



BC Baseball Umpires Association

Reporting Safe Sport Concerns

(1.0) Introduction

The BCBUA believes in fostering a safe, welcoming, and inclusive environment for participants. When individuals have concerns about compliance with BCBUA Safe Sport policies, a variety of reporting options are available to them. The purpose of this policy is to explain the BCBUA's reporting, investigation, and discipline procedures related to safe sport concerns or complaints.

(2.0) Reporting of Concerns

Individuals may report Safe Sport concerns to the BCBUA by:

- Emailing the president
- Directly contacting the Independent Third Party

When another individual (Director, Staff, etc.) at the BCBUA receives a Safe Sport complaint, they shall immediately forward such complaint to the president.

(3.0) Investigative Pathway

Upon receiving a Safe Sport complaint, the President will determine the investigative pathway.

(3.1) Very Serious Conduct

When the president determines that the complaint alleges very serious conduct has occurred, the complaint shall be forwarded to the independent third party who will conduct the investigation and discipline process. Examples of very serious conduct include without limitation:

- Maltreatment of a minor
- Criminal offenses
- Harassment
- Discrimination
- Sexual offenses
- Intimidation
- Threats of violence

When there is doubt, the case will generally be forwarded to the independent third party for review.

When there is alleged misconduct on the part of adult towards a minor, a lower threshold shall be applied, and the investigation is more likely to be forwarded to the independent third party.



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The president is required to contact the Independent Third Party when informed of any very serious conduct, regardless of whether the complaint is made formally in writing, or informally by another means. The president need only have knowledge of the incident, regardless of whether that knowledge is obtained from the victim or another party. It is not the role of the president to substantiate the complaint.

The Independent Third Party may decide to refer an investigation back to the BCBUA Discipline Committee.

(3.2) Other Conduct

When the president determines that the complaint alleges conduct that would not be classified as very serious, the complaint shall be forwarded to the BCBUA Discipline Committee for their action.

(4.0) Duty to Report

When the president may have reason to believe that a criminal offence may have occurred, they shall contact the local police or RCMP.