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2.3 CODE OF CONDUCT AND ETHICS POLICY - OFFICIALS

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 Officiating Role

- 9. Officials will at all times:
 - a) Ensure a safe environment by supporting activities and controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment;
 - b) Under no circumstances promote or condone the use of drugs or performance-enhancing substances;
 - c) Encourage athletes to be responsible for their own behavior, performance and decisions;
 - d) Support opportunities for athletes to discuss and contribute to performance standards as appropriate. Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete as appropriate;
 - e) At no time engage in an intimate or sexual relationship with an athlete under the age of 18 years and at no time engage in an intimate or sexual relation with an athlete over the age of 18 if the official is in a position of power, trust or authority over the athlete.
 - f) Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of OCPSA;
 - g) Act in the best interest of the athlete's development as a whole person;
 - h) Recognize the power inherent in the position of official.
 - i. Do not make some participants feel more or less worthy as a person than others on the basis of body type, gender, race, place of origin, athletic potential, color, sexual orientation, religion, political beliefs, socio-economic status, marital status, age or any other conditions.
 - ii. Have a responsibility to 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.
 - iii. Interact with others in a manner that enables all participants in sport to maintain their dignity.
 - iv. Build mutual support among fellow officials, coaches, athletes and their family members.