



## West Ferris Ringette Association The Birthplace of Ringette

### WFRA CODE OF CONDUCT AND ETHICS POLICY

1. The WFRA is committed to providing an environment in which all individuals are treated with respect. Further, WFRA supports equal opportunity and prohibits discriminatory practices. Members of WFRA, parents/guardians of WFRA members, and spectators at WFRA events are expected to conduct themselves at all times in a manner consistent with the values of the WFRA.

#### Purpose

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

#### Definitions

3. The following terms have these meanings in this Policy:
  - a) *"Individuals"* - WFRA Members, parents/guardians of WFRA Members, spectators at WFRA events and WFRA employees/volunteers.
  - b) *"WFRA"* – West Ferris Ringette Association.
  - c) *"Members"* – Any director, officer, committee member, volunteer, coach, athlete, official, referee, manager, parent (or legal guardian) of a Member, or other member within WFRA".

#### Application of this Policy

4. This policy applies to Individuals relating to conduct that that may arise during the course of WFRA 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.
5. This policy applies to conduct that may occur outside of WFRA business, activities and events when such conduct adversely affects relationships within WFRA's work and sport environment and is detrimental to the image and reputation of the WFRA.

6. Conduct arising within the business, activities and events of clubs or other organizations affiliated with WFRA will be dealt with using the policies and mechanisms of such organizations or, where no policy is in place, the policies and procedures of WFRA.

### **Complaints & Discipline**

7. Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to WFRA policies related to discipline and complaints.

### **Responsibilities**

8. **All** Individuals have a responsibility to:
  - a) Maintain and enhance the dignity and self-esteem of WFRA Members and other individuals by:
    - i. Demonstrating respect to individuals regardless of body type, athletic ability, gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
    - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
    - iii. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
    - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
    - v. Consistently treating individuals fairly and reasonably; and
    - vi. Ensuring that the rules of the sport of Ringette, and the spirit of such rules, are adhered to.
  - 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 behavior 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;

- iii. Unwelcome remarks, jokes, comments, innuendos or taunts about a person's looks, body, attire, age, race, religion, sex or sexual orientation;
- iv. Leering or other suggestive or obscene gestures;
- v. Condescending or patronizing behavior 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 touching, petting, pinching or kissing;
- ix. Unwelcome sexual flirtations, advances, requests or invitations;
- x. Physical or sexual assault;
- xi. Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
- xii. Retaliation or threats of retaliation against an individual who reports harassment.

- c) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments, advances or conduct of a sexual nature.
- d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- e) Respect the property of others and not wilfully cause damage.
- f) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of WFRA, as adopted and amended from time to time.

### **Coaches**

- 9. In addition to paragraph 8 above, **Coaches** have additional responsibilities. The athlete-coach relationship is a privileged one and plays a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will at all times:

- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment;
- b) 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;
- c) Avoid compromising the present and future health of athletes by communicating and co-operating with sport medicine professionals in the diagnosis, treatment and management of athletes' medical and psychological problems;
- d) Under no circumstances provide, promote or condone the use of drugs or performance-enhancing substances;
- e) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise;
- f) At no time engage in an intimate or sexual relationship with an athlete under the age of 18 years and at no time engage in an intimate or sexual relation with an athlete over the age of 18 if the coach is in a position of power, trust or authority over the athlete;
- g) Where an athlete has qualified for a training camp, provincial team, national team, etc., the Coach will support the program, applicable coaching staff and Ontario Ringette;
- h) Respect the decisions and judgments of officials, and encourage athletes to do the same;
- i) Never question an officials' judgment or honesty; and
- j) Respect and show appreciation to all competitors, and to the coaches, officials, professional staff and other volunteers.

## **Athletes**

10. In addition to paragraph 8 above, **recreational** and **competitive Athletes** in the WFRA have additional responsibilities to:

- a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete;
- b) Participate and appear on time in all competitions, practices, training sessions, events, activities or projects;
- c) Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons;
- d) Adhere to WFRA rules and requirements regarding clothing and equipment;
- e) Respect the decisions and judgments of officials, and encourage athletes to do the same;
- f) Never question an officials' judgment or honesty; and
- g) Respect and show appreciation to all competitors, and to the coaches, officials, professional staff and other volunteers.
- h) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.

## **Parents/Guardians and Spectators**

11. In addition to paragraph 8 above, **Parents/Guardians** of WFRA members and **Spectators** at events will:

- a) Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence;
- b) Never ridicule a participant for making a mistake during a performance or practice;

- c) Provide positive comments that motivate and encourage participants continued effort;
- d) Respect the decisions and judgments of officials, and encourage athletes to do the same;
- e) Never question an officials' judgment or honesty; and
- f) Respect and show appreciation to all competitors, and to the coaches, officials, professional staff and other volunteers.