



Code of Conduct and Ethics Policy

*** This Code of Conduct and Ethics replaces all pre-existing alternate Ontario Water Polo Association (OWP) Codes of Conduct and Ethics including those posted on the OWP website prior to January 1st, 2013 ***

Definitions

1. The following terms have these meanings in this Code:
 - a) “Member” – All categories of membership defined in the OWP Bylaws as well as all individuals employed by, or engaged in activities with, OWP including, but not limited to, athletes, coaches, convenors, officials, volunteers, managers, administrators, committee members, directors and officers of OWP, parents, guardians and spectators.
 - b) “OWP” – Ontario Water Polo

Purpose

2. The purpose of this Code is to ensure a safe and positive environment (within OWP programs, activities, and events) by making Members aware that there is an expectation, at all times, of appropriate behaviour consistent with the mission of OWP that includes stressing the values of sportsmanship, athleticism, fair play, teamwork, and fun. Further, OWP supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.

Application of this Code

3. This Code applies to Members’ conduct during OWP business, activities, and events including, but not limited to, games, tournaments, practices, tryouts, training camps, travel associated with OWP activities, and any meetings.
4. A Member who violates this Code may be subject to sanctions pursuant to the OWP’s *Discipline and Complaints Policy*. In addition to facing possible sanction pursuant to the OWP’s *Discipline and Complaints Policy*, a Member who violates this Code during a game may be ejected from the game or the playing area, the official may delay the game until the Member complies with the ejection, and the Member may be subject to the *Event Discipline Procedure*.
5. This Code also applies to Members’ conduct outside of OWP’s business, activities, and events when such conduct adversely affects relationships within OWP (and its work and sport environment) and is detrimental to the image and reputation of OWP. Such applicability will be determined by OWP at its sole discretion.

Responsibilities

6. Members have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of OWP members and other individuals by:
 - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, or economic status

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- ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
 - iii. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
 - iv. Consistently treating individuals fairly and reasonably
 - v. Ensuring adherence to the rules of water polo and the spirit of those rules
- b) Refrain from any behaviour 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 behaviour 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 in the circumstances
 - iii. Unwelcome remarks, jokes, comments, innuendo, or taunts
 - iv. Leering or other suggestive or obscene gestures
 - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
 - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
 - vii. Any form of hazing
 - viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
 - ix. Unwelcome sexual flirtations, advances, requests, or invitations
 - x. Physical or sexual assault
 - xi. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
 - xii. Retaliation or threats of retaliation against an individual who reports harassment to the OWP
- c) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- i. Sexual jokes, including 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

- d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, OWP adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction, pursuant to the OWP's *Discipline and Complaints Policy*. OWP will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by OWP or any other sport organization
- e) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport of water polo, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES)
- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- g) In the case of adults, avoid consuming alcohol in situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with OWP events
- h) Respect the property of others and not willfully cause damage
- i) Promote water polo in the most constructive and positive manner possible
- j) Adhere to all federal, provincial, municipal and host country laws
- k) Comply, at all times, with the OWP's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

Board/Committee Members and Staff

- 7. In addition to section 6 (above), the OWP's Board Members, Committee Members, and Staff will have additional responsibilities to:
 - 1. Function primarily as a member of the board and/or committee(s) of OWP; not as a member of any other particular member or constituency
 - 2. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of OWP business and the maintenance of Member confidence
 - 3. Ensure that the OWP's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
 - 4. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of OWP
 - 5. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism

6. Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others
7. Keep informed about OWP activities, the provincial water polo community, and general trends in the sectors in which they operate
8. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which OWP is incorporated
9. Respect the confidentiality appropriate to issues of a sensitive nature
10. Ensure that all Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight
11. Respect the decisions of the majority and resign if unable to do so
12. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
13. Have a thorough knowledge and understanding of all OWP governance documents
14. Conform to the bylaws and policies approved by OWP, in particular this *Code of Conduct and Ethics* as well as the *Conflict of Interest Policy* and *Confidentiality Policy*

Coaches

8. In addition to section 6 (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) 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
 - b) Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments
 - c) Support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs
 - d) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
 - e) Act in the best interest of the athlete's development as a whole person
 - f) Respect other coaches
 - g) Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by the OWP's *Screening Policy*
 - h) 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
 - i) 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, alcohol and/or tobacco
 - j) 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

- k) Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over the athlete
- 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) Dress professionally, neatly, and inoffensively
- n) Use inoffensive language, taking into account the audience being addressed
- o) Comply with the OWP's *Club Transfer Policy*

Athletes

9. In addition to section 6 (above), athletes will have additional responsibilities to:
- a) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete
 - b) Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all games, practices, training sessions, tryouts, tournaments, and events
 - c) Properly represent themselves and not attempt to play with a team for which they are not eligible by reason of age, classification, or other reason
 - d) Adhere to the OWP'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 other players, officials, coaches, or spectators
 - g) Dress in a manner representative of OWP; focusing on neatness, cleanliness, and discretion
 - h) Act in accordance with the OWP's policies and procedures (particularly the *Club Transfer Policy*) and, when applicable, additional rules as outlined by coaches or managers

Officials

10. In addition to section 6 (above), officials will have additional responsibilities to:
- a) Maintain and update their knowledge of the rules and rules changes
 - b) Work within the boundaries of their position's description while supporting the work of other officials
 - c) Act as an ambassador of OWP by agreeing to enforce and abide by national and provincial rules and regulations
 - d) Take ownership of actions and decisions made while officiating
 - e) Respect the rights, dignity, and worth of all individuals
 - f) Not publicly criticize other officials or any water polo club or association
 - g) Assist with the development of less-experienced referee and minor officials
 - h) Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of OWP, athletes, coaches, other officials, and parents
 - i) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others

- j) 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 Members
- k) 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
- l) When writing reports, set out the true facts and not attempt to justify any decisions
- m) Dress in proper attire for officiating

Parents/Guardians and Spectators

11. In addition to paragraph 6 (above), Parents/Guardians and Spectators at events 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. Feedback on competition performances is provided by officials only to the coaching staff, so parents are encouraged to discuss any questions with your athletes coach
- f) Recognize that officials, executives and staff act in good faith, and in the best interests of the athletes and sport as a whole.
- g) Respect the decisions and judgments of officials, and encourage athletes to do the same
- h) Never question an officials' or staffs' judgment or honesty
- i) Support all efforts to remove verbal and physical abuse, coercion, intimidation and sarcasm
- j) Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers
- k) Refrain from the use of bad language, nor harass competitors, coaches, officials, parents/guardians or other spectators