

Triathlon PEI Inc
Code of Conduct and Ethics

Definitions

The following terms have these meanings in this Code:

“*Individuals*” – All categories of membership defined in the Association’s Bylaws, as well as all individuals employed by, or engaged in activities with, the Association including, but not limited to, athletes, coaches, convenors, referees, officials, volunteers, managers, administrators, committee members, and directors and officers of the Association

“*Association*” – **Triathlon PEI**

Purpose

The purpose of this Code is to ensure a safe and positive environment (within the Association’s programs, activities, and events) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with this Code. The Association supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

Application of this Code

This Code applies to Individuals’ conduct during the Association’s business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with the Association’s activities, the Association’s office environment, and any meetings.

An Individual who violates this Code may be subject to sanctions pursuant to the Association’s *Discipline and Complaints Policy*.

An employee of the Association found to have breached this Code will be subject to appropriate disciplinary action subject to the terms of the Association’s *Human Resources Policy* as well as the employee’s Employment Agreement, as applicable.

This Code also applies to Individuals’ conduct outside of the Association’s business, activities, and events when such conduct adversely affects relationships within the Association (and its work and sport environment) and is detrimental to the image and reputation of the Association. Such applicability will be determined by the Association at its sole discretion.

Responsibilities

Individuals have a responsibility to:

Maintain and enhance the dignity and self-esteem of the Association members and other individuals by:

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

Focusing comments or criticism appropriately and avoiding public criticism of Individual or the Association

Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct

Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory

Consistently treating individuals fairly and reasonably

Ensuring adherence to the rules of the sport and the spirit of those rules

Refrain from any behaviour that constitutes **harassment**. Types of behaviour that constitute harassment include, but are not limited to:

Written or verbal abuse, threats, or outbursts

The display of visual material which is offensive or which one ought to know is offensive

Unwelcome remarks, jokes, comments, innuendo, or taunts

Leering or other suggestive or obscene gestures

Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions

Practical jokes which cause awkwardness or embarrassment, endanger a person’s safety, or negatively affect performance

Any form of hazing

Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing

Unwelcome sexual flirtations, advances, requests, or invitations

Physical or sexual assault

Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment

Retaliation or threats of retaliation against an individual who reports harassment

Refrain from any behaviour that constitutes **workplace harassment or workplace violence**, where workplace harassment is defined as conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome; and where workplace violence is defined as the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker. Workplace matters should not be confused with legitimate, reasonable management actions that are part of the normal work function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions. Types of behaviour that constitute workplace harassment or workplace violent include, but are not limited to:

Workplace Harassment

Bullying

Repeated offensive or intimidating phone calls or emails

Inappropriate touching, advances, suggestions or requests

Displaying or circulating offensive pictures, photographs or materials

Psychological abuse

Discrimination

Intimidating words or conduct (offensive jokes or innuendos)

Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning

Workplace Violence

Verbal threats to attack a worker

Sending to or leaving threatening notes or emails

Making threatening physical gestures

Wielding a weapon

Hitting, pinching or unwanted touching which is not accidental

Blocking normal movement or physical interference, with or without the use of equipment

Sexual violence

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

Sexist jokes

Display of sexually offensive material

Sexually degrading words used to describe a person

Inquiries or comments about a person's sex life

Unwelcome sexual flirtations, advances, or propositions

Persistent unwanted contact

Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, the Association adopts and adheres to the Canadian Anti-Doping Program. The Association will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by the Association or any other sport Association

Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES)

Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities

Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in Association programs, activities, competitions, or events

In the case of adults, avoid consuming 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 Association's events

Respect the property of others and not wilfully cause damage

Adhere to all federal, provincial, municipal and host country laws

Comply, at all times, with the Association's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

Board/Committee Members and Staff

In addition to section 7 (above), Association's Directors, Committee Members, and Staff will have additional responsibilities to:

Function primarily as a member of the board and/or committee(s) of Association; not as a member of any other particular member or constituency

Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the Association's business and the maintenance of Individuals' confidence

Ensure that the Association's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities

Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Association

Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism

Behave with decorum appropriate to both circumstance and position

Keep informed about the Association's activities, the provincial sport community, and general trends in the sectors in which they operate

Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which the Association is incorporated

Respect the confidentiality appropriate to issues of a sensitive nature
Respect the decisions of the majority and resign if unable to do so
Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
Have a thorough knowledge and understanding of all Association governance documents
Conform to the bylaws and policies approved by Association

Coaches

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:

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
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
Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments
Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate
Support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs
Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
Act in the best interest of the athlete's development as a whole person
Comply with the Association's *Screening Policy*
Report to the 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
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
Respect athletes playing with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes
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
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
Dress professionally, neatly, and inoffensively
Use inoffensive language, taking into account the audience being addressed

Athletes

In addition to section 7 (above), athletes will have additional responsibilities to:
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 their carded athlete requirements
Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events
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
Adhere to the Association's rules and requirements regarding clothing and equipment
Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators
Dress in a manner representative of the Association; focusing on neatness, cleanliness, and discretion
Act in accordance with the Association's policies and procedures and, when applicable, additional rules as outlined by coaches or managers

Officials

In addition to section 7 (above), officials will have additional responsibilities to:
Maintain and update their knowledge of the rules and rules changes
Work within the boundaries of their position's description while supporting the work of other officials
Act as an ambassador of the Association by agreeing to enforce and abide by national and provincial rules and regulations
Take ownership of actions and decisions made while officiating
Respect the rights, dignity, and worth of all individuals
Not publicly criticize other officials or any club or the Association
Act openly, impartially, professionally, lawfully, and in good faith
Be fair, equitable, considerate, independent, honest, and impartial in all dealings
Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals
Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or the Association at the earliest possible time
When writing reports, set out the true facts

Dress in proper attire for officiating

Parents/Guardians and Spectators

In addition to paragraph 7 above, Parents/Guardians and Spectators at events will:

Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence

Condemn the use of violence in any form

Never ridicule a participant for making a mistake during a performance or practice

Provide positive comments that motivate and encourage participants continued effort

Respect the decisions and judgments of officials, and encourage athletes to do the same. Feedback on competition performances is provided by officials only to the coaching staff, so parents are encouraged to discuss any questions with your athletes coach

Recognize that officials, executives and staff act in good faith, and in the best interests of the athletes and sport as a whole.

Respect the decisions and judgments of officials, and encourage athletes to do the same

Never question an officials' or staffs' judgment or honesty

Support all efforts to remove verbal and physical abuse, coercion, intimidation and sarcasm

Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers

Refrain from the use of bad language, nor harass competitors, coaches, officials, parents/guardians or other spectators