

## **Spectator Code Of Conduct**

Ringette Ontario is committed to ensuring that all athletes have the opportunity to participate in a safe and enjoyable environment that is encouraging to all, enabling athletes to achieve personal best performances, and promoting overall development of our sport. We have strong values of fair play, integrity, mutual respect, safety, graciousness, and sportsmanship. Spectators are expected to conduct themselves in a manner which supports the values of our organization and encourages the development of all athletes on and off the competition area. RO has a zero tolerance for any offensive behaviour and any violations against the code of conduct may result in removal from the game/arena.

### **Do:**

- Support the game of Ringette.
- Cheer for all athletes in a positive manner, modelling good sportsmanship, and fair play.
- Show respect to all individuals, treating everyone with courtesy, including but not limited to athletes, coaches, officials, volunteers, other spectators and parents.
- Thank officials after each game and ensure your athletes do the same.
- Respect the decisions and judgments of the officials and encourage athletes to do the same.
- Avoid spectator-imposed pressures to win.
- Encourage participation at all levels. Promote emotional and physical well-being.
- Volunteer your time at an event when help is required.
- Encourage fair play and sportsmanship both on and off the ice.
- Remember that this is a game, the main goal is to have fun!

### **Do Not:**

- Engage in profane, insulting, harassing, sexist, racist, abusive, disrespectful or otherwise offensive behaviour.
- Verbally abuse the officials, the opposing team, their players or coaches.
- Demean or ridicule any athlete who has not met your expectation.
- Use physical force, or engage in verbal abuse, or violent acts of any kind.
- Partake in the unlicensed use of alcohol, legal cannabis, or the illegal use of drugs at any events.
- Coach any athlete during an event, unless you are the coach for that team.

Thank you from the Athletes, Officials, Coaches, Parents and Other Spectators

## **Athlete Code of Conduct and Ethics**

Ringette Ontario is committed to providing an environment in which all individuals are treated with respect. Further, Ringette Ontario supports equal opportunity and prohibits discriminatory practices. Participants of Ringette Ontario, parents/guardians of Ringette Ontario participants, and spectators at Ringette Ontario's events are expected to conduct themselves at all times in a manner consistent with the values of Ringette Ontario.

Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to Ringette Ontario's policies related to discipline and complaints.

### **1.1 PURPOSE**

Everyone has a duty to report infractions. This is done by filing a written complaint to your Association, Region or the Provincial Office.

The purpose of this Code of Conduct is to ensure a safe and positive environment within Ringette Ontario programs, activities and events, by making all individuals aware that there is an expectation of appropriate behaviour, consistent with the values of Ringette Ontario, at all times.

### **1.2 DEFINITIONS**

The following terms have these meanings in this Policy:

1.2.1 "Individuals" - Ringette Ontario Participants, parents/guardians of Ringette Ontario Participants, spectators at Ringette Ontario events and Ringette Ontario professional staff.

1.2.2 "Ringette Ontario" –Ontario Ringette Association.

### **1.3 APPLICATION OF THIS POLICY**

This policy applies to Individuals relating to conduct that may arise during the course of Ringette Ontario's business, activities and events, including but not limited to, office environment, competitions, practices, training camps, travel, and any meetings of staff, committees or the Board of Directors.

This policy applies to conduct that may occur outside of Ringette Ontario's business, activities and events when such conduct adversely affects relationships within Ringette Ontario's work and sport environment and is detrimental to the image and reputation of the Ringette Ontario Association. Conduct arising within the business, activities and events of clubs or other organizations affiliated with Ringette Ontario will be dealt with using the policies and mechanisms of such organizations.

### **1.4 RESPONSIBILITIES**

Maintain and enhance the dignity and self-esteem of Ringette Ontario Members and other Individuals by adhering to the following policies:

### **1.5 HARASSMENT POLICY**

Harassment is defined as comment or conduct (through any medium) directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious.

Harassment may occur between peers (eg: player to player in the same age group, parent to official, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (eg: coach to player, sports administrator to employee).

**1.5.1 Types of behaviour that constitute harassment** include, but are not limited to:

- Written or verbal abuse, threats or outbursts;
- The display of visual material which is offensive or which one ought to know is offensive;
- Unwelcome remarks, jokes, comments, innuendos or taunts about a person's looks, body, attire, age, race, religion, sex or sexual orientation;
- Leering or other suggestive or obscene gestures;
- Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
- Practical jokes that cause awkwardness or embarrassment, endangers a person's safety or negatively affect performance;
- Any form of hazing or bullying;
- Unwanted physical contact including touching, petting, pinching or kissing;
- Unwelcome sexual flirtations, advances, requests or invitations;
- Physical or sexual assault;
- Threats of retaliation against an individual who reports harassment.

### **1.5.2 Sanctions**

Any complaints of harassment deemed not to be frivolous or vexatious by the Ringette Ontario President or delegate will be considered a Major Infraction complaint and would be subject to the applicable sanctions (as per Sports Administration – Discipline and Complaints Policy).

### **1.6 Bullying Policy**

Bullying involves a person expressing their power through the humiliation of another person. Bullying occurs between people at any age. It is inappropriate behaviour that is typically cruel, demeaning and hostile toward the bullying target.

The actual issue of bullying is not addressed by the law, except when the behaviour does become a criminal issue – e.g. extortion, physical assault etc.

#### **1.6.1 Bullying can be broken down into four types:**

- Physical – ex. hit or kick victims; take/damage personal property
- Verbal – ex. name calling; insults; constant teasing
- Social - ex. try to cut off victims from social connection by convincing peers to exclude or reject a certain person
- Cyber – ex. use electronic sources including, but not limited to: Facebook, twitter, texting, etc. to accomplish the bully's aims

#### **1.6.2 Types of behaviour that constitute bullying** include, but are not limited to:

- Unwarranted yelling and screaming directed at the target;
- Continually criticizing the target's abilities;
- Blaming the target for mistakes;
- Making unreasonable demands related to performance;
- Repeated insults or put downs of the target;
- Repeated threats to remove or restrict opportunities or privileges;
- Denying or discounting the target's accomplishment;
- Threats of physical violence;
- Actual physical violence.

### **1.6.3 Sanctions**

Any complaints of bullying deemed not to be frivolous or vexatious by the Ringette Ontario President or delegate will be considered a Major Infraction complaint and would be subject to the applicable sanctions (as per Sports Administration – Discipline and Complaints Policy).

### **1.7 Hazing Policy**

Hazing refers to any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate.

Hazing is a broad term encompassing any action or activity which does not contribute to the positive development of a person; which inflicts or intends to cause physical or mental harm or anxieties; which may demean, degrade or disgrace any person regardless of location, intent, or consent of participants; any action or situation which intentionally or unintentionally endangers an athlete for admission into or affiliation with any team.

Any instance where an athlete is pressured by his or her teammates to participate in an activity with which the athlete is uncomfortable is considered to be an incidence of hazing.

#### **1.7.1 Three Categories of Hazing**

- Subtle – Actions that are against accepted and organization standards of conduct, behavior and good taste. An activity or attitude directed toward an athlete or an act which ridicules, humiliates, and/or embarrasses.
  - o Ex. Deception, assigning demerits, implied threats, deprivation of privileges
- Harassment - Anything that causes anguish or physical discomfort to an athlete, any activity directed toward an athlete which confuses, frustrates or causes undue stress.
  - o Ex. Verbal abuse, threats, wearing embarrassing attire, sleep deprivation, sexual simulations
- Violent – Any form of action that may cause physical punishment or any action that may cause bodily harm and/or touching in private places and/or de-clothing of an athlete.
  - o Ex. Forced alcohol/drug consumption, beating/paddling or assault, branding, burning, public nudity, and/or bondage

#### **1.7.2 Sanctions**

Any complaints of hazing deemed not to be frivolous or vexatious by the Ringette Ontario President or delegate will be considered a Major Infraction complaint and would be subject to the applicable sanctions (as per Sports Administration – Discipline and Complaints Policy).

### **1.8 ATHLETES**

In addition, Athletes who have been selected to a representative team of Ringette Ontario will have additional responsibilities to:

1.8.1 Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete;

1.8.2 Not consume alcohol, tobacco, or cannabis at any competition or event associated with Ringette Ontario and/or in such a way that would bring Ringette Ontario into disrepute;

1.8.3 Participate and appear on time in all competitions, practices, training sessions, events, activities or projects;

1.8.4 Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons.

1.8.5 Adhere to Ringette Ontario's rules and requirements regarding clothing and equipment.

### **RINGETTE ONTARIO PARENTS' CODE OF CONDUCT**

Ringette Ontario is committed to providing an environment in which all individuals are treated with respect. As a parent, you play a special role in the development of your daughter or son, and of his/her teammates. Your encouragement and examples ensure good sportsmanship and self-discipline more than any other influence. Parents should observe the following Code of Conduct with their child athletes:

1. I will not force my child to participate in Ringette.
2. I will remember that my child plays Ringette for their enjoyment, not mine.
3. I will encourage my child to play by the rules and to resolve conflict without resorting to hostility or violence.
4. I will teach my child that doing one's best is as important as winning so that my child will never feel defeated by the outcome of the game.
5. I will make my child feel like a winner every time by offering praise for competing fairly and hard.
6. I will respect my child's teammates, fellow parents as well as opposition coaches, players, and parents.
7. I will remember that children learn by example. I will applaud good plays and performances by both my child's team and their opponents.
8. I will never question the game official's judgment or honesty in public.
9. I will support all efforts to remove verbal and physical abuse from children's Ringette games.
10. I will respect and show appreciation for the volunteers and coaches who give their time to provide sport activities for my child, understanding that I have a responsibility to be a part of my child's development.
11. I will not coach from the sidelines unless asked by the coach.
12. I will abide by the team's communication rules between coaches and parents (e.g. through the parent liaison, etc.).
13. I will be responsible for my guests at my child's Ringette games, encouraging them to respect and abide by the Parents' Code of Conduct.