



CODE OF CONDUCT & ETHICS POLICY

Purpose

1. The purpose of this Policy is to ensure a safe and positive environment within the programs, activities, and events of the Organization by making Participants aware that there is an expectation, at all times, of appropriate behaviour consistent with the Organization's core values, mission, and policies.
2. The Organization supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals can safely participate in sport and are treated with respect and fairness.

Definitions

3. Terms in this Policy are defined as follows:
 - a) **Athlete** – An individual who is an athlete participant in Ringette Ontario who is subject to the policies of Ringette Ontario and to this policy.
 - b) **Athlete Support Personnel** - Any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other person working with, treating or assisting an Athlete participating in or preparing for sports competition.
 - c) **Bullying** – Offensive behaviour and/or abusive treatment of a Participant that typically, but not always, involves an abuse of power.
 - d) **Event** – an event sanctioned by the Organization, and which may include a social Event.
 - e) **Harassment** – A course of vexatious comment or conduct against a Participant or group of Participants, which is known or ought reasonably to be known to be unwelcome.
 - f) **Member** – Refers to the provincial/territorial organizations that are admitted as Members of the Organization per the Organization's By-law.
 - g) **Organization** – Ringette Ontario.
 - h) **Participants** – Refers to all categories of individual members and/or registrants defined in the By-laws of Ringette Ontario who are subject to the policies of Ringette Ontario, as well as all people employed by, contracted by, or engaged in activities with, Ringette Ontario including, but not limited to, employees, contractors, Athletes, coaches, facilitators, evaluators, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, committee members, and Directors and Officers.
 - i) **Person in Authority** – Any Participant who holds a position of authority within the Organization including, but not limited to, instructors, officials, managers, Athlete Support Personnel, chaperones, committee members, or Directors and Officers.
 - j) **Power Imbalance** – is presumed to exist where a Participant has authority or control over



another person, is in a position to confer, grant or deny a benefit or advancement to the person, or is responsible for the physical or psychological well-being of the person.

- k) ***Vulnerable Participant*** – Persons at increased risk of Maltreatment and/or coercion, often due to age, gender, race, poverty, Indigeneity, sexual orientation, gender identity or expression, disability, psychosocial or cognitive ability, and their intersections. Vulnerable Participants include persons who are not able to provide informed Consent.
- l) ***Workplace*** – Any place where business or work-related activities are conducted. Workplaces include but are not limited to, the registered office(s), work-related social functions, work assignments outside the registered office(s), work-related travel, the training and competition environment, and work-related conferences or training sessions.
- m) ***Workplace Harassment*** – A course of vexatious comment or conduct against a worker in a Workplace that is known or ought reasonably to be known to be unwelcome. Workplace Harassment should not be confused with legitimate, reasonable management actions that are part of the normal work/training function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions.
- n) ***Workplace Violence*** – The use of or threat of physical force by a person against a worker in a Workplace that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker in a Workplace that could cause physical injury to the worker; or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker in a Workplace that could cause physical injury to the worker.

Application – General

- 4. This Policy applies to the conduct of Participants during the business, activities, and events of the Organization including, but not limited to competitions, practices, evaluations, treatment, or consultations (e.g., massage therapy), training camps, travel associated with organizational activities, the office environment, and any meetings.
- 5. This Policy also applies to the conduct of Participants outside of the business, activities, and events of the Organization and its Members when such conduct adversely affects the Organization's relationships (and the work and sport environment) or is detrimental to the image and reputation of the Organization. Such applicability will be determined by the Organization at its sole discretion.
- 6. In addition, this Policy will apply to breaches of the Policy that occurred when the Participants involved interacted due to their mutual involvement in the sport or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the Individual(s).



7. This Policy applies to Participants active in the sport or who have retired from the sport where any claim regarding a potential breach of this Policy occurred when the Participant was active in the sport.

Prohibited Behaviours

8. Participants must refrain from any behaviour that constitutes prohibited behaviour as defined by this Policy.
9. Participants are responsible for knowing what actions or behaviours constitute prohibited behaviours and Maltreatment.
10. Prohibited behaviours include, but are not limited to:
 - a) Physical Maltreatment
 - b) Psychological Maltreatment
 - c) Neglect
 - d) Sexual Maltreatment
 - e) Grooming
 - f) Boundary Transgressions
 - g) Discrimination
 - h) Failing to Report
 - i) Aiding and Abetting
 - j) Retaliation
 - k) Interference with or Manipulation of Process
 - l) False Reports
11. In addition to the prohibited behaviours listed, this Policy sets out other expected standards of behaviour and conduct for Participants. Any failure to respect these expected standards of behaviour by a Participants may constitute a breach of this Policy and be addressed in accordance with the Organization's Discipline and Complaints Policy.

Responsibilities of Participants

12. Participants have a responsibility to:
 - a) Conduct themselves in a manner that is consistent with the True Sport principles.
 - b) Refrain from any behaviour that constitutes Maltreatment and Prohibited Behaviour under this Policy.
 - c) Maintain and enhance the dignity and self-esteem of other Participants by:
 - i. Treating each other with fairness, honesty, respect and integrity;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other Participants;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical



- conduct; and,
- iv. Ensuring adherence to the rules of the sport and the spirit of those rules.
- d) Refrain from the use of power or authority to coerce another person to engage in inappropriate activities.
- e) Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in the programs, activities, competitions, or Events of the Organization.
- f) In the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or Event.
- g) In the case of individuals who are not Minors, not consume cannabis in the Workplace or in any situation associated with the Events of the Organization (subject to protections under applicable human rights legislation), not consume alcohol during training, competitions, or in situations where Minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations.
- h) When driving a vehicle:
 - i. Have a valid driver's license;
 - ii. Obey traffic laws;
 - iii. Not be under the influence of alcohol or illegal drugs or substances;
 - iv. Have valid car insurance; and
 - v. Refrain from engaging in any activity that would constitute distracted driving.
- i) Respect the property of others and not willfully cause damage.
- j) Promote sport in the most constructive and positive manner possible.
- k) Refrain from engaging in deliberate behaviour which is intended to manipulate the outcome of a para-classification, competition, and/or not offer, receive or refrain from offering or receiving any benefit which is intended to manipulate the outcome of a competition or para-classification. A benefit includes the direct or indirect receipt of money or other anything else of value, including, but not limited to, bribes, gains, gifts, preferential treatment, and other advantages.
- l) Adhere to all applicable federal, provincial/territorial, municipal and host country laws.
- m) Comply with the bylaws, policies, procedures, rules, and regulations of the Organization, as applicable, and as adopted and amended from time to time.

Directors, Committee Members, and Employees

13. In addition to the responsibilities expected of Participants, generally, Directors, Committee Members, and employees of the Organization have additional responsibilities to:

- a) Function primarily as a director, committee member, or employee of the Organization and ensure to prioritize their duty of loyalty to the Organization (and not to any other organization or group) while acting in this role.
- b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of a Participant's confidence.
- c) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.



- d) Comply with their obligations under the *Screening Policy*, including understanding ongoing expectations under the *Screening Policy* and fully cooperating in the screening process.
- e) Conduct themselves openly, professionally, lawfully and in good faith.
- f) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism influence their decision-making on behalf of the Organization.
- g) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws.
- h) Maintain required confidentiality of organizational information.
- i) Commit the time to attending meetings and be diligent in preparation for, and participation in, discussions at such meetings.
- j) Have a thorough knowledge and understanding of all governance documents.

Athlete Support Personnel

- 14. Athlete Support Personnel must understand and respect the inherent Power Imbalance that exists in this relationship and must not abuse it, either consciously or unconsciously.
- 15. Athlete Support Personnel will have additional responsibilities, including:
 - a) Avoid any behaviour that abuses the Power Imbalance inherent in the position of the Athlete Support Personnel.
 - b) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athletes.
 - c) Prepare Athletes systematically and progressively, using appropriate timeframes 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 in the diagnosis, treatment, and management of Athletes' medical and psychological treatments.
 - e) Support the Athlete Support Personnel of a training camp, provincial/territorial team, or national team should an Athlete qualify for participation with one of these programs.
 - f) Comply with all established responsibilities and obligations as set out by the Athlete Support Personnel's professional governing association or order, if any.
 - g) Accept and promote Athletes' personal goals and refer Athletes to other coaches and sport specialists as appropriate.
 - h) Provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete.
 - i) Act in the best interest of the Athlete's development as a whole person.
 - j) Comply with their obligations under the *Screening Policy*, including understanding ongoing expectations under this *Policy* and fully cooperating in the screening process.



- k) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances or prohibited methods and, in the case of Minors, alcohol, cannabis, and/or tobacco.
- l) Respect competitor Athletes and, in dealings with them, not encroach upon topics or take 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.
- m) When a Power Imbalance exists, do not engage in a sexual or intimate relationship with an Athlete of any age.
- n) When a Power Imbalance exists, do not engage in a sexual or intimate relationship with an Athlete of any age.
- o) Disclose to the Organization any sexual or intimate relationship with an Athlete over the age of majority and, if requested by the Organization, immediately discontinue any coaching involvement with that Athlete
- p) Recognize the power inherent in the position of Athlete Support Personnel and respect and promote the rights of 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.
- q) Dress professionally and use appropriate language.

Athletes

16. In addition to the responsibilities expected of Participants, generally, Athletes have additional responsibilities to:

Follow their athlete agreement (where applicable).

- 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 and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations.
- c) 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.
- d) Adhere to any rules and requirements regarding clothing, professionalism, and equipment.
- e) Act in accordance with applicable policies and procedures.

Officials

17. In addition to the responsibilities expected of Participants, generally, officials have additional responsibilities to:

- a) Maintain and update their knowledge of the rules and rules changes.
- b) Not publicly criticize other Participants.
- c) Adhere at all times to the rules of their international federation and any other sport organization that has relevant and applicable authority.



- d) Place the safety and welfare of competitors, and the fairness of the competition above all else.
- e) Strive to provide a fair sporting environment, and at no time engage in Maltreatment or Prohibited Behaviour toward any person on the field of play.
- f) Respect the terms of any agreement that they enter with the Organization.
- g) Work within the boundaries of their position's description while supporting the work of other officials.
- h) Act as an ambassador of the sport by agreeing to enforce and abide by national and provincial/territorial rules and regulations.
- i) Take ownership of actions and decisions made while officiating.
- j) Respect the rights, dignity, and worth of all Participants.
- k) Act openly, impartially, professionally, lawfully, and in good faith.
- l) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
- m) Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Participants.
- n) Comply with their obligations under the *Screening Policy*, including understanding ongoing expectations under this *Policy* and fully cooperating in the screening process.
- o) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform a supervisor or the Organization at the earliest possible time.
- p) When writing reports, set out the facts to the best of their knowledge and recollection.
- q) Dress in proper attire for officiating.

Parents/Guardians and Spectators

18. In addition to the responsibilities expected of Participants, generally, parents/guardians and spectators have additional responsibilities to:
- 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) Not ridicule a Participant for making a mistake during a competition or practice.
 - d) Respect the decisions and judgments of officials and encourage Athletes to do the same.
 - e) Support all efforts to stop and prevent verbal and physical abuse, coercion, intimidation, and excessive sarcasm.
 - f) Respect and show appreciation to competitors, and to coaches, officials, and other volunteers.
 - g) Never harass participants, competitors, Athlete Support Personnel, officials, parents/guardians, or other spectators.
 - h) Never encourage, aid, cover up or assist an Athlete in cheating through doping, competition manipulation or other cheating behaviours.



Retaliation, Retribution or Reprisal

19. It is a breach of this Policy for any Participant to engage in any act that threatens or seeks to intimidate another Participant with the intent of discouraging that Participant from filing, in good faith, a complaint in accordance with an organization policy. It is also a breach of this Policy for a Participant to file a bad faith complaint against another Participant as a form of retaliation, retribution, or reprisal. Any Participant found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

Privacy

20. The collection, use and disclosure of any personal information pursuant to this Policy is subject to the Organization's Privacy Policy.

Policy Review

This policy shall be reviewed/approved by the Board of Directors every three years.

Date of last review: September 2023