

# Code of Ethics

(Canadian Armwrestling Federation)

Reviewed for 2020

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 indicates that sexual harassment and abuse happen in all sports and at all levels, with greater prevalence in elite sports. Research also demonstrates that sexual harassment and abuse, in sport, seriously and negatively impact athletes’ physical and psychological health. They can damage performance and lead to athlete drop-out, physical harm or permanent emotional trauma/mental health issues or conditions. Sexual harassment and abuse are violations of human rights, regardless of (but not limited to) culture, ethnic origin, gender, social status, and creed; violations that damage both the individual(s) and organisational health.”

“In its role of promoting and protecting the health of the athlete, 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 work in 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.”

“A healthy sport system that empowers athletes can contribute to the prevention of sexual harassment and abuse inside and outside sport.” (IOC adopts consensus statement on “SEXUAL HARASSMENT & ABUSE IN SPORT”, PR-05-2007)

The following Code of Ethics is adopted by the N.S.A.W.A (Nova Scotia Armwrestling Association)

- A) 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.) Voluntary reconciliation between parties- voiding of the complaint

- 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 or position within the CAWF Executive or Provincial Association.

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

d.) Immediate referral to authorities

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

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.