

# Code of Ethics

(Canadian Armwrestling Federation)

Reviewed for 2021

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

## Preamble

Research has shown that sexual harassment and other types of abuse 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 athlete dropping out of their sport and/or ongoing trauma and mental health issues.

It is important to note that in addition to the specific effect harassment and abuse can have on athletes, 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 and protecting the health and well-being of all athletes and members within the organization, the CAWF recognizes the rights of all athletes, including the right to enjoy a safe and supportive sport environment. It also recognizes the rights of its members to be in a safe and supportive environment. Everyone in sport shares the responsibility to identify and prevent abuse incidences (in all forms) and to develop a culture of 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 evolution 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: verbal slurs, abuse of power, threats or intentional humiliation, innuendo or taunting about a person's physical appearance, attire, marital status, age, sex, sexuality, religion/beliefs, ethnic, race or national origin, 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 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 Occurrences

Options for solving the problem include but are not limited to:

a.) Examples of voluntary reconciliation could include:

- Learned lesson approach
- Restorative Measures (letter of apology or the like)
- Validation of the intent and impact
- required sensitivity training at the person's expense,
- termination of respective designation/role depending on the nature and severity of the occurrence.

b.) Suspension or revoking the membership and/or position within the CAWF Executive and/or Provincial Association.

c.) Provisional suspensions for pending criminal charges in direct violation of the Code of Ethics

d.) Immediate referral to authorities

e.) Fiscal fine (no monies are accepted in order to influence, coerce, or change the outcome of a decision)

f.) Resolved complaints are kept in an encrypted file for up to 7 years at which point it would be deleted by the E.A.C Chair.

g.) International ramifications can be upheld in Canada based on the review and outcome of occurrence.

**B) CAWF Code of Ethics defines abuse as:** as any course of vexatious 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 may include, but not limited to: verbal slurs, abuse of power, threats or intentional humiliation; innuendo or taunting about a person's physical appearance, attire, marital status, age, sex, sexuality, religion/beliefs, ethnic, race or national origin, family status/constellation, 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; physical contact such as physical/sexual assault of any kind; 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 child's parent or guardian.