



## Western Valley Recreation Association (WVRA) Code of Conduct

1. **DEFINITIONS.** The following terms have these meanings in this Policy:

a) “Individuals” – All categories of membership defined in the Western Valley Recreation Association (**WVRA**) Bylaws, as well as all individuals engaged in activities with (**WVRA**), including but not limited to, athletes, coaches, judges, officials, volunteers, directors, committee members, officers, managers and administrators.

b) “Social Media” – Various activities that integrate technology, social interaction and content creation via platforms which include, but are not limited to, blogs, wikis, photo and video sharing, podcasts, social networking and virtual worlds.

2. **PURPOSE.** The purpose of this Code of Conduct is to ensure a safe and positive environment within (**WVRA**) programs, activities and events, by making all individuals aware that there is an expectation of appropriate behavior, consistent with the founding principles of (**WVRA**), always.

(**WVRA**) is committed to providing an environment in which all individuals are treated with respect. Further, (**WVRA**) supports equal opportunity and prohibits discriminatory practices. Members of (**WVRA**) are expected to conduct themselves at all times in a manner consistent with the values of the (**WVRA**) that include fairness, integrity, open communication and mutual respect.

Conduct that violates this Code of Conduct may be subject to sanctions.

3. **SCOPE AND APPLICATION.** This policy applies to the Individuals defined above, relating to conduct that that may arise during (**WVRA**) business, activities and events, including but not limited to, office environment, competitions, events and meetings.

This policy may apply to conduct that occurs outside of (**WVRA**) business and events when such conduct adversely affects relationships within (**WVRA**) and its work and is detrimental to the image and reputation of the organization.



4. **RESPONSIBILITY.** All Individuals have a responsibility to:
- a) Maintain and enhance the dignity and self-esteem of Individuals and other people by:
    - 1) Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status;
    - 2) Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
    - 3) Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
    - 4) Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
    - 5) Consistently treating individuals fairly and reasonably;
    - 6) Ensuring that the rules of the sport, and the spirit of such rules, are adhered to.
  - b) Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior 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 one ought to know is offensive;
    - 3) Unwelcome remarks, jokes, comments, innuendos or taunts;
    - 4) Leering or other suggestive or obscene gestures;
    - 5) Condescending or patronizing behavior 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 touching, petting, pinching or kissing;
    - 9) Unwelcome sexual flirtations, advances, requests or invitations;



- 10) Physical or sexual assault;
  - 11) Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
  - 12) Retaliation or threats of retaliation against an individual who reports harassment.
- c) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior 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;
  - 7) Sexual assault.
- d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- e) Refrain from consuming alcohol or tobacco products while participating in **(WVRA)** programs or events. In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with **(WVRA)** events.
- f) Respect the property of others and not willfully cause damage.
- g) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
- h) **Social Media - (WVRA)** understands that policing Social Media is an impediment, we do ask that your engagement through Social Media be done in a positive manner. See i, j, k and l.
- i) Ensure comments may not be interpreted as slurs, demeaning or inflammatory, etc.
- j) Comply with applicable privacy, confidentiality and intellectual property laws.



- k) Refrain from the use of Social Media for the purposes of fraud and/or impersonation.
  - l) Refrain from uploading, posting, emailing or otherwise transmitting:
    - 1) Any content that is offensive, obscene, unlawful, threatening, abusive, harassing, defamatory, hateful, invasive of another's privacy or otherwise objectionable.
    - 2) Material which is designed to cause annoyance, inconvenience, or needless anxiety to others;
    - 3) Infringes the patent, trademark, trade secret, copyright or other proprietary right of any other party;
    - 4) Any unsolicited or unauthorized advertising or commercial material, "junk mail", "spam", "chain letter", "pyramid scheme" or any other form of solicitation.
    - 5) Any material that contains software viruses or any other computer code, file or program designed to interrupt, destroy or limit the functionality of any computer software or telecommunications equipment.
5. **COACHES.** In addition to SECTION 4 above, Coaches have additional responsibilities. The athlete-coach relationship is a privileged one and plays a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will at all times:
- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment. An example of this – we encourage the rule of two be applied.
  - b) (**WVRA**) supports following the PSO LTAD model in its entirety.
  - c) Under no circumstances provide, promote or condone the use of drugs or performance enhancing substances.
  - d) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise.
  - f) At no time engage in an intimate or sexual relationship with an athlete of under the age of 18 years and at no time engage in an intimate or sexual relation with an athlete over the age of 18 if the coach is in a position of power, trust or authority over the athlete.



g) Where an athlete has qualified for a training camp, provincial team, national team, etc., the Coach will support the program, applicable coaching staff and the PSO.

6. **ATHLETES.** In addition to SECTION 4 above, Athletes will have additional responsibilities to:
- a) Report any medical or fitness problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete; or, in the case of carded athletes, interfere with the athlete's ability to fulfill requirements under the Athlete Assistance Program.
  - b) Participate and appear on time for all competitions, practices, training sessions, events, activities or projects.
  - c) Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons.
  - d) You are to always behave in a manner that shows good sportsmanship, to fellow competitors, all coaches, administrators and spectators.
7. **OFFICIALS.** In addition to SECTION 4 above, Officials will have additional responsibilities to:
- a) Conduct all events according to the rules of **(WVRA)**
  - b) Be fair and objective.
  - c) Avoid situations which a conflict of interest may arise.
  - d) Make independent judgments.
  - e) **(WVRA)** will make every effort to provide officials who are trained and certified by their host organization officiate at **(WVRA)** events.
8. **PARENTS, GUARDIANS, SPECTATORS.** In addition to SECTION 4 above, Parents/Guardians of Individuals and Spectators at events will:
- a) Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence;
  - b) Never ridicule a participant for making a mistake during a performance or practice;



- c) Provide positive comments that motivate and encourage participants continued effort;
  - d) Respect the decisions and judgments of officials, and encourage athletes to do the same; and
  - e) Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers who give their time to the sport.
9. **REVIEW AND APPROVAL.** This policy will be reviewed annually at (WVRA) planning sessions.
10. This Policy was approved by the Board of **(WVRA) January 23, 2020.**