Employees, and Volunteers shall regard safe working as its Number One Standard, Which Will Not Be Compromised.”

Baseball WA’s policy is to maintain the highest standards for the Safety of all its employees and to conduct all activities with appropriate safeguards against exposure to risks against their safety.

In order to meet these criteria Baseball WA provides and maintains safe working conditions, equipment and systems of work for all its employees. Baseball WA shall provide such information, training and supervision, as needed for this purpose. This is intended to meet and exceed were possible, the “Duty of Care” requirements.

Baseball WA accepts its obligations to reduce the number of incidence, dangerous occurrences, and hazards, to increase the safety and health of our employees and other people who may be affected by Baseball WA’s activities.

Baseball WA requires that all Managers, Employees, and Volunteers shall regard safe working as its Number One Standard, Which Will Not Be Compromised.

Safety is the condition for the protection of life, property and/or equipment against failure, breakage or accidental loss. To aid in achieving this objective, every person involved must realise the potential consequences of accidents and comply fully with the Safety Procedures, and applicable legislation.

In putting this Safety Policy into practice, all personnel are authorised to implement the cessation of work where it is deemed Safety may be compromised.

3. ANTI- DOPING

3.1. INTRODUCTION

Baseball WA Limited (BWA) condemns doping as fundamentally contrary to the spirit of sport.

As an affiliated state association of Baseball Australia the Board of Baseball WA affirms its full support and complies by Baseball Australia's Anti-Doping Policy adopted on 22nd December 2008 and approved by the Australian Sports Anti-Doping Authority on the 5th January 2009.

The only legitimate use of drugs in sport is under supervision of a physician for a clinically justified purpose. Baseball Australia's Anti-Doping Policy prohibits classes of substances and doping methods in recognition of their performance enhancing effects contrary to the ethics of sport and the potential harm to the health of athletes.

Athletes and their physicians must take every care to ensure that the therapeutic use or administration of substances does not contravene Baseball Australia's Anti-Doping policy.

3.2. APPLICATION OF ANTI-DOPING POLICY

Baseball Australia's Anti-Doping policy applies to:

- i. Athletes, whether in or out of competition;
- ii. Members; and
- iii. All persons involved in Trafficking.

3.3. FURTHER INFORMATION

You may contact:

Baseball Australia

PO Box 1028

Mudgeeraba QLD 4213

Phone: (07) 5510 6800

Fax: (07) 5510 6855

Email: ABFAdmin@baseball.org.au

Web: www.baseball.com.au

Link: <http://www.baseball.com.au/default.asp?MenuID=Policies/13721/0,Anti-Doping/13741/0>

HEAVY SANCTIONS ARE APPLICABLE IN THE EVENT OF ANY INFRACTION OF THIS POLICY. BASEBALL WA WILL FULLY SUPPORT AND ENFORCE ANY SANCTION HANDED DOWN BY THE BASEBALL AUSTRALIA AND/OR ASADA.

4. LIQUOR

4.1. INTRODUCTION

It is recognised that the sale of alcohol in clubs and at social events is a major source of income to clubs. The development and adoption of this policy by Baseball WA (BWA) recognises that clubs have a responsibility to their members and the community at large to provide an environment that encourages all those who administer, play, officiate or support the game to enjoy the social activities in a legal and safe manner.

4.2. OBJECT OF THIS POLICY

- i. To set out procedures and responsibilities which have been adopted by clubs and associations in relation to the serving and handling of alcohol within the sport of baseball in Western Australia.
- ii. Detail the responsibilities of players, officials, BWA and clubs.
- iii. Provide a method of determining whether a breach of this policy has occurred.

4.3. THIS POLICY APPLIES TO

- i. All baseball players involved in the sport of baseball under the control or jurisdiction of BWA and affiliates.
- ii. All officials involved in the sport of baseball under the jurisdiction of BWA or its affiliates.

4.4. RESPONSIBILITY OF THE CLUB

The club will abide by and fulfill the requirements in relation to documentation, process, display etc as required under the liquor licensing act 1988 and liquor licensing regulations 1989 or amendments as legislated from time to time. This will include but not limited to the posting in a prominent position in the club of the following.

- License
 - Name of nominee
 - Responsible serving posters
 - Notice of underage drinking
 - Individual clubs responsible drinking notice
 - Club code of conduct
- i. Where a club provides alcohol for sale or consumption it shall be done in accordance with the provisions of the liquor licensing act 1988 and liquor licensing regulations 1989.
 - ii. The license document including details of the nominee will be displayed in a prominent position within the club.
 - iii. Persons who handle and dispense alcohol at the club will be well versed in club policy and rules, and trained to ensure they are aware of their responsibilities under this policy.
 - iv. Persons serving alcohol at the club will be trained and aware of the current requirement under the act in the provision of alcohol, including serving under age and intoxicated persons.

- v. The club will ensure the safety of their members and where appropriate provide alternate transport options for members who exceed or are suspected to exceed the legal driving limit.
- vi. Ensure the local taxi number is displayed in a prominent position.
- vii. The club will make available tap water at no cost at all times when alcohol is served.
- viii. The club will sell low alcohol and or non-alcoholic beverages at all times.
- ix. Low alcohol beverages will be sold at a lower price than full strength product.
- x. Ensure that food is available to members and guests of the club.
- xi. Clubs will refrain from providing alcohol as prizes for player awards.
- xii. The club will be aware of their responsibilities to guests and members at the club and ensure the provisions of this policy are enforced.
- xiii. The club will have a designated official on duty when alcohol is served to ensure all the provisions of the policy are practiced.
- xiv. Any infractions of the policy will be dealt with by the board of directors of the club.
- xv. A person found to have disobeyed or knowingly violated club policy or legal requirements will be dealt with at the discretion of the club board of directors including suspension from the premises or from playing baseball should the matter be deemed an irresponsible breach.

4.5. RESPONSIBILITIES OF MEMBERS

- i. Players and members will act in a responsible manner at all times and to demonstrate control and moderation in the way they conduct themselves in relation to the consumption of alcohol at the club.
- ii. Player and members will refrain from heavy intake of alcohol and binge drinking.
- iii. Players and members will provide assistance to fellow players and members and if they observe unacceptable behavior at the club will bring the matter to the attention of the appropriate club official.

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5. INFECTIOUS DISEASES

5.1. INTRODUCTION

As in most sports, there is a chance of physical contact and or collision in baseball. A number of blood-borne infectious diseases can be transmitted during body contact during physical contact or collision. The more serious of these include Hepatitis and HIV (AIDS) infections. These diseases may be spread by contact between broken skin or mucous membranes and the infected agents such as:

- i. Blood
- ii. Saliva (not for HIV)
- iii. Semen and vaginal fluids

NB. At this stage there is no evidence that sweat/urine, and tears will transmit Hepatitis or HIV.

5.2. OBJECT AND APPLICATION OF THIS POLICY

The object of this policy is to:

- i. Set out the basis for procedures which must be adopted by players, teams and officials in order to prevent the spread of Infectious diseases, namely HIV (AIDS) and Hepatitis B & C within the sport of baseball.
 - a. detail the responsibilities of athletes, officials and Baseball Australia relating to the possible transmission of Infectious Diseases;
 - b. educate athletes and officials on the subject of diseases transmitted through the exchange of blood or other bodily fluids;
 - c. provide the method for determining whether a breach of this policy has occurred;
- ii. This policy applies to:
 - a. all Australian athletes involved in the sport of baseball under the control or jurisdiction of Baseball Australia, in Australia or overseas;
 - b. all officials involved in the sport of baseball in any way and under the jurisdiction of Baseball Australia;
 - c. all foreign athletes competing in baseball competition in Australia.
- iii. This policy shall be binding on all players/officials/organising affiliates and members of Baseball Australia.

5.3. RESPONSIBILITIES OF ATHLETES

- i. It is the participant's responsibility to maintain strict personal hygiene as this is the best method of controlling the spread of these diseases.
- ii. It is strongly recommended that all participants, involved in baseball and playing under adult rules be vaccinated against Hepatitis B.

- iii. All participants with prior evidence of these diseases should obtain confidential advice and clearance to participate from a doctor prior to participation in baseball.
- iv. No Player shall participate in any Baseball game or continue to participate in any game for so long as such Player:
 - a. is bleeding; or
 - b. has blood on any part of his person or uniform
 - c. A Player shall immediately upon a direction by an umpire leave the playing arena where such umpire is of the opinion that the Player is bleeding or has blood on any part of his person or uniform. Upon being directed to leave the playing arena, a Player shall not return or take any further part in any Baseball game until and unless:
 - i. the cause of any such bleeding has been abated and the bleeding has stopped;
 - ii. the injury is securely covered to the extent that no blood shall emanate therefrom;
 - iii. any blood stained article of uniform has been removed and replaced; and
 - iv. any blood on any part of a Player's person has been thoroughly cleansed and removed.

5.4. RESPONSIBILITY OF CLUBS

- i. Those handling bleeding players must wear disposable rubber or plastic gloves. Resuscitation bags or disposable mouth to mouth devices must be available.
- ii. It is the Club's responsibility to ensure that the dressing rooms are clean and tidy. Particular attention should be paid to hand-basins, toilets and showers. Adequate soap, paper hand-towels, brooms, refuse disposal bins and disinfectants, must be available at all times.
- iii. Communal bathing areas (e.g. Spas) within the Clubs, should be strongly discouraged.
- iv. The practices of spitting and urinating in team areas is not permitted
- v. All clothing, equipment and surfaces contaminated by blood must be treated as potentially infectious. Household bleach in a 1:10 solution may be used to wash contaminated areas and white clothing should be soaked in 1:10 solution bleach for 30 minutes before washing. Bleach should be rinsed off after use. Coloured clothing should be soaked in disinfectant for 30 minutes then washed at high temperature on a long cycle.
- vi. Sharing of towels, shaving razors, face washers and drink containers must not occur.
- vii. All personnel working within baseball areas should be vaccinated against Hepatitis B.
- viii. In all training areas, open cuts and abrasions must be reported to the coach/official and be treated immediately.
- ix. Clubs should undertake education programs to advise players and officials of this policy.
- x. No Club shall allow any Player to participate in any Baseball game or continue to participate in any game for so long as such Player:
 - a. is bleeding; or
 - b. has blood on any part of his person or uniform

5.5. RESPONSIBILITY OF UMPIRES

- i. Those who officiate in baseball should be vaccinated against Hepatitis B.
- ii. When an umpire notices that a player is bleeding or has blood on any part of his person or uniform, he is to direct the Player to leave the playing field.
- iii. Where a Player is directed by an umpire to leave the field under this Rule the umpire shall wait a reasonable period to allow the bleeding to be attended to. The amount of time is entirely at the discretion of the umpire. If, when this time has elapsed, the player is unable to take his place in the team, he must be replaced in the usual manner of substitution.
- iv. A player who refuses to promptly obey a direction of an umpire given in accordance with this paragraph (6b) shall be reported by the umpire to the relevant body of baseball at that level.
- v. Such Player shall be dealt with by that body as it deems fit.
- vi. Umpires have power to eject a player/official if they refuse to obey the rule.

5.6. FURTHER INFORMATION

You may contact: **The Australian Baseball Federation**
PO Box 1028
Mudgeeraba QLD 4213
Phone: (07) 5510 6800
Fax: (07) 5510 6855
Email: ABFadmin@baseball.org.au

Alternatively: **Sports Medicine Australia (WA Branch)**
PO Box 57
Claremont WA 6010
Phone: (08) 9285 8033
Fax: (08) 9284 9239
Email: info@smawa.asn.au

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6. EXTREME HEAT

6.1. INTRODUCTION

Heat stress and injury can lead to impaired player performance, physical distress e.g. dizziness, headaches, collapse and illness. In its extreme form it can be life threatening.

6.2. ROUND CANCELLATION

If the Australian Bureau of Meteorology's forecast temperature exceeds 39.5 degrees then the BWA Competition Manager's have the authority to suspend and/or abandon individual fixtured games.

Except for State League, regular season games cancelled due to extreme temperatures, BWA will not reschedule any make up games. NB: If both clubs can arrange the game to be replayed then BWA will allow that game to be played, all make up games must be made up prior to the final week of the regular season. All playoff games will be made up.

6.3. RISK MANAGEMENT

During any game played under the auspices of BWA any BWA Official (employee), Board Member, or Umpires Adviser is empowered to terminate a game if in their judgment the weather conditions are such that players and/or spectators are exposed to a significant risk of injury due to extreme temperatures.

6.4. REDUCING THE RISK

i. Shade and Drinks

Host clubs of games that are played under hot conditions must provide sufficient shade and an adequate supply of cold drinking water to players and officials.

ii. Sunscreen

Host clubs of games that are played under hot conditions must provide adequate quantities of SPF 50+ sunscreen for players, officials and spectators.

iii. Players

Players can minimise the impact and risk of heat induced injury by also taking the following measures.

- i. Use a mixture of water and electrolyte drinks for rehydration
- ii. Notify medical and coaching staff when effected by heat or when performance noticeably effected
- iii. Use pre-game and post-game cooling strategies
- iv. Use of cooling aids such as – ice vests, spray bottles, sponges, wet towels and fans

(END OF POLICY DOCUMENT)