

Code of Ethics

(Canadian Armwrestling Federation)

Reviewed for 2023

On May 15 2015, the CAWF Executive Committee committed to the examination of a proposed Code of Ethics, and Ethics Advisory Committee, geared to provide a structure to prevent and/or address incidences of abuse within its organization and the sport of Arm wrestling.

The CAWF officially established the Ethics Advisory Committee (E.A.C) in 2021. It was designed to respond to incidents of abuse as listed in the Code of Ethics.

Preamble

Research has shown that sexual harassment and other types of abuse, such as oppression and racism, happen in all sports and at all levels of training. This harassment and abuse tends to seriously and negatively impact athletes' well-being including their physical and psychological health. Ongoing abuse and mistreatment can result in an athlete dropping out of their sport and/or experiencing ongoing trauma and mental health issues.

It is important to note that in addition to the specific effect abuse can have on athletes, racism, sexual harassment and abuse are violations of human rights, regardless of (but not limited to) culture, ethnic origin, gender, social status, and creed.

In its role of promoting, modeling, and protecting the health and well-being of all athletes and members within the organization, the CAWF recognizes the rights of ALL athletes and officials, to enjoy a SAFE, inclusive and supportive sports environment. Everyone in sport shares the responsibility to identify and prevent abuse incidents (in all forms) and to develop a culture of equity, dignity, respect and safety. The Ethics Advisory Committee (E.A.C.) was created in order to uphold the CAWF Code of Ethics; its documents are created to reflect the diversity of the people that it serves.

(modified from IOC consensus statement: "Sexual Harassment & Abuse in Sport," PR-05-2007)

CAWF Code of Ethics defines abuse as: as any course of conduct that is known or ought to be known, to be unwelcome by the recipient(s) meant to ostracize, belittle, "out", banish, and/or directly/indirectly harm the recipient(s). This behaviour may include, but not limited to: racism, verbal slurs, abuse of power, threats or intentional humiliation, abuse of power within an Officials role (i.e fraudulent behavior) innuendo or taunting about a person's physical appearance, attire, marital status, age, sex, sexuality, religion/beliefs, ethnicity, family status/constellation, and/or disability, display of offensive or derogatory pictures, practical jokes which cause embarrassment, unwelcome requests or invitations whether indirect or explicit, intimidation, physical contact such as touching, patting, pinching, punching, leering that is not consensual, physical contact such as physical/ sexual assault of any kind, and behavior which causes intentional emotional harm such as stalking and internet bullying.

The CAWF upholds a ZERO TOLERANCE policy regarding any abuse against minors. Legal authorities will be notified immediately as well as the youth's parent or guardian.

The following Code of Ethics is adopted by the N.S.A.W.A (Nova Scotia Armwrestling Association): Philosophy - The CAWF is committed to modeling and promoting equality and equity amongst all of its members. The organization strives to be free of, and condemns any form of physical, sexual and emotional abuse, including racism, within its day to day operations. Where incidences occur, contrary to the CAWF Code of Ethics policy, the CAWF will seek the intervention of the Ethics Advisory Committee (E.A.C) to take appropriate action which includes, but is not limited to:

Potential Outcomes of reported abuse complaints to the EAC

- a.) The complaint report is received and is eligible for investigation
- b.) Voluntary reconciliation:
 - Learned lesson approach
 - Restorative Measures (letter of apology or the like)
 - Mediated discussion
 - Reconciliation (validation of the intent and impact to the victim)
 - Sensitivity training at the person's expense,
 - self-termination of respective designation/role depending on the nature and severity of the occurrence and boundary re- setting.
- c.) Suspension or revoking the membership and/or position within the CAWF Executive and/or Provincial Association.
- d.) The decision of suspension, provisional suspension or banning of an athlete is the responsibility of the E.A.C.
- e.) Immediate referral to authorities or emergency services
- f.) Monetary fine (no monies are accepted in order to influence, coerce, or change the outcome of a decision)
- g.) Resolved complaints are kept in a digital file on Google Drives, with access by the Co-Chairs ONLY, for up to 7 years at which point it would be deleted by the E.A.C Chair.
- h.) International ramifications can be upheld in Canada based on the review of a complaint investigated stemming from an international event (such as with WAF or IFA)