



DORCHESTER RINGETTE ASSOCIATION

Code of Conduct and Ethics Policy

Definitions

1. The following terms have these meanings in this Code:

a) “*Individuals*” – Individuals engaged in activities with, Dorchester Ringette Association including, but not limited to, athletes, coaches, referees, officials, volunteers, managers, administrators, committee members, and directors and officers of Dorchester Ringette Association.

b) “*Volunteer Placement*” - Any place where ringette-related activities are conducted. volunteer placements include but are not limited to, the all out of town arenas visited for ringette games, ringette-related social functions, ringette assignments outside FlightExec Dorchester Arena, ringette-related travel, and ringette-related conferences, meetings or training sessions

Purpose

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

Application of this Code

3. This Code applies to Individuals’ conduct during Dorchester Ringette Association business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with Dorchester Ringette Association activities and any meetings.

4. An Individual who violates this Code may be subject to sanctions pursuant to Dorchester Ringette Association’s *Discipline and Complaints Policy*. In addition to facing possible sanction pursuant to Dorchester Ringette Association’s *Discipline and Complaints Policy*, an Individual who violates this Code during a competition may be ejected from the competition or the playing area, the official may delay the competition until the Individual complies with the ejection, and the Individual may be subject to any additional discipline associated with the particular competition.

5. A volunteer of Dorchester Ringette Association found to have engaged in acts of violence or harassment against any other Members or other third party during ringette events, will be subject to appropriate disciplinary action subject to the terms of Dorchester Ringette’s *Discipline and Complaints Policy*.

6. This Code also applies to Individuals’ conduct outside of Dorchester Ringette Association’s regular ringette activities, and events when such conduct adversely affects relationships within Dorchester Ringette Association (and its work and sport environment) and is detrimental to the image and reputation of Dorchester Ringette Association. Such applicability will be determined by Dorchester Ringette Association at its sole discretion.



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Responsibilities

7. Individuals have a responsibility to:

a) Maintain and enhance the dignity and self-esteem of Dorchester Ringette Association 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 athletes, coaches, officials, organizers, volunteers, employees, or members

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 ringette and the spirit of those rules

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 in the circumstances

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



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- 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 Dorchester Ringette Association
- c) Refrain from any behaviour that constitutes **volunteer placement harassment**, where volunteer placement harassment is defined as vexatious comment or conduct against a volunteer in a volunteer placement – a comment or conduct that is known or ought reasonably to be known to be unwelcome.

Volunteer placement harassment 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 volunteer placement infractions. Types of behaviour that constitute volunteer placement harassment include, but are not limited to:

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



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d) Refrain from any behaviour that constitutes **volunteer placement violence**, where volunteer placement violence is defined as the exercise of physical force by a person against a volunteer, in a volunteer placement, that causes or could cause physical injury to the volunteer; an attempt to exercise physical force against a volunteer, in a volunteer placement, that could cause physical injury to the volunteer; or a statement or behaviour that it is reasonable for a volunteer to interpret as a threat to exercise physical force against the volunteer, in a volunteer placement, that could cause physical injury to the volunteer. Types of behaviour that constitute volunteer placement harassment include, but are not limited to:

- i. Verbal threats to attack a volunteer
- ii. Sending to or leaving threatening notes or emails for a volunteer
- iii. Making threatening physical gestures to a volunteer
- iv. Wielding a weapon in a volunteer placement
- v. Hitting, pinching or unwanted touching of a volunteer which is not accidental
- vi. Throwing an object at a volunteer
- vii. Blocking normal movement or physical interference of a volunteer, with or without the use of equipment
- viii. Sexual violence against a volunteer
- ix. Any attempt to engage in the type of conduct outlined above

e) 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



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- f) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Dorchester Ringette Association 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 Dorchester Ringette Association *Discipline and Complaints Policy*. Dorchester Ringette Association will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Dorchester Ringette Association or any other sport organization
- g) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport of ringette, 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)
- h) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- i) In the case of minors, refrain from consuming alcohol, tobacco products, or recreational drugs while participating in Dorchester Ringette Association programs, activities, competitions, or events
- j) In the case of adults, refrain from consuming recreational drugs, tobacco products and 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 Dorchester Ringette Association events
- k) Respect the property of others and not willfully cause damage
- l) Promote Ringette in the most constructive and positive manner possible
- m) Adhere to all federal, provincial, municipal and host country laws
- n) Comply, at all times, with Dorchester Ringette Association bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

This Policy is subject to review at least once every three years
Date of last review: May 2016