



CODES OF CONDUCT

GENERAL

1. APPLICATION

This Policy applies to **Members** of Athletics Southwest (ASW) and their conduct at any ASW activities, programs or events and includes conduct in activities in any way related to ASW and/or its members.

“**Members**” refers to all individuals engaged in activities with ASW (including, but not limited to, athletes; coaches; employees; volunteers; team managers; club administrators, board members; committee members, directors and officers of ASW) as well as parents/guardians of athletes and spectators at ASW events.

2. POLICY

a) As a member of Athletics Southwest any entity must:

- 1) Not knowingly place themselves in a situation that could give rise to a conflict between personal interests and the interests of ASW;
- 2) Comply at all times with the policies, rules and regulations of the IAAF, Athletics Canada, Athletics Ontario and Athletics Southwest, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by ASW;
- 3) Participate in a spirit of fair play and honesty;
- 4) Abide by the laws of the jurisdiction of the province or country in which the event is taking place;
- 5) Refrain from using alcohol and tobacco products during ASW training sessions or competitive events;
- 6) Be courteous and respectful to other members of the athletic community;
- 7) Refrain from the use of profane, insulting or offensive language;
- 8) Refrain from public criticism of other members of the athletics community;
- 9) Respect the dignity of others;
- 10) Display an active support of Athletics Southwest;
- 11) Act in a manner that will bring credit to the athletics community and themselves;
- 12) Abide by the Athletics Canada - Member Conduct Policy – Expected Standard of Ethical Conduct: <http://athletics.ca/wp-content/uploads/2014/12/Policy-on-Member-Conduct.doc-Nov.-2014.pdf>
- 13) Abide by the Athletics Ontario – General Code of Conduct Policy: <http://athleticsontario.ca/wp-content/uploads/2019/12/General-Code-of-Conduct-Policy-Final-28June2019.pdf>
- 14) Be aware of the rules and policies which may directly impact you as a member. All current ASW rules, policies, and procedures will be produced upon request to the organization.

b) Compliance

By registering with Athletics Southwest, a member agrees to abide by all ASW's rules, policies, and procedures. Parents, by registering a child, you also agree to abide by ASW rules, policies and procedures.



c) Non-Compliance, Complaints or Disputes and Appeals

Any decisions rendered under this policy will be dealt with, but not limited to one (or a combination) of the following processes outlined in the Athletics Southwest Dispute Resolution Policy, Harassment Policy or Discipline Policy.

ATHLETES

1. APPLICATION

This Policy applies to Athlete Members of Athletics Southwest (ASW) and their conduct at any ASW activities, programs or events and includes conduct in activities in any way related to ASW and/or its members.

2. POLICY

- a) As a member of Athletics Southwest an Athlete must:
- 1) Not knowingly place themselves in a situation that could give rise to a conflict between personal interests and the interests of ASW;
 - 2) Comply at all times with the policies, rules and regulations of the IAAF, Athletics Canada, Athletics Ontario and Athletics Southwest, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by ASW;
 - 3) Participate in a spirit of fair play and honesty;
 - 4) Abide by the laws of the jurisdiction of the province or country in which the event is taking place;
 - 5) Refrain from using alcohol and tobacco products during ASW training sessions or competitive events;
 - 6) Be courteous and respectful to other members of the athletic community;
 - 7) Refrain from the use of profane, insulting or offensive language;
 - 8) Refrain from public criticism of other members of the athletics community;
 - 9) Respect the dignity of others;
 - 10) Display an active support of Athletics Southwest;
 - 11) Act in a manner that will bring credit to the athletics community and themselves;
 - 12) Abide by the Athletics Canada - Member Conduct Policy – Expected Standard of Ethical Conduct:<http://athletics.ca/wp-content/uploads/2014/12/Policy-on-Member-Conduct.doc-Nov.-2014.pdf>
 - 13) Abide by the Athletics Ontario – Athlete Code of Conduct Policy:
<http://athleticsontario.ca/wp-content/uploads/2018/11/Athlete-Code-of-Conduct-Policy-Final-26Feb17.pdf>
 - 14) Be aware of the rules and policies which may directly impact you as an athlete. All current ASW rules, policies, and procedures will be produced upon request to the organization.
- b) All Athletes of ATHLETICS SOUTHWEST participating in competitions must also:
- 1) Conduct themselves in a positive and supportive manner;
 - 2) Follow the rules of the Organizing Committee of the competition/activity;
 - 3) Join the team, ready, able and willing to take on the responsibilities and duties relative to the position selected to;



- 4) Work cooperatively with all members of the ASW Team with respect in particular to their pre-competition preparation;
- 5) Follow the rules set out by the team staff with respect to curfew, quiet times, etc.;
- 6) Wear, if provided, the ASW Team uniform/clothing whenever competing or practicing during the event;
- 7) Meet at the team assembly points on time and attend all team meetings;
- 8) Not consume alcohol if under age in the jurisdiction of the activity;
- 9) Not consume illegal drugs;
- 10) Refrain from using tobacco products within the competition area;
- 11) Not enter the competition or practice area or a team meeting under the influence of alcohol or any illegal drugs.

c) Compliance

By registering with Athletics Southwest as an individual you agree to abide by all ASW's rules, policies, and procedures.

Parents, by registering your child, you also agree to abide by ASW rules, policies and procedures.

d) Non-Compliance, Complaints or Disputes and Appeals

Any decisions rendered under this policy will be dealt with using one (or a combination) of the following processes outlined in the Athletics Southwest Dispute Resolution Policy, Harassment Policy or Discipline Policy.

PARENTS & FAMILY MEMBERS

1. Purpose/ Definition

Purpose

The purpose of this Code of Conduct is to ensure all individuals are aware of the appropriate and expected behaviour at all Athletics Southwest activities, events and programs. Athletics Southwest's goal is to foster a positive and thriving environment for individuals at all times.

Definitions

The following terms have these meanings in this Policy:

- a. "ASW" – Athletics Southwest, the Lambton County club providing coaching, training and competition opportunities to athletes in the sport of track and field.
- b. "Individual" – Any person that is, and not limited to, an athlete, coach, official, member, participant, or spectator.

2. Policy

All parents and family members have a responsibility to enhance the self-esteem and dignity of ASW members and other individuals by the following:

- a) Maintain and model good sportsmanship, a positive environment and attitude.
- b) Promote respect, fair treatment, and good sportsmanship with any coach, athlete, or spectator regardless of gender, ancestry, colour, nationality, age, disability, sexual orientation, religion, or economic status.



- c) Utilize the correct processes for protests or disagreements.
- d) Ensure that the rules of the sport are adhered to.
- e) Promote and encourage the sport and participation of all athletes and coaches.
- f) Volunteer your time at ASW events when there is a need for it.

All parents and family members shall refrain from any form of harassment which is not limited to physical, mental, or sexual. These types of behavior can include:

- g) Using verbal or physical abuse of any nature towards an individual.
- h) Use of visual material that is degrading, demeaning or offensive to any person or group.
- i) Use of unwelcoming innuendos, comments, taunts, or jokes.
- j) Any unwanted requests, sexual flirtations, advances or invitations.
- k) Participation in the illegal use of drugs or unlicensed alcohol at ASW events.
- l) Encroachment into the competition area.
- m) Threats or retaliation towards a group or individual who reports harassment.

3. Compliance

As a family member of a registered Athletics Southwest member, you are expected to abide by all ASW's rules, policies, and procedures.

4. Non-Compliance

Any complaints, disputes and appeals under this policy will be dealt with using one (or a combination) of ASW Policies. Any abuse involving a minor will be forwarded immediately to the Police or appropriate authorities.

COACHES

1. APPLICATION

This Policy applies to all **Coach Members** of Athletics Southwest (ASW) and their conduct at any ASW activities, programs or events and includes conduct of members in activities in any way related to ASW and/or its members.

2. POLICY

a) As a member of Athletics Southwest, a Coach must:

- 1) Not knowingly place themselves in a situation that could give rise to a conflict between personal interests and the interests of ASW;
- 2) Comply at all times with the policies, rules and regulations of the IAAF, Athletics Canada, Athletics Ontario and Athletics Southwest, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by ASW;
- 3) Participate in a spirit of fair play and honesty;
- 4) Abide by the laws of the jurisdiction of the province or country in which the event is taking place;
- 5) Refrain from using alcohol and tobacco products during ASW training sessions or competitive events;
- 6) Be courteous and respectful to other members of the athletic community;



- 7) Refrain from the use of profane, insulting or offensive language;
- 8) Refrain from public criticism of other members of the athletics community;
- 9) Respect the dignity of others;
- 10) Display an active support of Athletics Southwest;
- 11) Act in a manner that will bring credit to the athletics community and themselves;
- 12) Abide by the Athletics Canada - Member Conduct Policy – Expected Standard of Ethical Conduct: <http://athletics.ca/wp-content/uploads/2014/12/Policy-on-Member-Conduct.doc-Nov.-2014.pdf>
- 13) Abide by the Athletics Ontario – Coaches Code of Conduct Policy: athleticsontario.ca/wp-content/uploads/2018/11/Coaches-Code-of-Conduct-Final-26Feb17.pdf
- 14) Be aware of the rules and policies which directly impact coaches. All current ASW rules, policies, and procedures will be produced upon request to the organization.

b) All Coaches of ATHLETICS SOUTHWEST must also:

- 1) Acknowledge that all coaches have an equal right to desire the success of the athletes they coach - competing within the rules. Observation, recommendations and criticism of coaching practice should be directed to the appropriate person outside the view or hearing of the public;
- 2) Treat fellow coaches and athletes that are not coached by them with due respect, both in victory and defeat, and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of Athletics and the spirit of such rules;
- 3) Never solicit, either overtly or covertly, athletes coached by others, to join their club;
- 4) Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment;
- 5) Undertake to educate athletes on the rules and best practices of competition, as appropriate;
- 6) Recognize and accept when to refer athletes to other coaches and sport specialists. Allow athletes' goals to take precedence over those of the coach;
- 7) In the case of minors, communicate and cooperate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development;
- 8) Be aware of the academic pressures placed on student-athletes and conduct practices and participation in competitions in a manner so as to allow academic success;
- 9) Share in the responsibility of influencing the performance and conduct of the athletes they coach, while encouraging the independence and self-determination of each athlete by their acceptance of responsibility for their own decisions, conduct and performance;
- 10) Seek out and fully co-operate with all individuals and agencies that could play a role in the development of the athlete. This includes working openly with other coaches, using the expertise of sports scientists and sports physicians, and displaying an active support of Athletics Canada, Athletics Ontario and Athletics Southwest;
- 11) Ensure the safety of the athletes with whom they work;
- 12) Educate athletes about nutrition, safe and healthy weight loss or gain, and healthy eating behaviors;



- 13) At no time become intimately and/or sexually involved with the athletes they coach, especially as per the laws of Canada, the Province of Ontario and the Athletics Southwest Harassment Policy. This includes requests for sexual favours or threats of reprisal for rejection of such requests. Coaches should refer to Canada's law on Child Sexual Abuse: A Handbook, published by the Department of Justice in 1990. The following is an extract from this handbook dealing with the issue of consent:
 - Sexual activity without consent is always a crime regardless of the age of the individuals.
 - Children under 12 are never considered able to consent to sexual activity.
 - Children 12 or above, but under 14, are deemed unable to consent to sexual acts except under specific circumstances involving sexual activity with their peers.
 - A young person 14 or above but under 18 are protected from sexual exploitation and their consent is not valid if the person touching them for a sexual purpose is in a position of trust or authority over them or if they are in a relationship of dependency with that person.
- 14) Never provide under-aged athletes with alcohol;
- 15) Seek opportunities to develop coaching skills and ways of increasing professional development;
- 16) Exhibit respect for officials and the decisions they make with respect to the competition;
- 17) Obtain a Police Check in compliance with Athletics Ontario rules and policies; and
- 18) Display an active support of Athletics Canada, Athletics Ontario and Athletics Southwest.

c) All Coaches of ATHLETICS SOUTHWEST selected to Provincial or National teams must also:

- 1) Conduct themselves in a positive and supportive manner;
- 2) Follow the rules of the Organizing Committee of the competition/activity;
- 3) Join the team, ready, able and willing to take on the responsibilities and duties relative to the position selected to;
- 4) Work cooperatively with all members of the Provincial or National Team and also with the personal coaches of the athletes with respect to their pre-competition preparation;
- 5) Abide by the rules set out by Team staff with respect to curfew, quiet times, etc.;
- 6) Ensure that athletes on the Team are fit, ready, able and willing to compete in the events selected to unless (in the case of events) otherwise agreed to by the Head Coach in consultation with the Event Coach and the athlete concerned.
- 7) Wear, if provided, the Team Staff uniform/clothing whenever carrying out the duties of a team staff position;
- 8) Travel in the Team Travel Uniform if such is provided, or otherwise shall be comfortably and respectably attired for traveling;
- 9) Meet at the team assembly points on time and attend all team meetings;
- 10) Not consume alcohol if under age in the jurisdiction of the activity;
- 11) Refrain from using illegal drugs;
- 12) Not consume alcohol or use tobacco products within the competition area;
- 13) Refrain from entering athletes in the competition or practice area or a team meeting under the influence of alcohol or illegal drugs.
- 14) Avoid real or perceived conflicts of interest.



d) Confidentiality

Coaches are expected to:

- 1) Exercise due diligence in the protection of confidential information. This includes, but is not limited to, such physical measures as the locking of file cabinets, the securing of personal computer databases, password protecting mobile devices, and appropriately shredding confidential documents.
- 2) Not divulge any confidential information to any person, including family members, unless expressly authorized by Athletics Southwest or required by law to do so. This obligation continues indefinitely, even when no longer with the club or in the service of Athletics Southwest.
- 3) Not create or participate in the creation of a false or misleading record.

e) Compliance

By working with Athletics Southwest the Coach agrees to abide by all ASW's rules, policies, and procedures.

f) Non-Compliance, Complaints or Disputes and Appeals

Any decisions rendered under this policy will be dealt with using one (or a combination) of the following processes outlined in the Athletics Southwest Dispute Resolution Policy, Harassment Policy or Discipline Policy.