

SPEED SKATE NEW BRUNSWICK

CODE OF CONDUCT (the “Code”)

ARTICLE 1 – APPLICATION

- 1.1 This Code applies to all Members of Speed Skate New Brunswick (“**SSNB**”), where “**Members**” is defined to include athletes, parents/guardians of athletes, coaches, event group leaders, managers, directors, officials, organizers, employees, staff and volunteers of SSNB.
- 1.2 This Code applies to the conduct of Members at any SSNB activities, events and programs, including, but not limited to, clinics, competitions, games, meetings, the SSNB office environment, practices, tournaments, training camps, travel associated with SSNB activities, and tryouts.
- 1.3 The purpose of this Code is to ensure a safe and positive environment within SSNB’s activities, events and programs.
- 1.4 This Code was approved by the Board of Directors of SSNB on October 10, 2017. This Code of may be amended, deleted or replaced by a resolution of the Board of Directors of SSNB.

ARTICLE 2 – GUIDING PRINCIPLES AND VALUES

- 2.1 Members are expected to conduct themselves at all times in a manner consistent with the values of SSNB. Conduct that violates these values may be subject to sanctions pursuant to SSNB’s Discipline Policy.
- 2.2 SSNB supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.
- 2.3 SSNB is committed to providing a sport environment, which is characterized by values of excellence, fairness, integrity, open communications and mutual respect. SSNB believes that these values should guide all its Members’ communications and actions, and that such conduct is in the best interest of all who participate in the sport of speed skating.
- 2.4 SSNB states that membership comes with certain responsibilities and obligations, including but not limited to compliance with this Code and all other SSNB policies, rules and regulations.

ARTICLE 3 – EXPECTED STANDARD OF ETHICAL CONDUCT

- 3.1 All **Members** of SSNB have a responsibility to:
 - (a) Maintain and enhance the dignity and self-esteem of Members of, and participants in, SSNB by:
 - (i) treating others with respect, regardless of age, athletic ability, body type, disability, economic status, ethnic or racial origin, gender, marital status, physical characteristics, political belief, religion or sexual orientation;

- (ii) consistently treating other Members fairly and reasonably;
 - (iii) focusing comments or criticism appropriately and avoiding public criticism of Members or of SSNB;
 - (iv) refraining from negative or disparaging remarks or conduct;
 - (v) consistently demonstrating, through words and actions, the spirit of sportsmanship, sports leadership and ethical conduct and practices; and
 - (vi) ensuring adherence to the rules of the sport and the spirit of those rules.
- (b) Abstain from the use of alcohol and tobacco products while participating at SSNB training sessions or competitive events, and consume these products responsibly in social situations associated with SSNB events. Minor athletes are strictly prohibited from the use of alcohol and tobacco products at any SSNB activities, events or programs.
- (c) Abstain from abusive use of alcohol, aiding or encouraging minors to consume alcohol, use of illicit drugs or narcotics, or use of banned performance-enhancing drugs or methods.
- (d) Refrain from knowingly placing themselves in a situation that could give rise to a conflict between personal interests and the interests of SSNB.
- (e) Refrain from any behaviour that constitutes harassment, where “**harassment**” is defined as behaviour including comments, conduct or gestures, which is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals or which creates an uncomfortable environment, or which might reasonably be expected to cause embarrassment, insecurity, discomfort, offence, or humiliation to another person or group, including, but not limited to:
- (i) written or verbal abuse or threats;
 - (ii) physical or sexual assault;
 - (iii) unwelcome remarks, jokes, innuendoes, or taunting about a person's body, sexual orientation, attire, age, sex, disability, marital status, ethnic or racial origin, religion;
 - (iv) displaying of sexually explicit, racist or other offensive or derogatory material, sexual, racial, ethnic, or religious graffiti;
 - (v) hazing or initiation rites;
 - (vi) practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
 - (vii) leering or other suggestive or obscene gestures;
 - (viii) intimidation;

- (ix) condescension, paternalism, or patronizing behaviour which undermines self-respect or adversely affects performance or working conditions;
 - (x) conduct, comments, gestures or contact of a sexual nature that is likely to cause offence or humiliation or that might, on reasonable grounds, be perceived as placing a condition of a sexual nature on employment or any opportunity for selection, training or advancement;
 - (xi) false accusations of harassment motivated by malice or mischief, and meant to cause others harm, is considered harassment;
 - (xii) an environment that is “chilly” or “poisoned”—behaviour or conduct that contributes to, supports or condones such an environment is harassing behaviour;
 - (xiii) sexual harassment, as further described in paragraph (f) below;
 - (xiv) bullying;
 - (xv) behaviours such as those described above that are not directed towards a specific individual or group but which have the same effect of creating a negative or hostile environment;
 - (xvi) retaliation or threats of retaliation against an individual who reports harassment to SSNB; and
 - (xvii) any other ground of harassment prohibited by applicable law.
- (f) Refrain from any behaviour that constitutes sexual harassment, where “**sexual harassment**” is defined as including, but not limited to:
- (i) sexist jokes;
 - (ii) display of sexually offensive material;
 - (iii) sexually degrading words used to describe a person;
 - (iv) inquiries or comments about a person’s sex life;
 - (v) any unwelcome sexual advances, flirtations or propositions;
 - (vi) persistent unwanted contact; and
 - (vii) any conduct of a sexual nature.
- (g) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- (h) Refrain from the use of crude, vulgar or inappropriate language at SSNB activities, events and programs.
- (i) Respect the property of others and not wilfully cause damage to, destroy or steal someone else’s property.

- (j) Respect the decisions of officials and discipline committees, and utilize only formal processes of appeal, protest or challenge in the event of disagreement.
- (k) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of SSNB, as adopted and amended from time to time, and comply with any contracts or agreements executed with or by SSNB.
- (l) Refrain from any behaviour or activity that constitutes an offence under the *Criminal Code* of Canada.

3.2 In addition to Section 3.1 above, **Athletes** will have a responsibility to:

- (a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to train or compete, and respect health-related decisions by medical professionals and coaches regarding the athlete's continued training or participation in competition(s).
- (b) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason.
- (c) Participate in all competitions, events or projects to which the athlete has made a commitment.
- (d) Adhere to the conditions set out by the coaching staff for SSNB activities, events and programs, including but not limited to:
 - (i) attending at team meetings;
 - (ii) abiding by any curfews and quiet time;
 - (iii) meeting the team dress code; and
 - (iv) respecting team leadership.
- (e) In all competitions, be acquainted with and adhere to the rules of the particular competition.
- (f) Treat opponents and officials with due respect in both victory and defeat, and encourage other athletes to act accordingly.

3.3 In addition to Section 3.1 above, **Coaches** will have a responsibility to:

- (a) Consistently display high personal and professional standards and project a positive image of the sport and of coaching.
- (b) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes.
- (c) Refrain from using training methods or techniques that may harm athletes.
- (d) Promote the present and future health of athletes by communicating and cooperating with registered medical practitioners in their diagnosis, treatment and management.

- (e) Consider the future health and well-being of athletes as paramount when making decisions regarding an injured athlete's ability to continue training or competing.
- (f) Respect the confidentiality of an athlete's medical information, and refrain from disclosing it to, or discussing it with, any person or entity other than the athlete, his or her health advisors, and coaching staff without the athlete's express or implied consent.
- (g) Educate athletes about the dangers of drugs and performance-enhancing substances.
- (h) Accept and promote athletes' personal goals and refer to other coaches and sports specialists as opportunities arise.
- (i) Direct comments or constructive criticism to focus on performance rather than the athlete personally.
- (j) Communicate and cooperate with the parents/guardians of minor athletes and involve them in decisions pertaining to their child's development.
- (k) Consider the academic pressures placed on student-athletes and conduct practices and events in a manner that supports academic success.
- (l) Recognize the power inherent in the position of coach, and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
- (m) Refrain from any behaviour or conduct that abuses the power imbalance inherent in the coaching position.
- (n) Refrain from any sexual relationship with any athlete and/or subordinate, particularly where such individual is a minor as defined by the applicable federal and/or provincial law.
- (o) Report to SSNB any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use or sale of any illegal substance.

3.4 In addition to Section 3.1 above, **Parents/Guardians and Spectators** at SSNB activities, events or programs will:

- (a) Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence.
- (b) Condemn the use of violence in any form.
- (c) Never ridicule a participant for making a mistake during a performance or practice.

- (d) Provide positive comments that motivate and encourage participants' continued effort.
- (e) Respect the decisions and judgments of officials, and encourage athletes to do the same. Officials will explain rulings to coaches; if a parent/guardian or spectator requires clarification, they may obtain such from coaches at a later time.
- (f) Support all efforts to remove verbal and physical abuse, coercion, intimidation and sarcasm.
- (g) Respect and show appreciation to all Members.
- (h) Refrain from the use of crude, vulgar or inappropriate language, and refrain from harassing Members, parents/guardians or other spectators.