

Parent & Official's Code of Conduct Annual Agreement

1.0 Officials will have the responsibility to:

- 1.1 Adhere to the rules of Swim Natation Canada
- 1.2 Be fair and objective.
- 1.3 Avoid situations in which a conflict of interest may arise.
- 1.4 Make independent judgments.

2.0 Parents/Guardians of YKPB Members and **Spectators** at events will:

- 2.1 Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence;
- 2.2 Never ridicule a participant for making a mistake during a performance or practice;
- 2.3 Provide positive comments that motivate and encourage participants continued effort;
- 2.4 Respect the decisions and judgments of officials, and encourage athletes to do the same;
- 2.5 Never question an official's or YKPB staffs' judgment or honesty;
- 2.6 Respect and show appreciation to all competitors, and to the coaches, officials, and other volunteers who give their time to the sport.
- 2.7 Keep off the competition deck and not interfere with coaching or officiating.
- 2.8 Respect the boundaries of the coaching environment at all times.

3.0 Maintain and enhance the dignity and self-esteem of YKPB Members and other Individuals by:

- 3.1 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;
- 3.2 Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
- 3.3 Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
- 3.4 Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
- 3.5 Consistently treating individuals fairly and reasonably;
- 3.6 Ensuring that the rules of swimming, and the spirit of such rules, are adhered to.

4.0 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:

- 4.1 Written or verbal abuse, threats or outbursts;
- 4.2 The display of visual material which is offensive or which one ought to know is offensive;
- 4.3 Unwelcome remarks, jokes, comments, innuendos or taunts;
- 4.4 Leering or other suggestive or obscene gestures;
- 4.5 Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
- 4.6 Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
- 4.7 Any form of hazing (*refer to Swim Alberta's Hazing Policy*);
- 4.8 Unwanted physical contact including touching, petting, pinching or kissing;
- 4.9 Unwelcome sexual flirtations, advances, requests or invitations;
- 4.10 Physical or sexual assault;
- 4.11 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
- 4.12 Retaliation or threats of retaliation against an individual who reports harassment.

5.0 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. (*Refer to the Swim Alberta Harassment Policy*) Types of behavior that constitute sexual harassment include, but are not limited to:

- 5.1 Sexist jokes;
- 5.2 Display of sexually offensive material;
- 5.3 Sexually degrading words used to describe a person;
- 5.4 Inquiries or comments about a person's sex life;
- 5.5 Unwelcome sexual flirtations, advances or propositions;

- 5.6 Persistent unwanted contact;
- 5.7 Sexual assault.

6.0 Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.

7.0 In the case of persons of legal drinking age, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in social situations associated with YKPB events.

8.0 Respect the property of others and not willfully cause damage.

9.0 Abstain from the non-medical use of drugs or the use of performance enhancing drugs or methods.

10.0 Refrain from any form of intimate or sexual activity at YKPB activities and events, including but not limited to, off-deck environment, competitions & meets, workouts, training camps, travel, club events, and meetings.

11.0 Comply at all times with the bylaws, policies, rules and regulations of YKPB, as adopted and amended from time to time.

12.0 Adhere to all Federal, Provincial, Territorial, Municipal, or host country laws.

YKPB and its agents are responsible for all athletes and shall determine breaches of the Code of Conduct and shall apply sanctions. Appeals are to be directed to the YKPB Board of Directors as outlined in YKPB policies. Minor infractions that result in discipline will be recorded. Repeat minor infractions may result in further such incident being considered a major infraction. Major infractions occurring within competition may be dealt with immediately, if necessary, by an appropriate person having authority, provided the individual being disciplined is told the nature of the infraction and has an opportunity to provide information concerning the incident. In such situations, disciplinary sanctions will be for the duration of the competition, training, activity or event only. Further sanctions may be applied but only after review of the matter in accordance with the procedures set out in YKPB policies. In the event that discipline is to be applied to a team member under 18 years of age, the head coach will seek to communicate with that person's legal guardian whenever possible.

Sanctions for minor infractions, which may be applied individually or in combination, include but are not limited to the following:

- Verbal or written reprimand which may be placed on file;
- Verbal or written apology which may be placed on file;
- Suspension from the current competition, activity or event; or
- Any other sanction considered appropriate for the offense.

Sanctions for major infractions which may be applied individually or in combination, include but are not limited to the following:

- Written reprimand to be placed on file;
- Written apology to be placed on file;
- Removal of certain privileges of membership;
- Suspension from certain teams, events and/or activities;
- Suspension of membership or all activities for a designated period of time;
- Suspension of funding;
- Expulsion from membership;
- Other sanctions as may be considered appropriate for the offense.

As a member of the Yellowknife Polar Bear Swim Club I understand and will comply with the YKPB Code of Conduct and that I am expected to conduct myself in a dignified, considerate, respectful and responsible manner at all times to ensure a safe and positive environment within YKPB programs and activities. Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to YKPB's policies related to conduct, discipline and complaints. Any appeal following any disciplinary action shall be in accordance with the appeal policies of the Yellowknife Polar Bear Swim Club. Any member who does not agree with any part of the Code of Conduct Agreement may elect not to participate in YKPB sanctioned events. A simple refusal to sign this agreement will be sufficient to exclude the member.

Signature of this document constitutes unconditional agreement to comply with the Yellowknife Polar Bear Swim Club Code of Conduct & Ethics,

Discipline & Complaints and Appeal Policy.

First Parent/Guardian Name Parent:

Guardian Signature:

Date: