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## 2.2 CODE OF CONDUCT AND ETHICS POLICY - ATHLETES

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### Code of Conduct

1. OCPSA is committed to providing a safe and positive environment in which all individuals are treated with respect. Further, OCPSA supports equal opportunity and prohibits discriminatory practices. Members of OCPSA, parents/guardians of OCPSA members, participants in OCPSA programs and activities, and spectators at OCPSA's events are expected to conduct themselves at all times in a manner consistent with the values of OCPSA.
2. Conduct that violates this Code of Conduct may be subject to sanctions pursuant to OCPSA's policies related to discipline and complaints.

### Purpose

3. The purpose of this Code of Conduct is to ensure a safe and positive environment within OCPSA programs, activities and events, by making all individuals aware that there is an expectation of appropriate behavior, consistent with the values of OCPSA, at all times.

### Definitions

4. The following terms have these meanings in this Policy:
  - a) "*Individuals*" - OCPSA Representative, parents/guardians of OCPSA Representatives, other participants in OCPSA programs and activities, and spectators at OCPSA events.
  - b) "*OCPSA*" – Ontario Cerebral Palsy Sport Association.
  - c) "*OCPSA Representative*" - Any director, officer, committee member, employee, volunteer, coach, athlete, official, referee, manager and member within OCPSA.

### Application of the Policy

5. This policy applies to Individuals relating to conduct that may arise during the course of OCPSA's business, activities and events, including but not limited to, office environment, competitions, practices, training camps, travel associated with activities, and any meetings of staff, committees or the Board of Directors.
6. This policy applies to conduct that may occur outside of OCPSA's business and events when such conduct adversely affects relationships within OCPSA's work and sport environment.

7. Conduct arising within the business, activities and events of clubs or other organizations affiliated with OCPA will be dealt with using the policies and mechanisms of such organizations.

## General Responsibilities

8. **All** Individuals have a responsibility to:
  - a) Maintain and enhance the dignity and self-esteem of OCPA Representatives and other Individuals by:
    - i. Demonstrating respect to individuals regardless of body type, athletic ability, gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
    - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
    - iii. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
    - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
    - v. Interacting with others in a way that enables all individuals to maintain their dignity and respect;
    - vi. Consistently treating individuals fairly and reasonably;
    - vii. Ensuring that the rules of the sport of Boccia and Athletics, and the spirit of such rules, are adhered to.
  - b) Refrain from any behavior 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 behavior that constitute harassment include, but are not limited to:
    - i. Written or verbal abuse, threats or outbursts;
    - ii. The display of visual material which is offensive or which one ought to know is offensive;
    - iii. Unwelcome remarks, jokes, comments, innuendo or taunting about a person's looks, body, attire, age, race, religion, sex or sexual orientation;
    - iv. Leering or other suggestive or obscene gestures;
    - v. Condescending, paternalistic or patronizing behavior 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;
    - viii. Unwanted physical contact including touching, petting, pinching or kissing;
    - ix. Unwelcome sexual flirtations, advances, requests or invitations;
    - x. Physical or sexual assault;
    - xi. Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
    - xii. Retaliation or threats of retaliation against an individual who reports harassment.

- c) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments, advances or conduct of a sexual nature.
- d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- e) In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with OCPSA events.
- f) Respect the property of others and not willfully cause damage.
- g) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
- h) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of OCPSA, as adopted and amended from time to time.

### **Special Responsibilities Inherent to Athlete Role**

- 9. Athletes who have been selected to a representative team of OCPSA will have additional responsibilities, including to:
  - a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete;
  - b) Participate and appear on time in all competitions, practices, training sessions, events, activities, meetings or projects to which the athlete has made a commitment;
  - c) Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons.
  - d) Act in a sportsmanlike manner and not display appearances of violence, foul language or gestures to other players, officials, coaches, volunteers or spectators.
  - e) Adhere to OCPSA's rules and requirements regarding clothing and equipment.
  - f) Maintain an appropriate fitness level as set out by the coach in order to remain competitive.
  - g) Where an athlete has a personal vehicle or a rented vehicle at competitions, practices, training sessions, events, activities, meetings or projects, the athlete must inform the coach or team leader of his/her whereabouts at all times.