



FORT SASKATCHEWAN RINGETTE ASSOCIATION

TITLE: CODE OF CONDUCT

POLICY #: 1300

Created: May 11, 2018	Last updated: December 18, 2018	Approved: January 22, 2019
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Ver no.	Effective Date	Significant Changes

1.0 Purpose

To outline the standard of acceptable behaviour that the Fort Saskatchewan Ringette Association (FSRA) expects of its paid employees, members, and participants and to help foster an environment that supports the core values of teamwork, integrity, respect, safe and fun communities, excellence, human development, and fairness.

2.0 Scope

This policy applies to all spectators, members, participants, officials, parents or guardians, players, team officials, paid employees, volunteers, and executive board members of the FSRA.

3.0 Terms

Harassment – Comments or conduct towards an individual or group that can be seen as racist, sexist, offensive, abusive, degrading, or malicious by a reasonable observer.

Sexual Harassment – Unwelcome sexual advances or behaviour that is sexual in nature.

4.0 Policy

- 4.1 Anyone in violation of the rules and guideline outlined in this policy will be subject to discipline as determined by the FSRA Executive Board (see Policy #1310).
- 4.2 All paid employees, members, participants, team staff, and players of the FSRA are expected to show good sportsmanship, leadership, and appropriate levels of propriety when interacting with members, participants, officials, opponents, and spectators whether they are part of the FSRA or not.
- 4.3 It is the responsibility of every spectator, paid employee, member, participant, official, parent or guardian, player, team official, volunteer, and executive board member of the FSRA to ensure that all rules are followed and adhered to both in letter and in spirit.



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- 4.4 Harassment and sexual harassment are not acceptable, and all paid employees, members, and participants of the FSRA have a responsibility to discourage and report this behaviour. This includes treating everyone with respect regardless of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability, or economic status; ensuring everyone gets an equal chance to participate within the FSRA; and discouraging discriminatory practices. For more information on how the FSRA encourages equality, please see Ringette Alberta's Inclusion Policy (#25.0).
- 4.5 If a paid employee, member, or participant of the FSRA believes that another paid employee, member, or participant is violating this code of conduct, he or she must submit a formal written complaint to the Executive Board. Public criticism of any other players, team staff, officials, organizers, volunteers, employees, or other members or participants of the FSRA will not be tolerated. For more information about submitting a complaint, see the Discipline and Complaints Policy (#1310)
- 4.6 All adult paid employees, members, and participants of the FSRA must take reasonable steps to manage the responsible consumption of alcoholic beverages in social situations associated with FSRA events. All paid employees, members, and participants must adhere to the provincial legal requirements for controlled substances based on their current location.
- 4.7 Members, participants and employees will abstain from the non-medical use of drugs or the use of performance enhancing drugs or methods that will affect the ringette performance or experience of themselves or other participants.
- 4.8 All paid employees, members, and participants of the FSRA are expected to respect not only the FSRA's property and equipment but those of others. This includes rental equipment and dressing rooms, arenas, and other facilities inside and outside of Fort Saskatchewan.
- 4.9 Paid employees, members, and participants are strictly forbidden from using their power or authority to coerce or influence anyone into engaging in inappropriate activities.