



## BC Baseball Umpires Association

### Intimate Relationships Policy

#### **(1.0) Introduction**

The BCBUA believes in fostering a safe, welcoming, and inclusive environment for participants. The BCBUA recognizes that intimate relationships may develop between individuals within the baseball community. This policy seeks to clarify when such intimate relationships are inappropriate.

This document does not address issues of sexual harassment, which are addressed in the BCBUA's harassment and sexual harassment policy.

#### **(2.0) Definition of Intimacy**

For the purpose of this policy, intimacy shall be defined as:

- a) all physical forms of sexual activity including kissing, fondling, and sexual intercourse,
- b) the sharing of sexually explicit material and images,
- c) other forms of sexual activity that do not involve the individuals physically touching, which occur in the presence of another individual, whether in person or online.

Furthermore, any attempt to initiate intimacy, as described in section 2.0 a-c above, shall meet the definition of intimacy for the purpose of this policy.

#### **(3.0) Intimate Relationships Between Adults**

This section applies to any intimate relationships between adults within the BCBUA, including but not limited to BCBUA members, and the Board of Directors.

Generally, intimate relationships between consenting adults are acceptable. The primary concern with intimate relationships between adults, is the potential for conflict-of-interest situations to arise.

Examples of conflict of interest arising out of intimate relationships between adults include:

- a) when there is a direct reporting or supervisory relationship between the individuals,
- b) when one individual has influence over hiring, evaluation, selection, or promotion.
- c) any other decisions where one individual gains an advantage through the relationship



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When relationships develop that present a conflict of interest, the individuals are expected to report the conflict to the president of the BCBUA, per section 3.0 of the conflict-of-interest policy.

### **(4.0) Relationships Between Adults and Minor Umpires**

Adult Umpire Mentors hold a privileged position of authority, trust, and influence with younger, less experienced umpires and must maintain appropriate boundaries.

### **(5.0) Relationships Between Minor Umpires**

Given that there is generally not a power imbalance between athletes, such relationships are acceptable, provided they are legal based on the applicable laws. Canada's age of consent to sexual activity laws, can be found at this link:

<https://www.justice.gc.ca/eng/rp-pr/other-autre/clp/faq.html>.