



Queensland Baseball Scorers

Member Protection

Baseball Queensland (BQ), as an affiliated state association, is bound by the Baseball Australia Member Protection Policy (www.baseball.com.au/Resources/Policies). The policy aims to assist BA to ensure that every person involved in our sport is treated with respect and dignity and protected from discrimination, harassment and abuse. All individual members, volunteers, officials and affiliated clubs and associations are bound by this policy.

Further, as set out in Official Baseball Rule 9.01(c), “The official scorer is an official representative who **is entitled to the respect and dignity of his/her office and shall be accorded full protection** by the Office of the Commissioner, with respect to Major League scorers, and the League President, with respect to Minor League scorers. **The official scorer shall report to the appropriate league official any indignity expressed by any manager, player, club employee or club officer in the course of, or as the result of, the discharge of official scorer duties**”.

Scorers should feel respected and protected, but when a scorer feels they have been a victim of abuse, harassment or discrimination, they should follow the procedure as set out in the BA Member Protection Policy part D1. To summarise:

- **Step 1: Talk with the other person (where this is reasonable, safe and appropriate)**

In the first instance, you should try to sort out the problem with the person or people involved if you feel able to do so.

- **Step 2: Contact a Member Protection Information Officer from Baseball Qld**

Talk with a Member Protection Information Officer (MPIO) if the first step is not possible or reasonable;

- you are not sure how to handle the problem by yourself;
- you want to talk confidentially about the problem with someone and obtain more information about what you can do; or
- the problem continues after you tried to approach the person or people involved.

The MPIO will:

- take confidential notes about your complaint;
- try to find out the facts of the problem;
- ask what outcome/how you want the problem resolved and if you need support;
- provide possible options for you to resolve the problem;
- act as a support person if you so wish;
- refer you to an appropriate person (e.g. Mediator) to help you resolve the problem, if necessary;
- inform the relevant government authorities and/or police if required by law to do so;
- maintain confidentiality.

Call BQ on (07) 3876 2222 or email: admin@baseballqld.asn.au to get the name and details of the MPIO.

- **Step 3: Outcomes from initial contact**

After talking with the MPIO, you may decide:

- there is no problem;
- the problem is minor and you do not wish to take the matter forward;
- to try and work out your own resolution (with or without a support person such as a MPIO); or
- to seek a mediated resolution with the help of a third person (such as a mediator); or
- to seek a formal approach.

- **Step 4: Making a Formal complaint**

If your complaint is not resolved or informal approaches are not appropriate or possible, you may:

- make a formal complaint in writing to the CEO, Baseball Qld
- approach a relevant external agency such as an anti-discrimination commission, for advice.

When informing BQ of your complaint, take care to have all relevant details recorded so you can refer back to them. If the incident occurred at a game, make a note of date, time, age/grade, club or persons involved and any witnesses.



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Notes for reporting incidents of discrimination, harassment or abuse

Name of person making the complaint:

Role or status of person making the complaint:

When and where the incident took place:

- Date:
- Time:
- Venue:
- Age/Grade of game:

Witnesses to the incident:

The facts of the incident (who did what):

What further has happened since the incident:

How the complaint should be handled / resolved:

These notes are for the reference of the person making the complaint, but they can also be given to the Member Protection Information Officer in Baseball Qld to assist with lodging a complaint.