

Ringette Manitoba Code of Conduct and Ethics

Definitions

1. The following terms have these meanings in this Code:
 - a) “*Individuals*” – All categories of membership defined in the Association’s Bylaws, as well as all individuals employed by, or engaged in activities with, the Association including, but not limited to, athletes, coaches, convenors, referees, officials, volunteers, managers, administrators, committee members, and directors and officers of the Association.
 - b) “*Corporation*” – Ringette Manitoba

Purpose

2. The purpose of this Code is to ensure a safe and positive environment within the Ringette Manitoba’s programs, activities, and events by making individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the values of Ringette Manitoba. Further, Ringette Manitoba supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

Application of this Code

3. This Code applies to individuals’ conduct during Ringette Manitoba business, activities, and events including, but not limited to, competitions, tournaments, games, practices, tryouts, training camps, clinics, travel associated with Ringette Manitoba activities, the Corporation’s office environment, and any meetings.
4. An Individual who violates this Code may be subject to sanctions pursuant to Ringette Manitoba’s *Discipline and Complaints Policy*.
5. An employee of Ringette Manitoba found to have breached this Code will be subject to appropriate disciplinary action subject to the terms of Ringette Manitoba’s Personnel Policy as well as the employee’s Employment Agreement, as applicable.
6. This Code also applies to Individuals’ conduct outside of Ringette Manitoba’s business, activities, and events when such conduct adversely affects relationships within Ringette Manitoba (and its work and sport environment) and is detrimental to the image and reputation Ringette Manitoba.
7. Such applicability will be determined by Ringette Manitoba at its sole discretion.

Responsibilities

8. Individuals have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of Ringette Manitoba members and other individuals by:
 - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex and sexual orientation
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of Individual or the Association
 - 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
 - v. Consistently treating individuals fairly and reasonably
 - vi. Ensuring adherence to the rules of the sport and the spirit of those rules
 - b) Refrain from any behaviour that constitutes **harassment**. Types of behaviour that constitute harassment include, but are not limited to:
 - i. Written or verbal abuse, threats, or outbursts
 - ii. The display of visual material which is offensive or which one ought to know is offensive
 - iii. Unwelcome remarks, jokes, comments, innuendo, or taunts
 - iv. Leering or other suggestive or obscene gestures
 - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
 - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person’s safety, or negatively affect performance

- vii. Any form of hazing
- viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
- ix. Unwelcome sexual flirtations, advances, requests, or invitations
- x. Physical or sexual assault
- xi. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
- xii. Retaliation or threats of retaliation against an individual who reports harassment to Ringette Manitoba

- c) Refrain from any behaviour that constitutes **workplace harassment or workplace violence**, where workplace harassment is defined as conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome; and where workplace violence is defined as the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker. Workplace matters should not be confused with legitimate, reasonable management actions that are part of the normal work function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions. Types of behaviour that constitute workplace harassment or workplace violent include, but are not limited to:

Workplace Harassment

- i. Bullying
- ii. Repeated offensive or intimidating phone calls or emails
- iii. Inappropriate touching, advances, suggestions or requests
- iv. Displaying or circulating offensive pictures, photographs or materials
- v. Psychological abuse
- vi. Discrimination
- vii. Intimidating words or conduct (offensive jokes or innuendos)
- viii. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning

Workplace Violence

- ix. Verbal threats to attack a worker
- x. Sending to or leaving threatening notes or emails
- xi. Making threatening physical gestures
- xii. Wielding a weapon
- xiii. Hitting, pinching or unwanted touching which is not accidental
- xiv. Blocking normal movement or physical interference, with or without the use of equipment
- xv. Sexual violence
- xvi. Any attempt to engage in the type of conduct outlined above

- d) 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. Types of behaviour that constitute sexual harassment include, but are not limited to:

- i. Sexist jokes
- ii. Display of sexually offensive material
- iii. Sexually degrading words used to describe a person
- iv. Inquiries or comments about a person's sex life
- v. Unwelcome sexual flirtations, advances, or propositions
- vi. Persistent unwanted contact

- e) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Ringette Manitoba 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 Ringette Manitoba's Discipline and Complaints Policy. Ringette Manitoba will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Ringette Manitoba or any other sport Association.

- f) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES).
- g) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- h) Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in Association programs, activities, competitions, or events.
- i) In the case of adults, avoid consuming 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 Ringette Manitoba events.
- j) Respect the property of others and not wilfully cause damage.
- k) Adhere to all federal, provincial, municipal and host country laws.
- l) Comply, at all times, with Ringette Manitoba's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time.
- m) Promote ringette in the most constructive and positive manner possible.

Board/Committee Members and Staff

9. In addition to section 8 (above), Ringette Manitoba's Board Members, Committee Members, and Staff will have additional responsibilities to:
 - a) Function primarily as a member of the board and/or committee(s) of Ringette Manitoba; not as a member of any other particular member or constituency.
 - b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Ringette Manitoba's business and the maintenance of Individuals' confidence.
 - c) Ensure that Ringette Manitoba's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
 - d) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Ringette Manitoba.
 - e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
 - f) Behave with decorum appropriate to both circumstance and position.
 - g) Keep informed about Ringette Manitoba's activities, the provincial sport community, and general trends in the sectors in which they operate.
 - h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Ringette Manitoba is incorporated.
 - i) Respect the confidentiality appropriate to issues of a sensitive nature.
 - j) Respect the decisions of the majority and resign if unable to do so.
 - k) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
 - l) Have a thorough knowledge and understanding of all Ringette Manitoba governance documents.
 - m) Conform to the bylaws and policies approved by Ringette Manitoba, in particular this Code of Conduct and Ethics as well as the Conflict of Interest Policy and Confidentiality Policy.

Coaches

10. In addition to section 8 (above), coaches have many additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:
 - a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes.

- b) 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.
- c) 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 treatments.
- d) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate.
- e) Support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs.
- f) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete.
- g) Act in the best interest of the athlete's development as a whole person.
- h) Report to Ringette Manitoba any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance.
- i) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco.
- j) Respect athletes playing with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes.
- k) Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over the athlete.
- l) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
- m) Dress professionally, neatly, and inoffensively.
- n) Use inoffensive language, taking into account the audience being addressed.

Athletes

11. In addition to section 8 (above), 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.
 - b) Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, 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 Ringette Manitoba's rules and requirements regarding clothing and equipment.
 - e) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators.
 - f) When traveling to represent Ringette Manitoba dress in a manner representative of Ringette Manitoba; focusing on neatness, cleanliness, and discretion.
 - g) Act in accordance with Ringette Manitoba's policies and procedures and, when applicable, additional rules as outlined by coaches or managers.

Officials

12. In addition to section 8 (above), officials will have additional responsibilities to:
- a) Maintain and update their knowledge of the rules and rules changes.
 - b) Work within the boundaries of their position's description while supporting the work of other officials.
 - c) Act as an ambassador of Ringette Manitoba by agreeing to enforce and abide by national and provincial rules and regulations.
 - d) Take ownership of actions and decisions made while officiating
 - e) Respect the rights, dignity, and worth of all individuals.
 - f) Not publicly criticize other officials or any club or the Association.
 - g) Act openly, impartially, professionally, lawfully, and in good faith
 - h) Be fair, equitable, considerate, independent, honest, and impartial in all dealings.
 - i) Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals.

- j) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or Ringette Manitoba at the earliest possible time.
- k) When writing reports, set out the true facts.
- l) Dress in proper attire for officiating.

Parents/Guardians and Spectators

13. In addition to paragraph 8 above, Parents/Guardians and Spectators at events will:
- a) Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence.
 - b) Condemn the use of violence in any form.
 - c) Never ridicule a participant for making a mistake during a performance or practice.
 - d) Provide positive comments that motivate and encourage participants continued effort.
 - e) Respect the decisions and judgments of officials, and encourage athletes to do the same. Officials will explain rulings only to the bench staff; if you require your own clarification, you may obtain such from team staff at a later time.
 - f) Recognize that officials, executives and staff act in good faith, and in the best interests of the athletes and sport as a whole.
 - g) Never question an officials' or staffs' judgment or honesty.
 - h) Support all efforts to remove verbal and physical abuse, coercion, intimidation and sarcasm.
 - i) Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers.
 - j) Refrain from the use of bad language; do not harass competitors, coaches, officials, parents/guardians or other spectators.