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Approved By:	OCPSA Board of Directors

2.5 CODE OF CONDUCT AND ETHICS POLICY - PARENTS

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.

Additional Responsibilities for Parents

9. **All** parents have a responsibility to:
- a) Learn the rules of their child's sport and adhere to the policies, procedures, standards and ethics of OCPSA at all times.
 - b) Be a positive role model for their child and encourage sportsmanship by showing respect and courtesy, and by demonstrating positive support for all players, coaches, officials and spectators at every game, practice or other sporting event.
 - c) Refrain from any kind of unsportsmanlike conduct with any official, coach, player, or parent such as booing and taunting; refusing to shake hands; or using profane language or gestures.
 - d) Refrain from behaviors or practices that would endanger the health and wellbeing of the athletes.
 - e) Demand that their child treat other players, coaches, officials and spectators with respect regardless of race, creed, color, sex or ability.
 - f) Emphasize skill development and practices and how they benefit their child over winning.
 - g) Promote the emotional and physical wellbeing of the athletes ahead of any personal desire they may have for their child to win.
 - h) Respect the officials and their authority during games and never question, discuss, or confront coaches at the game/practice site; and take time to speak with coaches at an agreed upon time and place.
 - i) Ensure a sports environment for their child that is free from drugs, tobacco, and alcohol.
 - j) Refrain from coaching their child or other players during games and practices, unless they are one of the official coaches of the team.
 - k) Openly support and uphold this code of conduct policy and take action and steps to ensure other parents follow and uphold this code of conduct policy.