



ATHLETICS ONTARIO - MEMBER CONDUCT POLICY “CODE OF CONDUCT”

1. Application of this Policy
 - a) This Policy applies to all Members of ATHLETICS ONTARIO, where Members are defined to include coaches, event group leaders, officials, athletes, team managers and team staff, meet and race directors, administrators, athletic trainers, volunteers, staff and contractors of ATHLETICS ONTARIO. This Policy applies to the conduct of Members at any ATHLETICS ONTARIO activities, programs and events and includes conduct of members in activities in any way related to Athletics Ontario and/or its members.
 - b) This policy was approved by ATHLETICS ONTARIO on November 13, 2007 and amended on March 12, 2009. It will be reviewed from time to time and may be amended, deleted or replaced by a resolution of the Board.
2. Expected Standard of Ethical Conduct
 - a) **All Members of ATHLETICS ONTARIO must:**
 1. Not knowingly place themselves in a situation that could give rise to a conflict between personal interests and the interests of ATHLETICS ONTARIO;
 2. Comply at all times with the bylaws, policies, rules and regulations of the IAAF, Athletics Canada and ATHLETICS ONTARIO, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by ATHLETICS ONTARIO;
 3. Participate in a spirit of fair play and honesty;
 4. Abide by the laws of the jurisdiction of the province or country in which the event is taking place;
 5. Refrain from using alcohol and tobacco products during ATHLETICS ONTARIO training sessions or competitive events, consume these products responsibly at social events preceding or following training and competitive sessions and discourage their use by athletes
 6. Be courteous and respectful to other members of the athletic community;
 7. Refrain from the use of profane, insulting or offensive language;
 8. Refrain from public criticism of other members of the athletics community;
 9. Respect the dignity of others;
 10. Display an active support of ATHLETICS ONTARIO;
 11. Act in a manner that will bring credit to the Athletics Community and themselves;

12. Abide by the Athletics Canada - Member Conduct Policy - Expected Standard of Ethical Conduct (general) which expects its members to:
- i. Demonstrate through words and actions the spirit of sportsmanship, sports leadership and ethical conduct;
 - ii. Treat others with respect and refrain from negative or disparaging remarks or conduct;
 - iii. Not knowingly place themselves in a situation that could give rise to a conflict between personal interests and the interests of Athletics Canada;
 - iv. Avoid and reject the non-medical use of drugs or the use of performance-enhancing drugs or methods;
 - v. Refrain from using alcohol and tobacco products when involved in Athletics Canada training sessions or competitive events, and consume these products responsibly in association with Athletics Canada social events;
 - vi. 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;
 - vii. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature, when submitting to or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidating, hostile or offensive environment;
 - viii. Comply at all times with the bylaws, policies, rules and regulations of Athletics Canada, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by Athletics Canada.

b) In addition, all Coaches must:

1. Acknowledge that all coaches have an equal right to desire the success of the athletes they coach - competing within the rules. Observation, recommendations and criticism of coaching practice should be directed to the appropriate person outside the view or hearing of the public;
2. Treat fellow coaches and athletes that are not coached by them with due respect, both in victory and defeat, and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of Athletics and the spirit of such rules
3. Never solicit, either overtly or covertly, athletes coached by others, to join their squad;
4. Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment;
5. Recognize and accept when to refer athletes to other coaches and sport specialists. Allow athletes' goals to take precedence over those of the coach;
6. In the case of minors, communicate and cooperate with the athlete's parents or

- legal guardians, involving them in management decisions pertaining to their child's development;
7. Be aware of the academic pressures placed on student-athletes and conduct practices and participation in competitions in a manner so as to allow academic success.
 8. Seek out and fully co-operate with all individuals and agencies that could play a role in the development of the athletes they coach. This includes working openly with other coaches, using the expertise of sports scientists and sports physicians, and displaying an active support of Athletics Canada and ATHLETICS ONTARIO;
 9. Ensure the safety of the athletes with whom they work;
 10. Educate athletes about nutrition, safe and healthy weight loss or gain, and healthy eating behaviors;
 11. Share in the responsibility of influencing the performance and conduct of the athletes they coach, while encouraging the independence and self determination of each athlete by their acceptance of responsibility for their own decisions, conduct and performance;
 12. At no time become intimately and/or sexually involved with the athletes they coach as per the laws of Canada and as stated below and as per the ATHLETICS ONTARIO Harassment Policy. This includes requests for sexual favours or threats of reprisal for rejection of such requests. Coaches should refer to Canada's law on Child Sexual Abuse: A Handbook, published by the Department of Justice in 1990. The following is an extract from this handbook dealing with the issue of consent:
 - Sexual activity without consent is always a crime regardless of the age of the individuals.
 - Children under 12 are never considered able to consent to sexual activity.
 - Children 12 or above, but under 14, are deemed unable to consent to sexual acts except under specific circumstances involving sexual activity with their peers.
 - Young person 14 or above but under 18 are protected from sexual exploitation and their consent is not valid if the person touching them for a sexual purpose is in a position of trust or authority over them or if they are in a relationship of dependency with that person.
 13. Never provide under-aged athletes with alcohol;
 14. Regularly seek ways of increasing professional development;
 15. Exhibit respect for officials and the decisions they make with respect to the competition;
 16. Obtain a Police Check in compliance with ATHLETICS ONTARIO rules.
 17. Display an active support of Athletics Canada and ATHLETICS ONTARIO;

c) In addition, all Officials must:

1. Conduct all events according to the rules of IAAF/AC/ATHLETICS ONTARIO, as appropriate with the integrity of the sport and the performance of each athlete in mind;

2. Prepare for, conduct and administer duties and responsibilities to provide quality service to the athletics community;
3. Work in a spirit of cooperation with other officials and do not interfere in any way with their duties and responsibilities;
4. Observe OOC/NOC standards of dress;
5. Refrain from using tobacco products within the competition area;
6. Refrain from entering the competition area under the influence of alcohol;

d) In addition, all Volunteers must:

1. Work in a spirit of cooperation;
2. Act in a manner that will bring credit to the Athletics Community and themselves,
3. Be courteous, cooperative and discreet;
4. Not encourage athletes to consume drug, alcohol or intoxicants and must not provide these products to under-aged athletes;

e) In addition, All ATHLETICS ONTARIO Provincial Team Members – Coaches, Managers, Athletes and Trainers must:

1. Conduct themselves in a positive and supportive manner;
2. Follow the rules of the Organizing Committee of the competition/activity;
3. Join the team, ready, able and willing to take on the responsibilities and duties relative to the position selected to;
4. Work cooperatively with all members of the ATHLETICS ONTARIO Team and also with the personal coaches of the athletes with respect in particular to their pre-competition preparation;
5. Follow the rules set out by the team staff with respect to curfew, quiet times, etc.;
6. If an athlete, join the Team, fit, ready, able and willing to compete in the events selected to unless (in the case of events) otherwise agreed to by the Head Coach in consultation with the Event Coach and the athlete concerned.
7. Wear, if provided, the ATHLETICS ONTARIO Team Staff uniform/clothing whenever competing or carrying out the duties of a team staff position;
8. Travel in the ATHLETICS ONTARIO Team Travel Uniform if such is provided, or otherwise shall be comfortably and respectably attired for traveling;
9. Meet at the team assembly points on time and attend all team meetings;
10. Not consume alcohol if under age in the jurisdiction of the activity;
11. Refrain from using illegal drugs;
12. Refrain from using tobacco products within the competition area;
13. Refrain from entering the competition or practice area or a team meeting under the influence of alcohol.

f) Disciplinary Sanctions

The following are examples of disciplinary sanctions that may be applied where it is found that an infraction has occurred:

- verbal and/or written reprimand;

- require a verbal and/or written apology;
- service or other voluntary contribution to Athletics Ontario;
- removal of some or all privileges of membership or employment;
- suspension from certain events, which may include suspension from the current competition or from future teams or competitions;
- suspension from certain Athletics Ontario activities such as competing, coaching or officiating for a designated period of time;
- removal of Athletics Ontario funding;
- suspension from all Athletics Ontario activities for a designated period of time;
- expulsion from membership
- publication of the disciplinary sanction.

It is understood that the above are representative penalties only, that they may be modified to fit the circumstances of the infraction, and that they are presented generally in order of severity.

g) **Appeals:** Appeals of decisions rendered under this policy will be dealt with using the Athletics Ontario Appeals Procedure