

Code of Conduct and Ethics

Definitions

- 1) The following term has this meaning in this Policy:
 - a) "Individuals" include all categories of membership within Athletics NorthEast as well as all individuals engaged in activities with Athletics NorthEast, including but not limited to, athletes, coaches, judges, officials, volunteers, directors, officers, managers, administrators, spectators, guests, and parents/guardians of Athletics NorthEast members.
- 2) Athletics NorthEast is a sanctioned club of the Newfoundland and Labrador Athletics Association which is a branch of Athletics Canada, and is required to abide by the rules and regulations of both organizations.

Purpose

- 3) The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment within Athletics NorthEast programs, activities, and events by making all Individuals aware that there is an expectation of appropriate behaviour at all times, consistent with the values of Athletics NorthEast.
- 4) Athletics NorthEast is committed to providing an environment in which all Individuals are treated with respect. Further, Athletics NorthEast supports equal opportunity and prohibits discriminatory practices. Members of Athletics NorthEast are expected to conduct themselves at all times in a manner consistent with the values of Athletics NorthEast that include fairness, integrity, open communication, and mutual respect.

Application of this Policy

- 5) This policy applies to Individuals, relating to conduct that may arise during the course of Athletics NorthEast's activities and events, including, but not limited to, competitions, races, training camps, socials, group runs, and meetings.
- 6) This policy applies to conduct that may occur outside of Athletics NorthEast's activities and events when such conduct adversely affects relationships within Athletics NorthEast and its sport environment, and is detrimental to the image and reputation of Athletics NorthEast.

Responsibilities

- 7) All Individuals have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of Athletics NorthEast Members and other Individuals by:
 - i) 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;
 - ii) Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, and members;
 - iii) Consistently demonstrating the spirit of sportsmanship, sports leadership, and ethical conduct;
 - iv) Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
 - v) Consistently treating individuals fairly and reasonably.

- b) Refrain from any BEHAVIOUR 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 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, innuendos, or taunts;
 - iv) Leering or other suggestive or obscene gestures;
 - v) Condescending or patronizing BEHAVIOUR which is intended to undermine self-esteem, or diminish performance;
 - vi) Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
 - vii) Any form of hazing;
 - viii) Deliberately excluding or socially isolating a person from a group or team;
 - ix) Unwelcome sexual flirtations, advances, requests, or invitations;
 - x) Unwanted physical contact including touching, petting, pinching, or kissing;
 - xi) Physical or sexual assault;
 - xii) BEHAVIOURs 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,
 - xiii) Retaliation or threats of retaliation against an individual who reports harassment.
- c) Refrain from any BEHAVIOUR 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 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) Threats, punishment, or denial of a benefit for refusing a sexual advance;
 - v) Offering a benefit in exchange for a sexual favour;
 - vi) Bragging about sexual ability;
 - vii) Inquiries or comments about a person's sex life;
 - viii) Unwelcome sexual flirtations, advances, or propositions;
 - ix) Persistent unwanted contact;
 - x) Sexual assault.
- d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- e) Respect the property of others and not wilfully cause damage.
- f) Abstain from the use of performance-enhancing drugs or methods as defined under the Canadian Anti-Doping Program.
- g) Be a “good sport” and engage in fair competition in compliance with the rules of an event, and abstain from any action that would be considered cheating or gaining an unfair advantage.
- h) Refrain from associating with any person in any sport related capacity who is currently under sanction involving a period of ineligibility designated or recognized by the Canadian Centre for Ethics in Sport.



Reporting Code of Conduct Violations

- 8) Members who feel that someone has violated this Code of Conduct should submit a written complaint to the Athletics NorthEast Executive (exec@athleticsnortheast.com), and the Executive will take action to review the complaint in a timely manner.

Application of Sanctions

- 9) The Athletics NorthEast Executive will take actions in response to a substantiated complaint based on the severity of the violation. Actions can include, but are not limited to:
 - a) Issue a verbal or written warning;
 - b) Dismiss from the club;
 - c) Bar from club events and activities;
 - d) Report to the Newfoundland and Labrador Athletics Association;
 - e) Seek a restraining order; and
 - f) Refer to law enforcement or similar agencies.