



Code of Conduct Policy

March 2018

1 Definitions

The following terms have these meanings in this Code:

- a) "Individuals" – Registered WSWO members and all individuals engaged in activities with the WSWO including, but not limited to, athletes, coaches, judges, officials, volunteers, managers, administrators, committee members, and directors and officers of WSWO
- b) "Sport Environment" – Any place where WSWO business or activities are conducted. Sport Environment includes but is not limited to, the WSWO office, work-related social functions, work assignments outside the WSWO office, work-related travel, and work-related conferences or training sessions, WSWO competitions, tournaments, practices, tryouts, training camps, travel associated with WSWO, the WSWO office environment and any meetings.

2 Purpose

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

3 Application of this Code

This Code applies to Individuals' conduct within the WSWO Sport Environment.

An Individual who violates this Code may be subject to sanctions pursuant to WSWO's Dispute Policy. In addition to facing possible sanction pursuant to WSWO Dispute Policy, an Individual who violates this Code during a competition may be ejected from the competition or the playing area and the Individual may be subject to sanctions pursuant to that competition's policies.

This Code does not apply to WSWO employees as such employee conduct is governed in accordance with the WSWO employment policies and/or employment agreements. An employee of WSWO found to have engaged in acts of violence, harassment or disrespectful behaviour against any other Individual, employee, contractor, customer, supplier, client or other third party during working hours, or within the WSWO Sport Environment, will be subject to appropriate disciplinary action subject to the WSWO employee policies.

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

4 Responsibilities

Individuals have a responsibility to:

a) Maintain and enhance the dignity and self-esteem of Individuals and other 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, employees, or members
- 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 WSWO 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. Types of behaviour that constitute harassment include, but are not limited to:

- i. Written, physical or verbal abuse, threats, or outbursts
- ii. The display of visual material which is offensive or which one ought to know is offensive in the circumstances
- iii. Unwelcome remarks, jokes, comments, innuendo, or taunts
- iv. Leering or other suggestive or obscene gestures
- v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
- vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
- vii. Any form of hazing where hazing is defined as "Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior teammate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate based on class, number of years on the team, or athletic ability."
- viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
- ix. Unwelcome sexual flirtations, advances, requests, or invitations

- x. Physical or sexual assault
 - xi. 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
 - xii. Retaliation or threats of retaliation against an individual who reports harassment to WSWO.
- 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. Types of behaviour that constitute sexual harassment 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
- d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, WSWO 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 WSWO's Dispute Policy. WSWO will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by WSWO or any other sport organization
- e) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport of snowboard, 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)
- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- g) Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in WSWO programs, activities, competitions, or events.
- h) 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 WSWO Sport Environment. At no time will any Individual become intoxicated.
- i) Respect the property of others and not willfully cause damage
- j) Promote the sport in the most constructive and positive manner possible
- k) Adhere to all federal, provincial, municipal and host country laws
- l) Comply, at all times, with WSWO's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

Athletes

In addition to the responsibilities in section 4 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 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, tournaments, and events

c) 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

d) Adhere to WSWO's rules and requirements regarding clothing and equipment

e) Never ridicule a participant for a poor performance or practice

f) Act in a sportsmanlike manner and not display violent behaviour, foul language, or rude gestures to other players, officials, coaches, or spectators

g) Dress in a manner representative of WSWO; focusing on neatness, cleanliness, and discretion

h) Act in accordance with WSWO's policies and procedures and, when applicable, additional rules as outlined by coaches or managers

Officials

In addition to the responsibilities in section 4 above, officials will have additional responsibilities to:

a) Maintain and update their knowledge of the rules and rules changes

b) Work within the boundaries of their position's description while supporting the work of other officials

c) Act as an ambassador of WSWO by agreeing to enforce and abide by national and applicable rules and regulations

d) Take ownership of actions and decisions made while officiating

e) Respect the rights, dignity, and worth of all individuals

f) Not publicly criticize other officials or any member association or club.

g) Assist with the development of less experienced referees and minor officials

h) Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests

of WSWO, athletes, coaches, other officials, and parents

i) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others

j) 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

k) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these

cases inform the assignor or association at the earliest possible time

l) When writing reports, set out the true facts and not attempt to justify any decisions

m) Dress in proper attire for officiating.

Board

In addition to the responsibilities in section 4 above, WSWO's Board 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 WSWO business and the maintenance of Individuals' confidence
- b) Ensure that WSWO'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 WSWO
- 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 WSWO 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 WSWO 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 WSWO governance documents
- m) Conform to the bylaws and policies approved by WSWO, in particular this Code of Conduct and Ethics

Parents/Guardians and Spectators

In addition to section 7 (above), parents/guardians and spectators at events will:

- a) Encourage athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence
- b) Condemn the use of violence in any form
- c) Never ridicule a participant for making a mistake during a performance or practice
- d) Provide positive comments that motivate and encourage participants' continued effort
- e) Respect the decisions and judgments of officials, and encourage athletes to do the same
- f) Never question an official's or staff member's judgment or honesty
- g) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm
- h) Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers
- i) Not harass competitors, coaches, officials, parents/guardians, or other spectators