



Code of Conduct and Ethics Policy

Definitions

1. The following terms have these meanings in this Code:

- a) Individuals - all individuals engaged in activities with the KW Sertoma Speed Skating Club (KWSSSC) including, but not limited to, athletes, coaches, judges, officials, volunteers, parents, guardians, managers, administrators, committee members, and directors and officers of KWSSSC, the Ontario Speed Skating Association and/or Speed Skating Canada.
- b) Sport Environment – Any place where KWSSSC, Ontario Speed Skating Association or Speed Skating Canada business or activities are conducted. The sport environment includes, but is not limited to, practices, dryland, training camps, competitions, travel and meetings.

Purpose

2. The purpose of this Code is to ensure a safe and positive environment (within the Sport Environment) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with KWSSSC's and the Ontario Speed Skating Association's mission and objectives. KWSSSC 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 Individuals' conduct within the Sport Environment.
4. An Individual who violates this Code may be subject to sanctions pursuant to the KWSSSC's and/or the Ontario Speed Skating Association's Discipline and Complaints Policy.
5. This Code also applies to Individuals' conduct outside of KWSSSC's business, activities, and events when such conduct adversely affects relationships within KWSSSC (and its work and sport environment) and is detrimental to the image and reputation of KWSSSC and/or the Ontario Speed Skating Association. Such applicability will be determined by KWSSSC and the Ontario Speed Skating Association at their sole discretion.

Responsibilities

7. Individuals have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of individuals by:
 - i. Demonstrating respect to all individuals, regardless of, but not limited to, 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
- ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, or members within the Sport Environment
- iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
- iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory or disrespectful
- v. Consistently treating individuals fairly and reasonably
- vi. Ensuring adherence to the rules of speed skating 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, person or group, which is offensive, abusive, racist, sexist, degrading, or malicious.
- 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.
- d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, the Ontario Speed Skating Association 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 Ontario Speed Skating Association's Discipline and Complaints Policy.
- e) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- f) Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in KWSSSC or the Ontario Speed Skating Association programs, activities, competitions, or events.
- g) In the case of adults, reasonably consume 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 the Sport Environment.
- h) Respect the property of others and not willfully cause damage
- i) Promote speed skating 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 KWSSSC's and the Ontario Speed Skating Association's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

Board/Committee Members

8. In addition to section 7 (above), KWSSSC's Board Members and Committee Members will have additional responsibilities to:
- a) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of KWSSSC business and the maintenance of individuals' confidence
 - b) Ensure that KWSSSC's financial affairs are conducted in a responsible manner with due regard for all fiduciary responsibilities
 - c) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of KWSSSC
 - d) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism

- e) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others
- f) Keep informed about KWSSSC's activities and general trends in the sectors in which they operate
- g) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which KWSSSC is incorporated
- h) Respect the confidentiality appropriate to issues of a sensitive nature
- i) Ensure that all individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration
- j) Respect the decisions of the majority and resign if unable to do so
- k) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
- l) Have a thorough knowledge and understanding of all KWSSSC governance documents
- m) Conform to the bylaws and policies approved by KWSSSC, in particular this Code of Conduct and Ethics

Coaches

9. In addition to section 7 (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) 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) Appropriately communicate and engage, as requested, with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments
- 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 high standards of integrity and suitability and appropriate and relevant credentials
- h) Report to KWSSSC and the Ontario Speed Skating Association 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 skating and/or training with other clubs.
- 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) Use inoffensive language, taking into account the audience being addressed

Athletes

10. In addition to section 7 (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; or in the case of carded athletes, interfere with the athlete's ability to fulfill requirements under the Quest for Gold Athlete Assistance Program
- b) Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, and events
- c) Listen and respond to all coaching direction with respect and cooperation
- d) Demonstrate care for skates, other equipment and arena facilities
- e) 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
- f) Adhere to the Ontario Speed Skating Association's rules and requirements regarding clothing and equipment
- g) Never ridicule a participant for a poor performance or practice
- h) Act in a sportsmanlike manner and not display violent behaviour, foul language, or rude gestures to other players, officials, coaches, or spectators
- i) Act in accordance with KWSSSC's and the Ontario Speed Skating Association's policies and procedures and, when applicable, additional rules as outlined by coaches or managers
- j) Every athlete and other person participating in the sport shall reasonably cooperate with the Canadian Centre for Ethics in Sport (CCES) or another anti-doping organization investigating anti-doping rule violations and a failure to do so may be the basis for disciplinary action within the sport.

Parents and Spectators

Spectators, including parents and coaches, are an integral part of speed skating. The Ontario Speed Skating Association and its member clubs, including KWSSSC, work diligently to ensure the best possible experience for both competitors and spectators at our events. While our goal is to maximize the spectator experience, we must also ensure that the integrity of the practice or competition is preserved at all times. The following parent and spectator guidelines have been developed to ensure everyone's safety and to preserve the authenticity and integrity of our events. In any case, spectators should not take any action deemed detrimental to the athlete environment and/or experience.

Anyone watching a particular athletic activity or event is considered a spectator. A spectator may be a parent, a relative, or friend not directly involved in the event. Spectators are an important part of any athletic activity; however, they are not essential. Spectators should never influence the outcome of an event and must never pose a distraction to athletes, other spectators and officials.

11. In addition to section 7 (above), parents and spectators will have additional responsibilities to:

- a) Support the sport of speed skating
- b) Remain at the arena throughout practices and competitions in which their children under the age of 18 are participating or assign a responsible adult designate
- c) Ensure care for skates, other equipment and arena facilities
- d) Volunteer at KWSSSC practices and meets
- e) Participate in KWSSSC fundraising activities
- f) Encourage skaters to compete within the rules and to resolve conflicts without resorting to hostility or violence
- g) Stress the importance of participation
- h) Avoid spectator-imposed pressures to win
- i) Be supportive of the athlete, coach, and officials.
- j) Provide positive comments that motivate and encourage a participants' continued effort
- k) Respect the decisions and judgments of officials, and encourage athletes to do the same
- l) Refrain from negative communications with athletes, coaches, event organizers, and officials
- m) At no time should parents or spectators go inside the field of play.

Review

13. This policy will be reviewed annually, or as decided by the KWSSSC Board of Directors.

Approval

14. This policy was approved by the KWSSSC Board of Directors on September 15, 2020.