



## Code of Conduct and Ethics - ATHLETES

### Definitions

1. The following terms have these meanings in this Code:
  - a) “Individuals” – Registered Members and all individuals engaged in activities with, Ontario Snowboard including, but not limited to, athletes, coaches, judges, officials, volunteers, managers, administrators, committee members, and directors and officers of Ontario Snowboard
  - b) “Sport Environment” – Any place where Ontario Snowboard business or activities are conducted. Sport Environment includes but is not limited to, the Ontario Snowboard office, work-related social functions, work assignments outside the Ontario Snowboard office, work-related travel, and work-related conferences or training sessions Ontario Snowboard competitions, training camps, travel associated with Ontario Snowboard, the Ontario Snowboard office environment and any meetings either virtual or in-person.

### Purpose

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

### Application of this Code

3. This Code applies to Individuals’ conduct within the Ontario Snowboard Sport Environment.
4. An Individual who violates this Code may be subject to sanctions pursuant to Ontario Snowboard’s Discipline and Complaints Policy. In addition to facing possible sanction pursuant to Ontario Snowboard’s Discipline and Complaints Policy, an Individual who violates this Code during a competition may be ejected from the competition or the field of play and the Individual may be subject to sanctions pursuant to that competition’s policies.
5. This Code does not apply to Ontario Snowboard employees as such employee conduct is governed in accordance with the Ontario Snowboard employment policies and/or employment agreements. An employee of Ontario Snowboard 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 Ontario Snowboard Sport Environment, will be subject to appropriate disciplinary action subject to the Ontario Snowboard employee policies.
6. This Code also applies to Individuals’ conduct outside of Ontario Snowboard’s business, activities, and events when such conduct adversely affects relationships within Ontario Snowboard (and its work and

sport environment) and is detrimental to the image and reputation of Ontario Snowboard. Such applicability will be determined by Ontario Snowboard at its sole discretion.

## **Responsibilities**

7. 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 snowboard 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 Ontario Snowboard

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, Ontario Snowboard 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 Ontario Snowboard's Discipline and Complaints Policy. Ontario Snowboard will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Ontario Snowboard 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 Ontario Snowboard 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 Ontario Snowboard Sport Environment. At no time will any Individual become intoxicated.

i) Respect the property of others and not willfully cause damage

j) Promote snowboard 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 Ontario Snowboard's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

### **Athletes**

10. In addition to section 7 (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 Ontario Snowboard'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 Ontario Snowboard; focusing on neatness, cleanliness, and discretion
- h) Act in accordance with Ontario Snowboard's policies and procedures and, when applicable, additional rules as outlined by coaches or managers