



UPDATED: April 30, 2025

BC Sport Cheer Code of Conduct Policy

Preamble

This policy focuses on ensuring a safe and positive environment by making Individuals aware that there is an expectation of appropriate behaviour consistent with this Code. BC Sport Cheer supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

1) Definitions

- a) The following terms have these meanings in this Policy:
 - i) “BCSC” means BC Sport Cheer, the provincial sport organization for cheerleading.
 - ii) “Individuals” means all categories of membership defined in the BCSC Bylaws, as well as all individuals engaged in activities with BCSC including, but not limited to, athletes, coaches, officials, volunteers, administrators, committee members, and directors BCSC.

2) Application of this Code

- a) This code applies to Individuals’ conduct during BCSC’s business, activities, and events including but not limited to competitions, practices, tryouts, training camps, travel associated with BCSC activities and any meetings.
- b) This code also applies to Individuals’ conduct outside of BCSC business, activities, and events when such conduct adversely affects relationships within BCSC and/or its Members (and its work and sport environment) and is detrimental to the image and reputation of BCSC. Such jurisdiction will be determined by BCSC at its sole discretion.
- c) An Individual who violates this Code may be subject to sanctions pursuant to BCSC’s Discipline and Complaints Policy. 3.4.
- d) An employee or contractor of BCSC found to have breached this Code will be subject to appropriate disciplinary action subject to the terms of the employee’s Employment Agreement or Contract, as applicable. Violations could result in a warning, reprimand, access restrictions, suspension and other disciplinary actions up to and including termination of employment/contract.

3) Responsibilities

- a) Individuals have a responsibility to:
 - i) maintain and enhance the dignity and self-esteem of BCSC members and other individuals by:
 - (1) Demonstrating respect to individuals regardless of body type,

- physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation.
- (2) Focusing comments or criticism appropriately and avoiding public criticism of Individual or BCSC
 - (3) Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct.
 - (4) Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory.
 - (5) Consistently treating individuals fairly and reasonably.
 - (6) Ensuring adherence to the rules of the sport and the spirit of those rules.
- ii) Refrain from any behaviour that constitutes harassment. Types of behaviour that constitute harassment include but are not limited to:
- (1) Written or verbal abuse, threats, or outbursts.
 - (2) The display of visual material which is offensive or which a reasonable person ought to know is offensive.
 - (3) Unwelcome remarks, jokes, comments, innuendo, or taunts.
 - (4) Leering or other suggestive or obscene gestures.
 - (5) Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions.
 - (6) Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance.
 - (7) Any form of hazing.
 - (8) Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing.
 - (9) Unwelcome sexual flirtations, advances, requests, or invitations.
 - (10) Physical or sexual assault.
 - (11) Behaviours 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.
 - (12) Retaliation or threats of retaliation against an individual who reports harassment.
- iii) Refrain from any behaviour that constitutes Sexual Harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- (1) Sexist jokes.
 - (2) Display of sexually offensive material.

- (3) Sexually degrading words used to describe a person.
 - (4) Inquiries or comments about a person's sex life.
 - (5) Unwelcome sexual flirtations, advances, or propositions.
 - (6) Persistent unwanted contact.
- iv) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, BCSC adopts and adheres to the Canadian Anti-Doping Program. BCSC will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by BCSC or any other sport association.
- v) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian AntiDoping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES).
- vi) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- vii) Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in BCSC programs, activities, competitions, Board or events. In the case of adults, alcohol may only be consumed if it is made available to adults by BCSC. Adults should avoid consuming alcohol in situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with BCSC events.
- viii) Respect the property of others and not wilfully cause damage.
- ix) Adhere to all federal, provincial, municipal and host country laws.
- x) Comply, at all times, with BCSC bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time.
- xi) Refrain from any behaviour that could be considered poaching or recruiting. Examples of this type of behaviour includes:
 - (1) asking a person who is currently registered with another active program to switch to your home program.
 - (2) providing a financial incentive to join the program you are associated with.
 - (3) approaching or calling an athlete who has not expressly contacted you for information about the program you are associated with.
- xii) When driving a vehicle with an Individual:
 - (1) Not have his or her licence suspended

- (2) Not be under the influence of alcohol, illicit or recreational drugs, illegal drugs or substances, or misuse prescription or “over the counter” drugs.
- (3) Have valid car insurance.

4) Board Members

In addition to section 3 (above), BCSC Directors will have additional responsibilities to:

- a) Function primarily as a member of the board and/or committee(s) of BCSC; not as a member of any other particular member or constituency.
- b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of BCSC business and the maintenance of Individuals' confidence.
- c) Ensure that BCSC's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of BCSC.
- d) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
- e) Behave with decorum appropriate to both circumstance and position.
- f) Keep informed about BCSC's activities, the provincial sport community, and general trends in the sectors in which they operate.
- g) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which BCSC is incorporated.
- h) Respect the confidentiality appropriate to issues of a sensitive nature.
- i) Respect the decisions of the majority and resign if unable to do so.
- j) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
- k) Have a thorough knowledge and understanding of all BCSC governance documents.
- l) Conform to the bylaws and policies approved by BCSC.

5) Coaches

In addition to section 3 (above), coaches have many additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:

- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of the involved athletes.

- b) Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes.
- c) Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments.
- d) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate.
- e) Support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs.
- f) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete.
- g) Act in the best interest of the athlete's development as a whole person.
- h) Report to BCSC any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance.
- i) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco.
- j) Respect athletes playing with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes.
- k) Dress professionally, neatly, and inoffensively.
- l) Use inoffensive language, considering the audience being addressed.
- m) Recognize the power inherent in the position of coach and 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. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
- n) Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over the athlete.
- o) Refrain from using their power or authority to coerce another person to engage in or tolerate sexual or harmful activities.
- p) Refrain from conduct that causes physical or emotional harm to individuals.
- q) Prevent the use of power or authority in an attempt, successful or not, to coerce another person to engage in or tolerate sexual activity.

6) Athletes

In addition to section 3 (above), athletes will have additional responsibilities to:

- a) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete; or in the case of carded athletes, interfere with the athlete's ability to fulfill their carded athlete requirements.
- b) Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events.
- c) 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.
- d) Adhere to BCSC rules and requirements regarding clothing and equipment.
- e) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators.
- f) Dress in a manner representative of BCSC; focusing on neatness, cleanliness, and discretion.
- g) Act in accordance with BCSC's policies and procedures and, when applicable, additional rules as outlined by coaches or managers.

7) Officials

In addition to section 3 (above), officials will have additional responsibilities to:

- a) Remember that their behaviour is considered a reflection of BCSC and the Event Producer. As a result, they should always conduct themselves in a professional manner at all times.
- b) Maintain and update their knowledge of the rules and rules changes.
- c) Work within the boundaries of their position's description while supporting the work of other officials.
- d) Act as an ambassador of BCSC by agreeing to enforce and abide by national and provincial rules and regulations.
- e) Remain impartial, and therefore will do their best to refrain from showing allegiance to any program. This includes, but is not limited to: wearing clothing, make-up or other paraphernalia that suggests affiliation with a particular program or cheering for a team during competition or awards presentation. Officials may choose to greet or congratulate coaches or athletes in a professional and courteous manner.
- f) Take ownership of actions and decisions made while officiating.
- g) Respect the rights, dignity, and worth of all individuals.
- h) Not publicly criticize other officials or any club or BCSC.
- i) Act openly, impartially, professionally, lawfully, and in good faith.
- j) Be fair, equitable, considerate, independent, honest, and impartial in all dealings. If a Judge feels that they are unable to adjudicate without bias or

without the appearance of bias, they have a responsibility to excuse themselves from the panel or competition in question.

- k) Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals.
- l) Not share judging materials or documents or the disclosure of information discussed within the judging team before, during or after a competition as these are confidential discussions intended to ensure proper adjudication of teams and may be misinterpreted by outside parties. Discussions within the context of judging must be kept professional and appropriate.
- m) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or BCSC at the earliest possible time.
- n) Address any concerns with the behaviour of fellow judges with the judge in question as a professional courtesy, and then with the Supervisory Judge or BCSC designate should the concerns not be resolved.
- o) When writing reports, set out the true facts.
- p) During the course of a BCSC or BCSC sanctioned event, Judges will not:
 - i) Consume alcohol, illicit or recreational drugs, or misuse prescription or “over the counter” drugs, or consume illegal substances before or during a competition where they are judging teams;
 - ii) Use profanity, put downs, sarcasm, negativity, etc. while judging teams at competitions (this includes comments on judging sheets and discussions within the judging team);
 - iii) Use a cell phone (with the exception of Supervisory, Legality, Deduction and Score Check Judges);
 - iv) Have excessive contact with teams before, during, or after the competition; or
 - v) Comment on the performances to anyone outside of the judging panel
- q) During the course of a BCSC or BCSC-sanctioned event, Judges agree to:
 - i) Know and be confident in the judging material and procedures;
 - ii) Wear professional attire (no jeans or leggings, no midriff or cleavage showing, no hats, etc.);
 - iii) Arrive on time for pre-competition meetings;
 - iv) Meet in the assigned Judges’ room;
 - v) Conduct themselves in a manner that does not demonstrate bias or affiliation with any team;
 - vi) Only distribute scores to the coach of the team in question;
 - vii) Notify the Supervisory Judge if spectators or athletes are disturbing the judging process;
 - viii) Use discretion and professional conduct when addressing concerns with fellow Judges;

- ix) Take notes during every team's performance and be attentive throughout the routine;
- x) Judge based solely on what they see during the current performance;
- xi) Frame areas of improvement in a positive and constructive manner; and
- xii) Be consistent in their scoring and keep their mind open to all styles being presented.

8) Parents/Guardians and Spectators

In addition to section 3 (above), Parents/Guardians and Spectators at events will:

- a) Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence.
- b) Condemn the use of violence in any form.
- c) Never ridicule a participant for making a mistake during a performance or practice.
- d) Provide positive comments that motivate and encourage participants' continued effort.
- e) Respect the decisions and judgments of officials, and encourage athletes to do the same. Feedback on competition performances is provided by officials only to the coaching staff, so parents are encouraged to discuss any questions with your athlete's coach.
- f) Recognize that officials, executives and staff act in good faith, and in the best interests of the athletes and sport as a whole.
- g) Respect the decisions and judgments of officials, and encourage athletes to do the same.
- h) Never question an officials' or staffs' judgment or honesty.
- i) Support all efforts to remove verbal and physical abuse, coercion, intimidation and sarcasm.
- j) Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers.
- k) Refrain from the use of bad language, nor harass competitors, coaches, officials, parents/guardians or other spectators.