

PROPOSED AMENDMENTS TO MANUAL OF OPERATIONS & CONSTITUTION

The Executive reserves the right to amend the Constitution, Manual of Operations and House League Operating Procedures for spelling and/or grammar from time to time as needed, without notice, for continuity. Index to be updated accordingly and any re-numbering of subsections etc. as needed to accommodate changes.

BY-LAWS

NEW

6.14 DIRECTOR OF SPECIAL EVENTS

- .1 Shall be responsible for scheduling request for proposals for uniforms and photographers, in conjunction with the Director of Equipment, as needed.
- .2 Shall be responsible for scheduling food vendors for opening and closing days.
- .3 Shall co-ordinate opening and closing days with the executive.
- .4 Shall hold voting rights at all Executive Committee meetings.
- .5 Shall report to the President.
- .6 Shall prepare a report for presentation at the Annual General Meeting.

Submitted By: Heather Bertram
Rationale: New position required

MANUAL OF OPERATIONS

AMENDMENT

REMOVE:

2.2.2 Finance Committee

- .3 The Finance Committee will meet a **minimum of once per month**, prior to the monthly Executive Committee meeting.

Replace

2.2.2 Finance Committee

- .3 The Finance Committee will meet **quarterly**, prior to the monthly Executive Committee meeting.

Submitted By: Heather Bertram
Rationale: Difficulty scheduling due to everyone's busy lives. These manuals were written before the invention of the world wide web.

AMENDMENT**SECTION 3.18 BASIC REGISTRATION REFUND/CREDIT POLICY**

Remove:

- .8 Requests submitted in writing after **May 1st** will only be granted at the sole discretion of the Finance Committee. If the Finance Committee chooses to grant a refund or credit, it shall be pro-rated minus the applicable Administration Fee, Uniform Fee, Volunteer Fee, or City of Orillia Surcharge Fees, which will not be refunded.

Replace:

- .8 Requests submitted in writing prior to **April 1st** shall be granted a full refund or credit, minus \$25.00 Administration fee. Requests submitted in writing after April 1st will only be granted at the sole discretion of the Finance Committee. If the Finance Committee chooses to grant a refund or credit, it shall be pro-rated minus the applicable Administration Fee, Uniform Fee, Volunteer Fee, or City of Orillia Surcharge Fees, which will not be refunded.

Submitted By: Katherine DeCaire

Rationale: Registration closes on March 31st, at which time teams are being assembled and uniforms ordered.

NEW**SECTION 7 CHALLENGER BASEBALL**

Add

.1 Challenger Baseball is a new division of OLMB, being managed by North Simcoe Baseball.

.2 An adaptive baseball program, run in partnership with Little League Canada and Baseball Canada, where kids living with physical and/or cognitive disabilities find a place on a team where they belong. The program teaches athletes the core life skills inherent to baseball, including teamwork, communication, determination, resiliency, inclusion, support and courage. Challenger Baseball ensures athletes of all abilities have the opportunity to play in a fun and safe environment where they learn to become more independent, build confidence, and create lasting friendships with their peers.

From Blue Jays Jays' Care Challenger Baseball website.

Submitted By: Heather Bertram

Rationale: Passed by way of motion February 21, 2024

NEW

SECTION 9 EQUITY, DIVERSITY AND INCLUSION POLICY

Add:

FROM BASEBALL ONTARIO

Policy Statement

Baseball Ontario is committed to developing, maintaining, and supporting a culture of equity, diversity, and inclusion.

Purpose

Equity is the belief and practice of treating persons in ways that are fair, equitable, and just. Baseball Ontario is an inclusive organization and welcomes full participation of all individuals in our programs and activities, irrespective of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, gender, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability.

Equity does not necessarily mean that all persons must be treated exactly the same. People may need to be treated differently in order to be treated fairly. Baseball Ontario will take a leadership position by making a clear commitment to full and equitable participation at all levels of the organization.

Baseball Ontario will ensure that equity, diversity, and inclusion are key considerations when developing, updating, or delivering Baseball Ontario policies and programs.

Baseball Ontario supports and advocates for the rights of all participants including, but not limited to women, Black, Indigenous and People of Colour, members of the 2SLGBTQ+ community, and persons with disabilities to participate in the game of baseball with respect, dignity, and equity.

Guidelines

- Players may compete on any team that corresponds with either their gender assigned at birth, or their gender identity.
- Baseball Ontario will not solicit or accept sponsorship or partnerships from companies which discriminate against any minority group.
- To provide a safe, equitable, fair, and responsible environment for all participants, Baseball Ontario prohibits the use of racially or culturally insensitive mascots, imagery, team names, and iconography, including but not limited to the use of Indigenous mascots. This applies to all levels of the organization (including Affiliated Associations, Local Associations, and teams).
- Any use of language or actions is prohibited if such language or action denigrates or could reasonably be perceived to denigrate a person or group of people based on:
 - Ethnicity, colour, or origin (including the use of racial slurs, jokes, and actions that ridicule a particular race or ethnicity).

- Sexual Orientation (including the use of anti-2SLGBTQ+ slurs, jokes, and actions that ridicule a person based on actual or perceived sexuality).
- Gender or gender identity.
- Mental or physical disability.
- Discrimination and prejudiced actions against any participant based on ethnicity, colour, origin, sexual orientation, gender identity/expression, age, marital status, family status, or disability is prohibited.

Responsibility

1. The Executive shall consider Equity, Diversity, and Inclusion when setting policies and in conducting oversight of operations.
2. The Executive shall consider Equity, Diversity, and Inclusion when reviewing existing programs and policies and when creating new programs and policies.
3. The HR Committee shall consider Equity, Diversity, and Inclusion when making staff hiring decisions and when conducting staff reviews.
4. The President and each Commissioner shall consider Equity, Diversity, and Inclusion when making appointments to the various boards and councils.
5. The Executive shall actively pursue opportunities to educate Baseball Ontario members, including staff, athletes, coaches, umpires, and volunteers on the importance of Equity, Diversity, and Inclusion to Baseball Ontario.
6. The Executive shall ensure that the organization makes best efforts to develop operational procedures and rules which are equitable, and support diversity and inclusion.
7. The Executive shall ensure that the organization makes any reasonable efforts to accommodate persons with disabilities in their participation with baseball within the limits of safety for all participants.
8. The Executive shall ensure that all instances of alleged discrimination are investigated and dealt with in a manner that respects Baseball Ontario's fundamental belief in Equity, Diversity, and Inclusion.
9. Each member of the Executive individually has a responsibility to use their best efforts to ensure that the Executive is complying with its responsibilities in this Equity, Diversity, and Inclusion Policy.

Submitted By: Heather Bertram

Rationale: to conform with Not-For-Profit Corporations Act and Baseball Ontario

AMENDMENT

SECTION 9 – CRITERIA FOR APPROVING CLEARANCE REPORTS

Remove:

.1 All individuals holding the title of executive committee member, coach, assistant coach, trainer, assistant trainer and manager, shall be subject to Criminal Record Checks which includes the Vulnerable Sector Screening and a search of the National Checks and a

search of the National Sex Offender Registry, you will be required to complete a police vulnerable sector check every **three (3)** years.

Replace:

.1 All individuals holding the title of executive committee member, coach, assistant coach, trainer, assistant trainer and manager, shall be subject to Criminal Record Checks which includes the Vulnerable Sector Screening and a search of the National Checks and a search of the National Sex Offender Registry, you will be required to complete a police vulnerable sector check every **five (5)** years.

Submitted By: Heather Bertram

Rationale: Passed by way of motion February 21, 2024.

HOUSE LEAGUE OPERATING PROCEDURES

NEW

SECTION 9 CHALLENGER BASEBALL

Add

.1 Challenger Baseball is a new division of OLMB, being managed by North Simcoe Baseball.

.2 An adaptive baseball program, run in partnership with Little League Canada and Baseball Canada, where kids living with physical and/or cognitive disabilities find a place on a team where they belong. The program teaches athletes the core life skills inherent to baseball, including teamwork, communication, determination, resiliency, inclusion, support and courage. Challenger Baseball ensures athletes of all abilities have the opportunity to play in a fun and safe environment where they learn to become more independent, build confidence, and create lasting friendships with their peers.

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