



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.

A Player must:

Obligations toward the Game

1. Make every effort to develop their own sporting ability, in terms of skill, technique, tactics and stamina.
2. Give maximum effort and strive for the best possible performance during a game, even if the team is in a position where the desired result has already been achieved.
3. Set a positive example for others, particularly young players and supporters.
4. Avoid all forms of gamesmanship and time-wasting.

5. Always have regard to the best interests of the game, including where publicly expressing an opinion on the game and any particular aspect of it, including others involved in the game.
6. Not use inappropriate language
7. Refrain from consuming illegal drugs, alcohol or performance enhancing substances or methods while participating in the Organization competitions.

Obligations towards the Team

1. Make every effort consistent with Fair Play and the Laws of the Game to help the team win.
2. Resist any influence that might, or might be seen to, bring into question commitment to the team winning.

Respect for the Laws of the Game and Competition Rules

1. Know and abide by the Laws, rules and spirit of the game, and the competition rules.
2. Accept success and failure, victory and defeat, equally.
3. Resist any temptation to take banned substances or use banned techniques.

Respect towards Opponents

1. Treat opponents with due respect at all times, irrespective of the result of the game.
2. Never ridicule a participant for a poor performance or practice
3. Safeguard the physical fitness of opponents, avoid violence and rough play, and help injured opponents.

Respect towards the Match Officials

1. Accept the decision of the Referee without protest.
2. Avoid words or actions that may mislead a Match Official.
3. Show due respect towards Match Official.

Respect towards Team Officials

1. Abide by the instructions of their Coach and Team Officials, provided they do not contradict the spirit of this Code.
2. Show due respect towards the Team Officials of the opposition.

Obligations towards the Supporters

1. Show due respect to the interests of supporters.

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

ci) 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

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

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

civ) 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

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

cvi) Adhere to all federal, provincial, municipal and host Country laws

cvi) Comply, at all times, with the Sports4all and Affiliate Organization bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

cviii) Treat all other Individuals with respect.

I) 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.

Players have additional responsibilities to:

- 1.** Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete
- 2.** Participate and appear on-time and be prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, and events
- 3.** 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
- 4.** Adhere to the Organization's rules and requirements regarding clothing and equipment
- 5.** Never ridicule a participant for a poor performance or practice
- 6.** Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators
- 7.** Dress in a manner representative of Sports4all and its Affiliate Organizations, focusing on neatness, cleanliness, and discretion.
- 8.** Act in accordance with Sports4all and Affiliate Organization policies and procedures and, when applicable, additional rules as outlined by coaches or managers.

Player Name: _____

Player Signature: _____

Date Signed: _____