

Policy Section	Change	Policy Version #	Date Approved	Effective Date
All	New Policy	0	2002	2002
All	Policy Revisions	0.1 – 0.7	2003-2011	2003-2011
All	Split Policy into sections 1.0 – 23.0, Appendix A – G	1	2012	2012
All	Wording Changes	2	2014	2014
All	Wording Changes, Added Core Values, Athlete Responsibilities, Parent/Guardians Responsibilities, Dressing Room Responsibilities, Local Association Responsibilities, Team Therapy, Travel	3	2015	2015
All	Spelling, Punctuation	4	N/A	11/03/2017

14.0 CODE OF CONDUCT POLICY

14.1 Purpose

Ringette Alberta seeks to ensure that all Members and Participants are treated with respect; that everyone has equal opportunity; and that discriminatory practices are prohibited. Under this policy Members and Participants are required to behave in a manner which upholds Ringette Alberta’s Core Values.

Core Values of Ringette Alberta are established as:

- Teamwork;
- Integrity and Respect;
- Safe and Fun Communities;
- Excellence;
- Human Development;
- Fairness.

14.2 Applicability

This policy applies to all Ringette Alberta Members and Participants.

14.3 Principles

14.3.1 All Members and Participants will treat others with respect.

14.3.2 All Members and Participants will have equal opportunity limited only by their desires, effort and ability.

14.3.3 Discriminatory practices will not be tolerated.

14.3.4 Ringette Alberta will foster an environment that supports our Core Values.

14.4 Requirements

- 14.4.1 All Members and Participants will maintain the dignity and self-esteem of others by:
- 14.4.1.1 Demonstrating respect for individuals regardless of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability, or economic status;
 - 14.4.1.2 Focusing comments or criticism appropriately and avoiding public criticism of athletes, Team Staff, officials, organizers, volunteers, employees, and other Members/Participants;
 - 14.4.1.3 Consistently demonstrating the spirit of sportsmanship, sports leadership, and ethical conduct and practices;
 - 14.4.1.4 Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
 - 14.4.1.5 Interacting with others in a way that enables all individuals to maintain their dignity and respect;
 - 14.4.1.6 Consistently treating individuals fairly and reasonably;
 - 14.4.1.7 Ensuring that the rules of the sport of Ringette, and the spirit of such rules, are adhered to.
- 14.4.2 Adults will take reasonable steps to manage the responsible consumption of alcoholic beverages in social situations associated with Ringette events. All participants will adhere to the legal requirements for alcohol consumption.
- 14.4.3 Members and Participants will respect the property of others and not willfully cause loss or damage.
- 14.4.4 Members and Participants will abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods that will affect the Ringette performance or experience of themselves or other participants.
- 14.4.5 Members and Participants will 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.

14.4.6 Members and Participants will refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature, when submitting to or rejecting this conduct influences decisions which affect the individual, and where such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidating, hostile or offensive environment.

14.4.7 Members and Participants will refrain from the use of power or authority in an attempt to coerce another participant to engage in inappropriate activities.

14.4.8 Team Staff

In addition to the above, Team Staff have additional responsibilities and must model appropriate behavior. The athlete/coach relationship is a privileged one. Team Staff play a critical role in the personal as well as athletic development of their athletes. Team Staff must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Team Staff will at all times:

14.4.8.1 Ensure a safe environment for athletes/participants 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;

14.4.8.2 Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes;

14.4.8.3 Avoid compromising the present and future health of athletes, by communicating and cooperating with sport medicine professionals in the diagnosis, treatment and management of athletes' medical and psychological problems;

14.4.8.4 Educate athletes about the dangers of drugs and performance-enhancing substances and

under no circumstances promote or condone their use;

- 14.4.8.5 Accept and promote athletes' personal goals and refer athletes to other Team Staff and sports specialists as appropriate and as opportunities arise;
- 14.4.8.6 Encourage and facilitate athletes to be responsible for their own behaviour, performance, and decisions;
- 14.4.8.7 Give athletes the opportunity to discuss, contribute to and agree with proposed training and performance standards. Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete;
- 14.4.8.8 Consider the academic pressures placed on student- athletes and conduct training and events in a manner that supports academic success;
- 14.4.8.9 At no time engage in an intimate or sexual relationship with an athlete 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;
- 14.4.8.10 Abide by the "two-deep leadership philosophy" where at least one coach and one other adult are present at all practices and other sanctioned events/activities whenever at least one (1) athlete is present;
- 14.4.8.11 At all times an open and observable environment should be maintained for all interactions between adults and athletes. Private, or one-on-one situations should be avoided. Common sense should be used to move such a meeting to an open and observable location if the meeting inadvertently begins in private;
- 14.4.8.12 Refrain from inviting an athlete(s) to your home without the permission of the athlete's parents or legal guardian and refer to 14.4.8.11;

- 14.4.8.13 Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a Ringette coach;
- 14.4.8.14 Keep confidential any information about athletes or others gained through coaching activities and believed to be considered confidential by those persons;
- 14.4.8.15 Act in the best interest of the athlete's development as a whole person.

14.4.9 Athletes

In addition to paragraph 14.4 above, Athletes will have additional responsibilities to:

- 14.4.9.1 Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete;
- 14.4.9.2 Participate and appear on time in all competitions, practices, training sessions, events, activities or projects;
- 14.4.9.3 Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons;
- 14.4.9.4 Adhere to the relevant rules and requirements regarding clothing and equipment;
- 14.4.9.5 Present themselves in a positive manner at all other athletes, members and Team Staff;
- 14.4.9.6 Listen and take direction from Team Staff and people in authority positions as required;
- 14.4.9.7 Co-operate with the administration staff and program head Team Staff;
- 14.4.9.8 Attend practices and competitions well-nourished and prepared to participate at one's best abilities;
- 14.4.9.9 Encourage other athletes to play by the rules and to resolve conflicts without resorting to hostility or violence;
- 14.4.9.10 Never ridicule a participant for making a mistake during a game or practice;
- 14.4.9.11 Provide positive comments that motivate and encourage participants continued effort;

- 14.4.9.12 Respect and show appreciation to all competitors, and to the Team Staff, officials and other volunteers who give their time to the sport.

14.4.10 Parents/Guardians

In addition to paragraph 14.4 above, Parents/Guardians of Ringette Alberta Participants at events will:

- 14.4.10.1 Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence;
- 14.4.10.2 Never ridicule a participant for making a mistake during a performance or practice;
- 14.4.10.3 Provide positive comments that motivate and encourage participants' continued effort;
- 14.4.10.4 Respect the decisions and judgments of officials, and encourage athletes to do the same;
- 14.4.10.5 Respect and show appreciation to all competitors, and to the Team Staff, officials and other volunteers who give their time to the sport;
- 14.4.10.6 Cell phones and other mobile devices with audio or visual recording capabilities, still cameras or video cameras may not be used in dressing rooms or other changing areas including referees change room. If these items need to be used, the user MUST leave the room except when a member of the team staff is using the playback mode as a coaching tool and only when ALL the athletes are dressed as per 14.4.11.1;
- 14.4.10.7 Parents are discouraged from entering dressing rooms and changing areas unless it is necessary or the athlete needs assistance with his or her uniform/gear (for example a child under the age of 8).

14.4.11 Dressing Room:

- 14.4.11.1 For teams with children over 8, only a same-sex parent/guardian can enter the room until all athletes are dressed with a layer of clothing or Ringette pants/jersey, in addition to undergarments.
- 14.4.11.2 Adult and youth referees of opposite sex shall not share a referee change room without the

parent or guardian of the youth referee in attendance.

14.4.12 Team Therapy

14.4.12.1 Any rubdown or massage performed on an athlete by an adult member or participant, excluding the spouse, parent, guardian, sibling or personal assistant of such athlete, is prohibited unless such adult is a licensed massage therapist or other certified professional.

14.4.12.2 Any rubdown or massage performed at an arena or practice venue by a licensed professional must be conducted in an open and observable location and must never be done with only the athlete and the licensed massage therapist in the room. Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of an athlete without a witness present.

14.4.13 Travel:

14.4.13.1 Athletes must not ride in a coach's vehicle without another adult present who is the same gender as the athlete, unless prior parental permission is obtained.

14.4.13.2 When conducting room checks, attending team meetings and/or other activities, the two-deep leadership rule must be followed and an open and observable environment should always be maintained.

14.4.13.3 Regardless of gender, a coach or team staff members shall not share a hotel room or other sleeping arrangements with an athlete unless the coach or team staff member is the parent, guardian, sibling or spouse of that particular athlete.

14.4.13.4 Athletes may only share overnight accommodations with other athletes who are of the same gender and similar in age.

14.4.14 Compliance and Consequences

14.4.14.1 Members and Participants will comply at all times with the Constitution, Bylaws, policies, rules and regulations of Ringette Canada and

Ringette Alberta, as adopted and amended from time to time, including complying with any contracts or athlete agreements executed with Ringette Alberta.

14.4.14.2 Conduct that violates this Code of Conduct may be subject to sanctions pursuant to Ringette Alberta's policies related to discipline (See Section 15.0 Disciplinary Policy).

14.4.14.3 Ringette Alberta Group Members (local associations) are encouraged to have programs in place to communicate this policy and ensure that it is adhered to within their own association. While it is expected that Group Members take their own action to enforce this policy independent of Ringette Alberta, Ringette Alberta reserves the right to take action where it determines that the Member's actions are insufficient to maintain the Core Values.

14.5 Definitions

These words have the following meaning in this policy:

- a) *Discipline*: Defines the steps taken and the consequences for not acting in a manner consistent with the Code of Conduct.
- b) *Members and Participants*: All categories of membership as defined in the Ringette Alberta Bylaws, as well as all individuals employed by or engaged in activities with Ringette Alberta, including but not limited to clubs, athletes, Team Staff, officials, volunteers, managers, administrators, director and officers of Ringette Alberta, parents/guardians of athletes under 18, any person performing paid or unpaid service to a Member of Ringette Alberta and fans/spectators

14.6 References

15.0 Discipline Policy