

# ONTARIO SPEED SKATING

## Code of Conduct and Ethics Policy

### Definitions

1. The following terms have these meanings in this Code:
  - a) Individuals - all individuals engaged in activities with, the Ontario Speed Skating Association including, but not limited to, athletes, coaches, judges, officials, volunteers, parents, guardians, managers, administrators, committee members, and directors and officers of the Ontario Speed Skating Association
  - b) Sport Environment – Any place where the Ontario Speed Skating Association business or activities are conducted. The sport environment includes but is not limited to, the Ontario Speed Skating Association competitions, practices, tryouts, training camps, travel associated with the Ontario Speed Skating Association, and the Ontario Speed Skating Association office environment and any meetings.

### Purpose

2. The purpose of this Code is to ensure a safe and positive environment (within the Ontario Speed Skating Association Sport Environment) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the Ontario Speed Skating Association's mission and objectives. The Ontario Speed Skating Association 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

3. This Code applies to Individuals' conduct within the Ontario Speed Skating Association sport environment.
4. An Individual who violates this Code may be subject to sanctions pursuant to the Ontario Speed Skating Association's Discipline and Complaints Policy.
5. This Code does not apply to Ontario Speed Skating Association employees as such employee conduct is governed in accordance with the Ontario Speed Skating Association employment policies and/or employment agreements.
6. This Code also applies to Individuals' conduct outside of the Ontario Speed Skating Association's business, activities, and events when such conduct adversely affects relationships within the Ontario Speed Skating Association (and its work and sport environment) and is detrimental to the image and reputation of the Ontario Speed Skating Association. Such applicability will be determined by the Ontario Speed Skating Association at its sole discretion.

## **Responsibilities**

7. Individuals have a responsibility to:
  - a) Maintain and enhance the dignity and self-esteem of individuals by:
    - i. Demonstrating respect to all individuals, regardless of, but not limited to, body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, or economic status
    - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members
    - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
    - iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory or disrespectful
    - v. Consistently treating individuals fairly and reasonably
    - vi. Ensuring adherence to the rules of speed skating and the spirit of those rules
  - b) Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an Individual, person or group, which is offensive, abusive, racist, sexist, degrading, or malicious.
  - c) 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.
  - d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, the Ontario Speed Skating Association adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction, pursuant to the Ontario Speed Skating Association's Discipline and Complaints Policy.
  - e) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
  - f) Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in the Ontario Speed Skating Association programs, activities, competitions, or events.
  - g) In the case of adults, reasonably consume 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 the Ontario Speed Skating Association sport environment.
  - h) Respect the property of others and not willfully cause damage
  - i) Promote speed skating in the most constructive and positive manner possible
  - j) Adhere to all federal, provincial, municipal and host country laws
  - k) Comply, at all times, with the Ontario Speed Skating Association's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

## **Athletes**

8. In addition to section 7, 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 requirements under the Quest for Gold Athlete Assistance Program

- b) Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, 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 the Ontario Speed Skating Association's rules and requirements regarding clothing and equipment
- e) Never ridicule a participant for a poor performance or practice
- f) Act in a sportsmanlike manner and not display violent behaviour, foul language, or rude gestures to other players, officials, coaches, or spectators
- g) Act in accordance with the Ontario Speed Skating Association's policies and procedures and, when applicable, additional rules as outlined by coaches or managers
- h) Every athlete and other person participating in the sport shall reasonably cooperate with the Canadian Centre for Ethics in Sport (CCES) or another anti-doping organization investigating anti-doping rule violations and a failure to do so may be the basis for disciplinary action within the sport.

---

Signature of Athlete

---

Date