

32. Code of Conduct/Ethical Behaviour

Type: Governance

Policy Number: 32

Authority: Board of Directors

Date Approved: August 22, 2012

Definitions

1. The following terms have these meanings in this Policy:
 - a) *"Individuals"* – All categories of membership within the Manitoba Water Polo Association (MWPA), as well as all individuals engaged in activities with the Association, including, MWPA board members, athletes, coaches, judges, officials, volunteers, directors, officers, managers, administrators, and parents of members.

Purpose

2. The purpose of this Code of Conduct and Ethical Behaviour is to ensure a safe and positive environment within MWPA programs, activities and events, by making all individuals aware that there is an expectation of appropriate behavior, consistent with the values of MWPA, at all times.
3. MWPA is committed to providing an environment in which all individuals are treated with respect. Further MWPA supports equal opportunity and prohibits discriminatory practices. Members of the MWPA are expected to conduct themselves at all times in a manner consistent with the values of the MWPA that include fairness, integrity, open communication and mutual respect.
4. Conduct that violates this Code of Conduct and Ethical Behaviour may be subject to sanctions pursuant to the MWPA policies related to discipline and complaints.

Application of this Policy

5. This policy applies to Individuals relating to conduct that may arise during the course of the MWPA and its member clubs' business, activities and events, including but not limited to, office environment, competitions, practices, tournaments, training camps, travel, and any meetings.
6. This policy applies to conduct that may occur outside of the MWPA and its member clubs' business and events when such conduct adversely affects relationships within MWPA and its member clubs' work and sport environment and is detrimental to the image and reputation of the MWPA.

Responsibilities

7. All Individuals demonstrate support of MWPA and have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of the MWPA's 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. Consistently treating individuals fairly and reasonably
- b) Refrain from any behavior that constitutes harassment, where harassment is defined as comments 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:
- i. Written or verbal abuse, threats or outbursts
 - ii. The display of visual material, using social media which is inappropriate
 - iii. Unwelcome remarks, jokes, comments, innuendos or taunts
 - iv. Leering or other suggestive or obscene gestures
 - v. Condescending, bullying or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect team play
 - vi. Any form of hazing where hazing is defined as "humiliating degrading, abusive or dangerous activity expected of a junior athlete by a more senior team-mate(s)
 - vii. Retaliation or threats of retaliation against an individual who reports harassment
- c) 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. Types of behavior 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
 - vii. Sexual assault
- d) Respect the property of others and not willfully cause damage
- e) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of the MWPA
8. Board Committee Members and Staff
- In addition to Section 7, Board and Committee Members and Staff will:
- a) Function primarily as a member of the board and/or committee(s) of the PSO; not as a member of any other particular member or constituency
 - b) Act with honesty and integrity and conduct himself or herself in a manner consistent with the nature and responsibilities of PSO business
 - c) Ensures that the financial affairs of the PSO are conducted in a responsible and transparent manner
 - d) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism
 - f) Behave with decorum and be fair, equitable, considerate and honest in all dealings with others
 - g) Ensure that all Members are given sufficient opportunity to express opinions and respect the decisions of the majority and resign if unable to do so

- h) Respect the confidentiality of issues discussed
- i) Commit the time to attend, prepare and participate in meetings
- j) Have a thorough knowledge and understanding of all PSO governance documents

9. Clubs

In addition to Section 7, Clubs will:

- a) Deliver their services in compliance with the constitution, bylaws, policies, rules, regulations and procedures of the PSO, and, where necessary, amend their own rules to comply with those of the PSO.
- b) Ensure that all athletes and coaches participating in sanctioned competitions are registered Members, in Good Standing in their respective organizations.
- c) Engage only authorized coaches and sanctioned athletes.

10. Head Coaches and Assistant Coaches

In addition to section 7, Coaches have additional responsibilities. The athlete-coach relationship is a privileged one and plays a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will at all times:

- a) Ensure a safe environment 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
- 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) Under no circumstances provide, promote or condone the use of drugs, alcohol or performance-enhancing substances
- d) 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

11. Athletes

In addition to section 7, Athletes will have additional responsibilities to:

- a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete
- b) Refrain from the use of any performance- enhancing drugs
- c) Participate and appear on time in all competitions, practices, training sessions, events, activities or projects
- d) Adhere to the Association's rules and requirements regarding clothing and equipment

12. Officials

In addition to section 7, Officials will have additional responsibilities to:

- a) Be fair and objective
- b) Avoid situations where a conflict of interest may arise
- c) Make independent judgments

13. Chaperones

In addition to section 7 above, Chaperones will have additional responsibilities to:

- a) Under no circumstances provide, promote or condone the use of drugs, alcohol or performance-enhancing substances
- b) At no time engage in an intimate or sexual relationship with an athlete
- c) Provide positive comments that motivate and encourage athlete's continued effort

14. Parents/Guardians

In addition to section 7 above, Parents/Guardians of the MWPA at events will:

- a) Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence
- b) Never ridicule a participant for making a mistake during a performance or practice
- c) Provide positive comments that motivate and encourage participants continued effort
- d) Respect the decisions and judgments of officials, and encourage athletes to do the same
- e) Never question an umpires'/officials' or the Association staffs' judgment or honesty
- f) Respect and show appreciation to all competitors, and to the coaches, officials, umpires and other volunteers who give their time to the sport
- g) Keep off the playing area and not interfere with play or calls

CODE OF CONDUCT/ETHICAL BEHAVIOUR Policy 32 (2012)

Addendum to Policy 32:

DECLARATION OF UNDERSTANDING

The declaration of understanding must be signed prior to commencement of any Provincial Team activities including practice, tournaments and travel. **In the event of a breach of the *Code of Conduct and Ethical Behaviour* and/or the Provincial Team Policy, disciplinary action will be at the discretion of the Provincial Team Head Coach and may include sitting out a game or tournament, removal from the tournament, notification of parents and traveling home at the expense of the athlete's family.**

Athlete declaration:

I, _____ (name), declare that I have read and understood, and agree to be bound by, the Responsibilities of the Code of Conduct/Ethical Behaviour Policy 32 (2012)

Athlete's Signature: _____

Date: _____

Parent or Guardian declaration:

I, _____ (parent/guardian name), parent/guardian of _____ (athlete name), declare that I have read and understood the Responsibilities of the Code Conduct/Ethical Behaviour Policy 32 (2012) I further declare that I have discussed the Responsibilities with my son/daughter and am confident he/she understands them, and agrees to abide by them.

Parent Signature: _____

Date: _____