



Code of Conduct and Ethics

DEFINITIONS

1. The following terms have these meanings in this Policy:
 - a. “individuals” – All categories of membership defined in Alberta Basketball Bylaws, as well as all individuals engaged in activities with Alberta Basketball, including but not limited to, athletes, coaches, officials, directors, officers, volunteers, committee members, managers and administrators.

PURPOSE

2. The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment within Alberta Basketball programs, activities and events, by making all individuals aware that there is an expectation of appropriate behavior, consistent with the values of Alberta Basketball, at all times.
3. Alberta Basketball is committed to providing an environment in which all individuals are treated with respect. Further, Alberta Basketball supports equal opportunity and prohibits discriminatory practices. Members of Alberta Basketball are expected to conduct themselves at all times in a manner consistent with the values of Alberta Basketball that include fairness, integrity, open communication and mutual respect.
4. Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to this policy, and may be further dealt with under Alberta Basketball’s Discipline and Complaints policy.

SCOPE AND APPLICATION

5. This policy applies to the individuals defined above, relating to conduct that may arise during the course of Alberta Basketball business, activities and events, including but not limited to, office environment, competitions, practices, tournaments, training camps, social media, travel, and any work related meetings.
6. This policy may apply to conduct that occurs outside of Alberta Basketball business and events when such conduct adversely affects relationships within Alberta Basketball and its work and sport environment and is detrimental to the image and reputation of the organization.

RESPONSIBILITY

7. All individuals have a responsibility to:
 - a. Maintain and enhance dignity and self-esteem of Alberta Basketball members are

other individuals by:

- i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status.
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members.
 - iii. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct.
 - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory.
 - v. Consistently treating individuals fairly and reasonably.
 - vi. Ensuring that the rules of the sport, and the spirit of such rules, are adhered to.
- b. Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior that constitute harassment include, but are not limited to:
- i. Written or verbal abuse, threats or outbursts.
 - ii. The display of visual material which is offensive or which one ought to know is offensive.
 - iii. Unwelcome remarks, jokes, comments, innuendos or taunts.
 - iv. Leering or other suggestive or obscene gestures.
 - v. Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions.
 - vi. Practical jokes which cause awkwardness or embarrassment engender a person's safety or negatively affect performance.
 - vii. Any form of hazing.
 - viii. Unwanted physical contact including touching, petting, pinching or kissing.
 - ix. Unwelcome sexual flirtations, advances, requests or invitations.
 - x. Physical or sexual assault.
 - xi. Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment.
 - xii. Retaliation or threats of retaliation against an individual who reports harassment.
- c. Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of sexual nature. Types of behavior that constitute sexual harassment include, but are 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. Unwelcome sexual flirtations, advances or propositions.
 - vi. Persistent unwanted contact
 - vii. Sexual assault.
- d. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Alberta Basketball adopts and adheres to the Canadian Anti-Doping Program. Any infraction of such program shall be considered an infraction of this policy and shall be subject to disciplinary action, and possible sanction, pursuant to Alberta Basketball's discipline and complaints policy. Alberta Basketball will respect **any penalty enacted pursuant to a** breach of the Canadian Anti-Doping program, whether imposed by Alberta Basketball or any other sport organization.
 - e. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
 - f. In the case of minors, refrain from consuming alcohol or tobacco products while participating in Alberta Basketball programs or events.
 - g. Use social media responsibly and strategically, modeling appropriate behavior expected of representatives of Alberta Basketball.
 - h. In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-orientated social situations associated with Alberta Basketball events.
 - i. Respect the property of others and not wilfully cause damage.
 - j. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
 - k. Comply at all times with the constitution, bylaws, policies, rules and regulations of Alberta Basketball, as adopted and amended from time to time.
 - l. Adhere to all Federal, Provincial, Municipal or host country laws.

BOARD/COMMITTEE MEMBERS AND STAFF

- 8. In addition to paragraph 7, board and committee members will:
 - a. Function primarily as a member of the board and/or committee(s) of Alberta Basketball; not as a member of any other particular member or constituency.
 - b. Act with honesty and integrity and conduct himself or herself in a manner consistent with nature and responsibilities of Alberta Basketball business and the maintenance of member confidence.
 - c. Ensures that the financial affairs of Alberta Basketball are conducted in a responsible and transparent manner with due regard for his or her fiduciary responsibilities.
 - d. Conduct oneself openly, professionally, lawfully and in good faith in the best interest of Alberta Basketball.
 - e. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism.
 - f. Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate and honest in all dealings with others.

- g. Keep informed about the activities of Alberta Basketball, the provincial sport community, and general trends in the sectors in which it operates.
- h. Exercise the degree of care, diligence and skill required in the performance of his or her duties pursuant to the laws under which Alberta Basketball is incorporated.
- i. Respect the confidentiality appropriate to issues of a sensitive nature.
- j. Ensure that all individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight.
- k. Respect the decisions of the majority and resign if unable to do so.
- l. Commit the time to attend meetings and to be diligent in preparation for, and participation in, discussions at such meetings.
- m. Have a thorough knowledge and understanding of all Alberta Basketball governance documents.
- n. Conform to the bylaws and policies approved by Alberta Basketball, in particular this Code of Conduct as well as the Conflict of Interest Policy and Confidentiality Agreement.

COACHES

9. In addition to paragraph 7 (above), coaches have additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:
 - a. Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by Alberta Basketball Screening Policy, so that the community is satisfied it has minimized the risk of an unsafe environment.
 - b. Report any ongoing criminal investigation, conviction or existing bail conditions, including those for violence; child pornography; or possession, use or sale of any illegal substance.
 - c. Under no circumstances provide, promote or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcoholic beverages and/or tobacco.
 - d. Respect all other teams and athletes from other teams and, in dealing with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless first receiving approval from the coach who is responsible for the team or athlete(s) involved.
 - e. Not engage in a sexual relationship with an athlete under the age of 18 years, or an intimate or sexual relation with an athlete over the age of 18 if the coach is in a position of power, trust or authority over such athlete.
 - f. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by stabling 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.

- g. Dress professionally, neatly and inoffensively.
- h. Use offensive language, taking into account the audience being addressed.

ATHLETES

10. In addition to paragraph 7 (above), athletes will have additional responsibilities to:
- a. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
 - b. Participate and appear on time, well-nourished and prepared to participate to one's best abilities in all competitions, practices, training sessions, events, activities, or projects.
 - c. Properly represent oneself and not attempt to enter a competition for which one is not eligible, by reason of age, classification, or other reason.
 - d. Adhere to Alberta Basketball's rules and requirements regarding clothing and equipment.
 - e. Never ridicule a participant for a poor performance or practice.
 - f. Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to others players, officials, coaches, or spectators.
 - g. Dress in a manner representative of Alberta Basketball with focus being on neatness, cleanliness, and discretion. Designated official clothing, if applicable, must be worn when traveling and competing.
 - h. Act in accordance with Alberta Basketball's policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones.

OFFICIALS

11. In addition to paragraph 7 (above), officials will have additional responsibilities to:
- a. Accept an assignment to officiate at a match only if one intends to honor that commitment. If, for any reason, one is unable to attend, let the person in charge of officials know as soon as possible.
 - b. Be fair and objective.
 - c. Avoid situations in which a conflict of interest may arise.
 - d. Be as impartial, unobtrusive and inconspicuous as possible.
 - e. Conduct all events according to the rules of Alberta Basketball.
 - f. Make independent judgements.