

**POLICY – Parents, Caregivers, Guardians & Spectators
Code of Conduct**



Effective Date: 2019 Revision

Definitions:

The following terms have these meanings in this Code:

- a) —Organization|| – Sports4all
- b) —Individuals” – All categories of membership defined in the Organization Bylaws, as well as all individuals engaged in activities with, the Organization including, but not limited to, athletes, coaches, volunteers, managers, administrators, committee members, and directors and officers.

Purpose:

The purpose of this Code is to ensure a safe and positive environment (within Organization programs, activities, and events) by making Individuals aware that there is an expectation, at all times, of appropriate behavior. Organization 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:

This Code applies to Individuals’ conduct during Organization business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with Organization activities, Board of Director meetings and any other Organization meetings.

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

An Individual who violates this Code may be subject to sanctions. In addition to facing possible sanction, an Individual who violates this Code during a competition may be ejected from the competition and the Individual may be subject to additional discipline.

Parents, Caregivers, Guardians & Spectators:

Parents/Carers/Guardians/Spectators expectations and attitudes have a significant bearing on a child’s attitude towards:

- Other Players
- Referees
- Managers
- Spectators

This club will ensure that parents/caregivers/guardians/spectators within the club are always positive and encouraging towards all of the players—not just their own—and will encourage parents/caregivers/guardians/spectators to:

- Applaud the opposition as well as their own team
- Avoid coaching the child during the game
- Not to shout and scream
- Respect the referee's decisions
- Give attention to each of the children involved in sports not just the most talented
- Give encouragement to everyone to participate in sports

Responsibilities:

Individuals have a responsibility to:

a) Maintain and enhance the dignity and self-esteem of Individuals and other individuals by:

- I. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, race or perceived race, nationality, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, class, marital status, family status, religion, political belief, physical or mental disability, economic status or source of income.
- II. Focusing comments, criticism or disciplinary actions appropriately
- III. Demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
- IV. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
- V. Treating individuals fairly and reasonably
- VI. Adhering to Sports4all and Affiliate Organization rules and policies and the spirit of those rules and policies

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 a reasonable person 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 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 where hazing is defined as any potentially humiliating, degrading, abusive, or dangerous activity
- VIII. Retaliation or threats of retaliation against an individual who reports harassment to the Organization
- IX. Bullying

- X.** Offensive or intimidating communications, including social media
- XI.** Inappropriate use of social media
- XII.** Displaying or circulating offensive pictures, photographs or materials in printed or electronic form
- XIII.** Psychological abuse
- XIV.** Discrimination
- XV.** Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating
- XVI.** Behaviors 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

c) Refrain from any behavior that constitutes violence, where violence is defined as the exercise of physical force, that causes or could cause physical injury; an attempt to exercise physical force that could cause physical injury; or a statement or behavior that it is reasonable to interpret as a threat to exercise physical force. Types of behavior that are applicable to this section include, but are not limited to:

- I.** Verbal threats to attack
- II.** Sending to or leaving threatening notes or emails
- III.** Making threatening physical gestures
- IV.** Wielding a weapon
- V.** Hitting, pinching or unwanted touching which is not accidental
- VI.** Throwing an object
- VII.** Blocking normal movement or physical interference, with or without the use of equipment
- VIII.** Any attempt to engage in the type of conduct outlined above

d) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:

- I.** Sexist jokes
- II.** Sexual violence
- III.** Display of sexually offensive material
- IV.** Sexually degrading words used to describe a person
- V.** Inquiries or comments about a person's sex life
- VI.** Unwelcome sexual flirtations, advances, or propositions
- VII.** Inappropriate sexual touching, advances, suggestions or requests
- VIII.** Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
- IX.** Physical or sexual assault

e) Abstain from the use of illegal drugs or the use of performance enhancing drugs or methods.

f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities

- g)** While acting in the capacity as either a coach or volunteer responsible for supervising activities and/or athletes, refrain from consuming recreational drugs, intoxicants or alcohol
- h)** Respect the property of others and not willfully cause damage
- i)** Adhere to all federal, provincial, municipal and host Country laws
- j)** Comply, at all times, with Sports4all and Affiliate Organization bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time
- k)** Treat all other Individuals with respect.
- l)** Report to Sports4all or an Affiliate Organization any ongoing criminal investigation, conviction, or existing bail conditions involving yourself, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal substance.

Parents/ Caregivers/ Guardians and Spectators have additional responsibilities to:

1. Encourage athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence
2. Condemn the use of violence in any form
3. Never ridicule a participant for making a mistake during a performance or practice
4. Provide positive comments that motivate and encourage participants' continued effort
5. Respect the decisions and judgments of officials, and encourage athletes to do the same
6. Never question an official's or staff member's judgment or honesty
7. Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm
8. Respect and show appreciation to all competitors, and to the coaches, officials and other
9. volunteers
10. 10. Not harass competitors, coaches, officials, parents/guardians, or other spectators

Parent Name: _____

Parent Signature: _____

Date Signed: _____