



## Code of Conduct

Approved Date: August 2024

### **Purpose**

The purpose of this Code of Conduct is to outline the expectations of the Elmvale Skating Club with regards to providing a safe sport environment where all individuals and groups are treated with respect and dignity, valuing diversity, equity, and inclusion. All individuals will be aware that the Elmvale Skating Club is instituting a zero-tolerance policy for inappropriate behavior, consistent with our Vision, Mission, and Values.

### **Application**

This Code of Conduct applies to all Participants, which include, but are not limited to, all Elmvale Skating Club registrants, participants, members of the Board of Directors; committee members; staff; coaches; officials; volunteers; athletes; parents and guardians of athletes; and all consultants and contractors (Participants).

The application of this Code of Conduct extends to all Elmvale Skating Club business and activities including, but not limited to, office environments, meetings, competitions, practices, training camps, tryouts, and travel as a member of the Elmvale Skating Club team or on related business. This Code of Conduct may also apply to activities outside of those listed if conduct is deemed detrimental to the image or reputation of the Elmvale Skating Club and/or its Participants.

This Code of Conduct complements the Social Media Policy, and both documents must be applied in the appropriate context.

### **Responsibilities**

It is expected that all Participants have a responsibility to:

- a. demonstrate respect to all individuals and groups, which includes:
  - i. acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
  - ii. demonstrating the spirit of sportsmanship, sport leadership and ethical conduct;
  - iii. avoiding public criticism of any Stakeholder and, when necessary, use appropriate channels to communicate concerns;
- b. ensure the adherence to the rules of the sport;
- c. refrain from any behavior that constitutes harassment, where harassment is defined as negative comment or conduct directed towards an individual or group which is offensive, abusive, racist, sexist, degrading or malicious as defined in the SO Harassment Policy
- d. respect the property of others and not willfully cause damage;



- e. adhere to all federal, provincial, municipal and any applicable host country, laws;
- f. comply at all times with club by-laws, policies, procedures, rules and regulations as adopted and amended from time to time; and
- g. promote the sport of figure skating in a positive and constructive manner.
- h. Adhere to Skate Canada's National Safe Sport program and Code of Ethics <https://skatecanada.ca/portfolio-item/safe-sport/>

### **Participant-Specific Responsibilities**

In addition to the responsibilities set out in Responsibilities section of this Code of Conduct, the below Participant groups are obligated to:

#### **Board of Directors and Committee Members**

- Be familiar with the Vision, Mission, Values, and by-laws of the Elmvale Skating Club.
- Comply with relevant legislation and government policies.
- Avoid conflicts of interest and place the interests of the Elmvale Skating Club ahead of personal interests.
- Respect and support all Board/committee decisions, maintain confidentiality, and refrain from unauthorized public representations.
- Ensure that all athletes and coaches participating in their programs and sanctioned events are registered.
- Develop a dispute resolution process to handle general disputes and complaints concerning registrants and coaches within the club/school.

#### **Coaches**

- Conduct oneself in accordance with the policies and standards of Skate Ontario and Skate Canada and the International Skating Union.
- Maintain membership with Skate Ontario & Skate Canada and adhere to event accreditation and security protocols.
- Accurately represent technical, educational, and professional credentials.
- Negotiate contracts in good faith, invoice only for services rendered, and respect existing coaching relationships.
- Communicate regularly with skaters and parents/guardians about progress and goals.
- Comply with the Concussion Code of Conduct.

#### **Athletes**

- Report any injuries or medical conditions that affect performance.
- Participate with appropriate clothing and equipment, and represent oneself accurately in competition entries.
- Abide by additional policies imposed by coaches or team managers and maintain confidentiality about fellow athletes.



- Comply with the Concussion Code of Conduct.

### **Officials**

- Exhibit integrity, honesty, objectivity, reliability, and cooperation.
- Adhere to officiating standards and reporting requirements.
- Maintain technical knowledge, assess performances impartially, and declare conflicts of interest when applicable.
- Refrain from public criticism of other officials or skaters.

### **Parents/Guardians and Spectators**

- Be respectful and supportive of all athletes, coaches, officials, volunteers, and staff.
- Accept and respect officials' decisions and encourage athletes to do the same.
- Encourage athletes to follow rules, respect others, and resolve conflicts appropriately.
- Maintain a supportive atmosphere for all Participants.
- Comply with Concussion Code of Conduct.

### **Disciplinary Actions**

Violations of this Code of Conduct may result in disciplinary actions as described in the Dispute Resolution policy and/or Safe Sport policies.

### **Reporting and Resolution**

Individuals who observe or experience behavior that violates this Code of Conduct are encouraged to report the incident to a coach, volunteer, or club official. All reports will be taken seriously and handled promptly and confidentially. Retaliation against individuals who report violations in good faith is strictly prohibited.