



CODE OF CONDUCT FOR PLAYERS AND COACHES

Responsibilities

Comply, at all times, with the Rangers' By-Laws, Rules and Regulations, policies, procedures, and directives. Resolve conflicts in a professional and civil manner on issues that may be in dispute. Maintain and enhance the dignity and self-esteem of Rangers Members and other individuals by:

1. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation;
2. Directing comments or criticism correctly and avoiding public criticism of Members;
3. Consistently demonstrating the spirit of fair play, sport leadership, and ethical conduct;
4. Consistently treating individuals fairly and reasonably;
5. Adhering to the PEISA Laws of the Game;
6. Demonstrating respect for the principle of fair play, which include:
 - a. Respect for the rules;
 - b. Respect for Referees and their decisions;
 - c. Respect for opponents, including modesty in victory and composure in defeat;
 - d. Maintain self-control at all times
7. Refraining from the use of power or authority in an attempt to bully or pressure another person to engage in inappropriate activities;
8. Promoting the sport in the most constructive and positive manner possible;
9. Respecting the property of others and not have it in mind to cause damage; and
10. Adhering to all federal, provincial, municipal, and country laws.

Harassment

Refrain from any behaviour that is harassment, where harassment is defined according to the Canadian Human Rights Commission as a form of discrimination that involves any unwanted physical or verbal behaviour that offends or humiliates.



Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment. Types of behaviour that constitute harassment include, but are not limited to:

1. Written or verbal abuse, threats, or outburst;
2. Unwelcome remarks, jokes, comments, innuendo, or taunts;
3. Leering or other suggestive or obscene gestures;
4. Condescending or patronizing behaviour which is intended to undermine self-esteem, weaken performance or negatively affect conditions or participation;
5. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
6. Any form of hazing;
7. Retaliation or threats of retaliation against an individual who reports harassment;
8. Bullying, including but not limited to, verbal, social media, physical and cyber;
9. Offensive or intimidating phone calls, text, voice mail or emails;
10. Displaying or circulating offensive pictures, photographs, or materials in printed or electronic form;
11. Psychological abuse;
12. Discrimination;
13. Words, actions, or an environment which is known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning, or intimidating; and
14. Behaviours such as described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment.

Refrain from any behaviour that constitutes violence, where violence is defined as the exercise of physical force, that causes or could cause physical injury; an attempt to exercise physical force that could cause physical injury; or a statement or behaviour that it is reasonable to interpret as a threat to exercise physical force. Types of behaviour that are applicable to this section include, but are not limited to:

1. Verbal threats to attack;
2. Sending or leaving threatening notes, text, voice mail, social media, or emails;
3. Making threatening physical gestures;
4. Wielding a weapon;
5. Hitting, pinching, or unwanted touching which is not accidental or deemed to be generally accepted as a part of sport participation;
6. Throwing an object in the direction of someone;



7. Blocking normal movement or physical interference, with or without the use of equipment; and
8. Any attempt to engage in the type of conduct outlined above. 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 sexual nature.

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

1. Sexiest jokes;
2. Sexual violence;
3. Displaying of sexually offensive material;
4. Sexually degrading words used to describe a person;
5. Inquiries or comments about a person's sex life;
6. Unwelcome sexual flirtations, advances, requests, invitations, or propositions;
7. Inappropriate sexual touching, advance, suggestions, or requests;
8. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing; and
9. Physical or sexual assault.