

Code of Conduct Policy

CCP.1 Definitions

For the purpose of this policy, Code of Conduct, the following terms shall have the following meanings:

- a) "Member" shall mean all members of RRA and all individuals employed by, or engaged in activities with RRA including, but not limited to, athletes, coaches, officials, volunteers, parents, team managers, administrators, committee members, directors and officers of RRA, coach developers and instructors.

CCP.2 Purpose

CCP.2.1 The purpose of this Code of Conducts is to ensure a safe and positive environment within RRA programs, activities and events by making Members aware that there is an expectation, always, of appropriate behaviour consistent with the values of RRA.

CCP.3 Breach of Code

CCP.3.1 Any member who violates this Code of Conduct may be subject to sanction pursuant to the Discipline and Complaint Policy. In addition to facing possible sanctions, a Member who violates this Code during a competition may be ejected from the competition or the playing area and the Member may be subject to any additional discipline associated with the competition.

CCP.4 Application of Code

CCP.4.1 This Code shall apply to all Members conduct during RRA business, activities and events, including, but not limited to, competitions, tournaments, games, practices, tryouts, training camps, clinics and any meetings.

CCP.4.2 This Code also applies to the conduct of Members outside of RRA's business, activities, and events when such conduct adversely affects the relationships within RRA (and its work and sport environment) and is detrimental to the image and reputation of RRA. Such applicability will be determined by RRA at **its sole discretion**.

CCP.5 Responsibilities of Members

CCP.5.1 Every Member has a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of all other Members and other individuals by:
 - I. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, gender identity, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious beliefs, 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 practises that are unjustly discriminatory.
 - V. Consistently treating individuals fairly and reasonably.
 - VI. Ensuring adherence to the rules of ringette 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 or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:
- I. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, gender identity, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious beliefs, political belief, disability, or economic status.
 - II. Written or verbal abuse, threats, or outbursts.
 - III. The display of visual material which is offensive or which one ought to know if offensive in the circumstances.
 - IV. Unwelcome remarks, jokes, nicknames, comments, innuendo, catcalls, whistles or taunts.
 - V. Linking skills with gender or sexual orientation.
 - VI. Leering or other suggestive or obscene gestures.
 - VII. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions.
 - VIII. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance.
 - IX. Any form of hazing.
 - X. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing.
 - XI. Unwelcome sexual flirtations, advances, requests, or invitations.
 - XII. Physical or sexual assault.
 - XIII. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effects of creating a negative or hostile environment.
 - XIV. Retaliation or threats of retaliation against an individual who reports harassment to RRA.
- c) Refrain from any behaviour that constitutes workplace harassment, where workplace harassment is defined as vexations comment or conduct against a worker in a workplace – a comment or conduct that is known or ought reasonably to be known to be unwelcome. Workplace harassment 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 performance improvement plan, or imposing discipline for workplace infractions. Types of behaviour that constitute workplace harassment include, but are not limited to:
- I. Bullying;
 - II. Repeated offensive or intimidating phone calls or emails;
 - III. Inappropriate sexual touching, advances, suggestions or requests;

- IV. Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
 - V. Psychological abuse;
 - VI. Personal harassment;
 - VII. Discrimination;
 - VIII. Intimidating words or conduct (offensive jokes or innuendos);
 - IX. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning.
- d) Refrain from any behaviour that constitutes workplace violence, 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. Types of behaviour that constitute workplace harassment include, but are not limited to:
- I. Verbal threats to attack a worker;
 - II. Sending to or leaving threatening notes or emails for a worker;
 - III. Making threatening physical gestures to a worker;
 - IV. Wielding a weapon in a workplace;
 - V. Hitting, pinching or unwanted touching of a worker which is not accidental;
 - VI. Throwing an object at a worker;
 - VII. Blocking normal movement or physical interference of a worker, with or without the use of equipment;
 - VIII. Sexual violence against a worker; and
 - IX. Any attempt to engage in the type of conduct outlined above.
- e) 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; and
 - VI. Unwanted contact.
- f) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, RRA 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 Discipline and Complaint Policy. RRA will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by the RRA or any other sport organization.

- g) 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).
- h) Refrain from the use of power or authority to coerce another person to engage in inappropriate activities.
- i) Refrain from consuming alcohol, tobacco products, vaping, or recreational drugs while participating in RRA programs, activities, or competitions.
- j) 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 RRA events.
- k) Respect the property of others and not wilfully cause damage.
- l) Promote the sport in the most constructive and positive manner possible.
- m) Adhere to all federal, provincial, municipal and host country laws.
- n) Comply, always, with the RRA bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time.

CCP.5.2 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. RRA 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) 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
- d) Support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs
- e) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
- f) Act in the best interest of the athlete's development as a whole person
- g) Respect other coaches
- h) Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by RRA's Volunteer Screening Policy
- i) Report any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance
- j) 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

- 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) Dress professionally, neatly, and inoffensively
- n) Use inoffensive language, considering the audience being addressed

CCP.5.3 RRA athletes have additional responsibilities:

- a) Maintain and update their knowledge of the rules and rules changes
- b) Act as an ambassador of RRA by agreeing to enforce and abide by national and provincial rules and regulations
- c) Respect the rights, dignity, and worth of all individuals
- d) Not publicly criticize officials or any club or association
- e) Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of RRA athletes, coaches, officials, and parents
- f) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
- g) 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
- h) Take ownership of actions and decisions made while playing.

CCP.5.4 RRA officials have additional responsibilities:

- a) Maintain and update their knowledge of the rules and rule changes.
- b) Work within the boundaries of their position's description while supporting the work of other officials.
- c) Act as an ambassador of RRA by agreeing to enforce and abide by national and provincial rules and regulations.
- d) Take ownership of actions and decisions made while officiating.
- e) Respect the rights, dignity, and worth of all individuals.
- f) Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of RRA, athletes, coaches, other officials and parents.
- g) Be fair, equitable, considerate, independent, honest, impartial in all dealings with others.
- h) Respect the confidentiality required by issues of a sensitive nature, which may include forfeits, discipline processes, appeals, and specific information or data about Members.
- i) Dress in proper attire for officiating.
- j) Take ownership of actions and decisions made while officiating.