



BC Baseball Umpires Association

Hazing Policy

(1.0) Introduction

The BCBUA believes in fostering a safe, welcoming, and inclusive environment for participants. Hazing is an archaic and outdated practice that goes against these values and has no place in the sport. Hazing can have a serious, long-lasting, impact on individuals. Hazing tears groups apart and should be replaced with positive group building activities. Accordingly, the BCBUA condemns the practice of hazing in the strongest possible terms.

(2.0) Definition

Hazing is defined as any action, as part of an initiation of others to a group, that reasonably could be foreseen to endanger the physical, mental, or social-emotional health or safety of another individual.

Hazing may be humiliating, demeaning, shameful, or degrading.

Hazing can occur in any location and with or without the consent of the participants.

There is no such thing as an acceptable form of hazing.

(3.0) Role of Adult Supervisors

Adult supervisors have a responsibility to prevent hazing from occurring within their group. Adult supervisors are expected to educate individuals on this policy and to create a culture whereby hazing of any kind, is not acceptable. Adult supervisors also have a duty to reasonably supervise group members for the purpose of preventing hazing incidents when individuals are under their direct supervision, such as at the ballpark and on road trips. An adult supervisor may be found to be responsible for a hazing incident, even when the incident occurs while individuals are not under the adult supervisor's direct supervision.

(4.0) Consequences for Athletes – Active Participants

Individuals who actively participate in verbal or physical forms of hazing will be sanctioned under the BCBUA discipline policy. Active participants include those who are cheering on and/or encouraging those committing the hazing. Individuals will be sanctioned based on their individual actions.



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(5.0) Role of Bystanders

Bystanders are defined as individuals who are present during a hazing event but do not actively participate and are not victims of the hazing. Bystanders are expected to speak out against hazing as it occurs, remove themselves from the situation, and immediately report the incident to a supervisor or other responsible adult. When bystanders watch hazing occur in silence, they become part of the incident and may be subject to discipline.