



CODE OF CONDUCT AND ETHICS

Purpose

1. The purpose of this Code is to ensure a safe and positive environment (within the MLA's programs, activities, and Events¹) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the MLA's core values. The MLA supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all Individuals are treated with respect and fairness.

Application of this Code

2. This Code applies to Individuals' conduct during the MLA's business, activities, and Events including, but not limited to, competitions, practices, tryouts, training camps, treatments or consultations (e.g. massage therapy), travel associated with the MLA's activities, the MLA's office environment, and any meetings.

3. This Code also applies to Individuals active in the sport of lacrosse or who have retired from the sport of lacrosse where any claim regarding a potential breach of this Code occurred when the Individual was active in the sport. Provided, however, that the Individual's conduct must have fallen within the scope of activities specified in Section 2 above at the time that it occurred.

4. In addition, breaches of this Code may occur when the Individuals involved interacted due to their mutual involvement in the sport of lacrosse or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the Individual(s). Provided, however, that the Individual's conduct must have fallen within the scope of activities specified in Section 2 above at the time that it occurred.

5. An Individual who violates this Code may be subject to sanctions pursuant to the MLA's *Discipline and Complaints Policy*. In addition to facing possible sanction pursuant to the MLA's *Discipline and Complaints Policy*, an Individual who violates this Code during a competition may be ejected from the competition or the playing area, the official may delay the competition until the Individual complies with the ejection, and the Individual may be subject to any additional discipline associated with the competition.

6. An employee of the MLA found to have engaged in acts of Workplace Violence, Workplace Harassment, or Prohibited Behaviour against any other employee, worker, contractor, member, customer, supplier, client or other third party during business hours, or at any event of the MLA, will be subject to

¹ A separate document with term definitions that apply to all the MLA policy is found online and in the MLA Safe Sport Policy Manual.



appropriate disciplinary action subject to the terms of any of the MLA's relevant and applicable policies as well as the employee's employment agreement (if applicable).

7. This Code also applies to Individuals' conduct outside of the MLA's business, activities, and events when such conduct adversely affects relationships within the MLA (and its work and sport environment) and is detrimental to the image and reputation of the MLA. Such applicability will be determined by the MLA at its sole discretion.

Responsibilities

8. Individuals have a responsibility to:
- a) Maintain and enhance the dignity and self-esteem of the MLA's members and other individuals by:
 - i. Treating each other with the highest standards of respect and integrity;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
 - iv. Avoiding to place themselves in a position of a real or perceived conflict of interest;
 - v. Not engaging in any fraudulent conduct, including the misuse of resources or any form of misrepresentation;
 - vi. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;
 - vii. Consistently treating individuals fairly and reasonably;
 - viii. Ensuring adherence to the rules of the sport and the spirit of those rules.
 - b) Refrain from any behaviour that constitutes Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, Discrimination or any form of Maltreatment or Prohibited Behaviour
 - c) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
 - d) Refrain from consuming tobacco, nicotine products, recreational drugs or any other intoxicants while participating in the MLA's programs, activities, competitions, or Events or while representing the MLA at any such programs, activities, competitions, or Events.
 - e) In the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or Event;
 - f) In the case of adults, not consume cannabis in the Workplace or in any situation associated with the MLA's Events (subject to any requirements for accommodation), not consume alcohol during competitions and in situations where Minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with the MLA's events
 - g) Respect the property of others and not wilfully cause damage
 - h) Promote the sport in the most constructive and positive manner possible
 - i) When driving a vehicle with an Individual:
 - i. Not have his or her license suspended;



- ii. Not be under the influence of alcohol or illegal drugs or substances; and
- iii. Have valid car insurance
- j) Adhere to all federal, provincial, municipal and host country laws
- k) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition and/or not offer or receive any benefit which is intended to manipulate the outcome of a competition. A benefit includes the direct or indirect receipt of money or anything of value, including, but not limited to, bribes, gains, gifts, preferential treatment, and other advantages.
- l) Comply, at all times, with the MLA's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time
- m) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions involving an Individual to the MLA, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or Prohibited Substance or Method.
- n) It is a violation of this Code for any Person in Authority to place an Individual in a situation that makes them vulnerable to Maltreatment or Prohibited Behaviour. This includes, but is not limited to, instructing an athlete and a coach to share a hotel room when traveling, hiring a coach who has a past history of athlete Maltreatment or Prohibited Behaviour, assigning guides and other support staff to a para-athlete when the guide or support staff has a reputation for athlete Maltreatment or Prohibited Behaviour or assigning such a guide or support staff to a para-athlete in the absence of consultation with the para-athlete.

Directors, Committee Members, and Staff

9. In addition to section 9 (above), the MLA's directors, committee members, and staff will have additional responsibilities to:
- a) When performing their role as a director, committee member, or staff member of the MLA, ensure that they respect their duty of loyalty to the MLA and refrain from engaging in any activity or behaviour that could constitute a conflict of interest.
 - b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the MLA's business and the maintenance of Individuals' confidence
 - c) Ensure that the MLA's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
 - d) Conduct themselves transparently, professionally, lawfully and in good faith in the best interests of the MLA
 - e) Be independent, 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
 - g) Keep informed about the MLA's activities, the 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 their duties pursuant to the laws under which the MLA is incorporated
 - i) Respect the confidentiality appropriate to issues of a sensitive nature



- j) Respect the decisions of the majority and resign if unable to do so
- k) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
- l) Have a thorough knowledge and understanding of all of the MLA's governing documents

Coaches

10. In addition to section 9 (above), coaches have many 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) Avoid any behaviour that abuses the Power Imbalance inherent to their position as a coach
- b) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes
- c) Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes
- d) Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals (where applicable) in the diagnosis, treatment, and management of athletes' medical and psychological treatments
- e) Support the coaching staff of a training camp, provincial team, or national team, should an athlete qualify for participation with one of these programs
- f) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate
- g) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
- h) Act in the best interest of the athlete's development as a whole person
- i) Comply with the MLA's *Screening Policy*
- j) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or Prohibited Substances or Methods and, in the case of minors, alcohol, cannabis, and/or tobacco
- k) Respect athletes playing with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes
- l) Not engage in a sexual or intimate relationship with an athlete of any age where the coach is in a position of authority or trust;
- m) 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



- n) Dress appropriately
- o) Use inoffensive language, taking into account the audience being addressed (e.g., the age/maturity of the participants)

Athletes

11. In addition to section 9 (above), athletes will have additional responsibilities to:
- a) Adhere to their athlete agreement (if applicable)
 - b) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete;
 - c) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and Events
 - d) 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
 - e) Adhere to the MLA's rules and requirements regarding clothing and equipment
 - f) Dress to represent the sport and themselves well and with professionalism
 - g) Act in accordance with the MLA's policies and procedures and, when applicable, additional rules as outlined by coaches or managers

Officials

12. In addition to section 9 (above), officials will have additional responsibilities to:
- a) Maintain and update their knowledge of the rules and rules changes
 - b) Not publicly criticize any Individual, other officials or any club or association;
 - c) Place the safety and welfare of competitors, and the fairness of the competition above all else
 - d) Work within the boundaries of their position's description while supporting the work of other officials
 - e) Act as an ambassador of the MLA by agreeing to enforce and abide by national and provincial rules and regulations
 - f) Take ownership of actions and decisions made while officiating
 - g) Respect the rights, dignity, and worth of all Individuals
 - h) Not publicly criticize other officials or any club or association
 - i) Act openly, impartially, professionally, lawfully, and in good faith
 - j) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
 - k) Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals
 - l) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time
 - m) When writing reports, set out the actual facts to the best of their knowledge and recollection
 - n) Dress in proper attire for officiating



Parents/Guardians and Spectators

13. In addition to section 9 (above), parents/guardians and spectators at events will:
- a) Encourage athletes to compete within 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
 - f) Never question an official's or staff member's judgment or honesty
 - g) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm
 - h) Respect and show appreciation to all competitors, and to the coaches, officials, and other volunteers
 - i) Not harass competitors, coaches, officials, parents/guardians, or other spectators

Anti-Doping

14. All Individuals shall:
- a) Abstain from the non-medical use of medications or drugs or the use of Prohibited Substances or Prohibited Methods as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force. More specifically, the MLA adopts and adheres to the Canadian Anti-Doping Program. the MLA will respect any sanction imposed on an Individual as a result of a breach of the [Canadian Anti-Doping Program](#) or any other applicable Anti-Doping Rules
 - b) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision, who has been found to have committed an anti-doping rule violation and is serving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or any other applicable anti-doping rules
 - c) Cooperate with any Anti-Doping Organization that is conducting an investigation into any anti-doping rule violation(s)
 - d) Refrain from any offensive conduct toward a doping control official or other individual involved in doping control, whether or not such conduct constitutes Tampering as defined in the Canadian Anti-Doping Program
15. All Coaches or other Individuals who are using a Prohibited Substance or Prohibited Method without a valid and acceptable justification shall refrain from providing support to athletes that fall under the MLA's jurisdiction.



Retaliation, Retribution or Reprisal

16. It is a breach of this Code for any Individual to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging that Individual from filing, in good faith, a complaint pursuant to any the MLA policy.

Privacy

17. The collection, use and disclosure of any personal information pursuant to this Code shall be in accordance with any applicable privacy policies and practices of the MLA.

Board Approved: March 28, 2023