



## CODE OF CONDUCT AND ETHICS POLICY

### Definitions:

1. The following terms have these meanings in this Policy:
  - a) “*Individual(s)*” – All categories of membership defined in the AthletesCAN Bylaws, as well as all individuals engaged in activities with AthletesCAN, including but not limited to, athletes, volunteers, directors, officers, employees, contractors and interns.

### Preamble:

2. Membership in AthletesCAN, and participation in its activities, brings with it many benefits and privileges that are balanced by member and participant responsibilities and obligations.
3. This policy defines the parameters for these responsibilities and obligations, and thus identifies a standard for behavior that is expected of all AthletesCAN members and participants.

### Purpose

4. The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment within AthletesCAN programs, activities and events, by making all Individuals aware that there is an expectation of appropriate behavior, consistent with the values of AthletesCAN, at all times.
5. Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to AthletesCAN’s policies related to workplace violence and harassment, and discipline and complaints.

### Application of this Policy:

6. This policy applies to the conduct of Individuals during AthletesCAN programs, activities and events.
7. This policy applies to conduct that may occur outside of AthletesCAN activities, programs and events when such conduct adversely affects relationships within AthletesCAN work and sport environment and is detrimental to the image and reputation of AthletesCAN.

### Responsibilities:

8. **All** Individuals have a responsibility to:
  - a) Maintain and enhance the dignity and self-esteem of AthletesCAN Members and other Individuals by:
    - i. Demonstrating respect to others and refrain from negative comments or remarks;
    - ii. Focusing comments or criticism appropriately and avoiding public criticism;
    - iii. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
    - iv. Consistently treating individuals fairly, reasonably and with respect;

- b) Refrain from any behavior 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.
  - c) Refrain from any behavior that constitutes sexual misconduct, where sexual misconduct is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or behavior of a sexual nature. Types of behavior that constitute sexual misconduct include, but are not limited to:
    - i. 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;
    - vii. Sexual Assault; and
    - viii. The use of power or authority in an attempt, successful or not, to coerce another person to engage in or tolerate sexual activity.
  - d) Refrain from any behavior which attempts to cover up or conceal any conduct of an Individual that is, or may be, in breach of this Policy.
  - e) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
  - f) In the case of adults, avoid consuming alcohol and tobacco products in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with AthletesCAN's social events.
  - g) Care for and respect the property and assets of AthletesCAN and others and not willfully cause damage.
  - h) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods and refrain from the possession of illegal drugs or substances as defined by the Criminal Code of Canada.
  - i) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of AthletesCAN, as adopted and amended from time to time and comply with any sanction imposed by AthletesCAN.
  - j) Adhere to all Federal, Provincial, Municipal or applicable laws.
9. Proof of the Individuals' conviction for any of the following Criminal Code of Canada offences, whenever obtained, will be a breach of this Policy:
- a) Any offences involving child pornography
  - b) Any sexual offences involving a minor
  - c) Any offence of assault involving a minor
  - d) Any offence of physical or psychological violence involving a minor

**Disciplinary Procedures:**

10. Failure by an Individual to achieve the expected standard set out above may result in an infraction and the imposition of discipline. Please refer to the AthletesCAN policy on Discipline and Complaints for a breakdown on the types of infractions and procedures for dealing with same.