

THE CONSTITUTION OF THE NIAGARA OLYMPIC CLUB OF ST. CATHARINES, THE TRACK, FIELD AND CROSS COUNTRY CLUB

APPENDIX A – Member Conduct Policy

Part 1 Code of Conduct

1. Application of this Policy

- a) This Policy applies to all Members of NIAGARA OLYMPIC CLUB, where Members are defined to include coaches, event group leaders, officials, athletes, parents, guardians, team managers and team staff, meet and race directors, administrators, athletic trainers, volunteers, staff and contractors of NIAGARA OLYMPIC CLUB. This Policy applies to the conduct of Members at any NIAGARA OLYMPIC CLUB activities, programs and events and includes conduct of members in activities in any way related to NIAGARA OLYMPIC CLUB and/or its members.
- b) This policy was approved by the NIAGARA OLYMPIC CLUBS BOARD OF DIRECTORS on . It will be reviewed from time to time and may be amended, deleted or replaced by a resolution of the Board.

2. Expected Standard of Ethical Conduct

- a) All Members of NIAGARA OLYMPIC CLUB must:
 - 1. Not knowingly place themselves in a situation that could give rise to a conflict between personal interests and the interests of NIAGARA OLYMPIC CLUB;
 - 2. Comply at all times with the bylaws, policies, rules and regulations of the IAAF, Athletics Canada and ATHLETICS ONTARIO, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by NIAGARA OLYMPIC CLUB;
 - 3. Participate in a spirit of fair play and honesty;
 - 4. Abide by the laws of the jurisdiction of the province or country in which the event is taking place;
 - 5. Refrain from using alcohol and tobacco products during NIAGARA OLYMPIC CLUB training sessions or competitive events, consume these products responsibly at social events preceding or following training and competitive sessions and discourage their use by athletes;
 - 6. Be courteous and respectful to other members of the athletic community;
 - 7. Refrain from the use of profane, insulting or offensive language;
 - 8. Refrain from public criticism of other members of the athletics community;
 - 9. Respect the dignity of others;
 - 10. Display an active support of NIAGARA OLYMPIC CLUB;
 - 11. Act in a manner that will bring credit to the Athletics Community and themselves;

12. Abide by the Athletics Canada - Member Conduct Policy - Expected Standard of Ethical Conduct (general) which expects its members to:
 - i. Demonstrate through words and actions the spirit of sportsmanship, sports leadership and ethical conduct;
 - ii. Treat others with respect and refrain from negative or disparaging remarks or conduct;
 - iii. Not knowingly place themselves in a situation that could give rise to a conflict between personal interests and the interests of Athletics Canada;
 - iv. Avoid and reject the non-medical use of drugs or the use of performance-enhancing drugs or methods;
 - v. Refrain from using alcohol and tobacco products when involved in Athletics Canada training sessions or competitive events, and consume these products responsibly in association with Athletics Canada social events;
 - vi. 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;
 - vii. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature, when submitting to or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidating, hostile or offensive environment;
 - viii. Comply at all times with the bylaws, policies, rules and regulations of Athletics Canada, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by Athletics Canada.
- b) In addition, all Coaches must:
 1. Acknowledge that all coaches have an equal right to desire the success of the athletes they coach - competing within the rules. Observation, recommendations and criticism of coaching practice should be directed to the appropriate person outside the view or hearing of the public;
 2. Treat fellow coaches and athletes that are not coached by them with due respect, both in victory and defeat, and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of Athletics and the spirit of such rules;
 3. Never solicit, either overtly or covertly, athletes coached by others, to join their squad;

4. Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment; recognize and accept when to refer athletes to other coaches and sport specialists.
5. Allow athletes' goals to take precedence over those of the coach;
6. In the case of minors, communicate and cooperate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development;
7. Be aware of the academic pressures placed on student-athletes and conduct practices and participation in competitions in a manner so as to allow academic success.
8. Seek out and fully co-operate with all individuals and agencies that could play a role in the development of the athletes they coach. This includes working openly with other coaches, using the expertise of sports scientists and sports physicians, and displaying an active support of Athletics Canada, ATHLETICS ONTARIO and NIAGARA OLYMPIC CLUB;
9. Ensure the safety of the athletes with whom they work;
10. Educate athletes about nutrition, safe and healthy weight loss or gain, and healthy eating behaviours;
11. Share in the responsibility of influencing the performance and conduct of the athletes they coach, while encouraging the independence and self determination of each athlete by their acceptance of responsibility for their own decisions, conduct and performance;
12. At no time become intimately and/or sexually involved with the athletes they coach as per the laws of Canada and as stated below and as per the ATHLETICS ONTARIO Harassment Policy. This includes requests for sexual favours or threats of reprisal for rejection of such requests. Coaches should refer to Canada's law on Child Sexual Abuse: A Handbook, published by the Department of Justice in 1990. The following is an extract from this handbook dealing with the issue of consent:
 - Sexual activity without consent is always a crime regardless of the age of the individuals.
 - Children under 12 are never considered able to consent to sexual activity.
 - Children 12 or above, but under 14, are deemed unable to consent to sexual acts except under specific circumstances involving sexual activity with their peers.
 - Young person 14 or above but under 18 are protected from sexual exploitation and their consent is not valid if the person touching them for a sexual purpose is in a position of trust or authority over them or if they are in a relationship of dependency with that person.

13. Never provide under-aged athletes with alcohol;
14. Regularly seek ways of increasing professional development;
15. Exhibit respect for officials and the decisions they make with respect to the competition;
16. Obtain a Police Check in compliance with ATHLETICS ONTARIO rules.
17. Display an active support of Athletics Canada, ATHLETICS ONTARIO and NIAGARA OLYMPIC CLUB;

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Part 2 Code of Conduct/Safe Sport Policy Process

1. If a coach is aware of a possible violation of the Niagara Olympic Club/Athletics Ontario Code of Conduct/Safe Sport policy, and they are unable to quickly resolve the issue, an “Athlete Misconduct Report” will be filled out by the coach.
2. This form will be immediately given to the Head Coach and a coaches meeting will be convened as soon as possible to deal with the matter. If the coaches of the Niagara Olympic Club are of the opinion that they can resolve the matter, they will then take appropriate action. The coaches will inform the BOD of their actions. If the coaches are of the opinion that the matter is of a serious kind, the Head Coach will inform the BOD and the matter will be dealt with by the BOD.
3. The offending athlete and their parent(s)/guardian(s) will be given a copy of the “Athlete Misconduct Report”. A meeting with the athlete and their parent(s)/guardian(s) will be convened as soon as possible.
4. If the Head Coach/BOD considers the matter to be of immediate importance (ie. safety of an athlete/coach) the offending member athlete will be suspended from the Niagara Olympic Club pending a review of the matter.
5. If the reporting coach believes the athlete may be of danger to others or themselves, the police or appropriate authorities should be contacted by calling 911.
6. All athletes and their parent(s)/guardian(s) will be asked to review the Niagara Olympic Club/Athletics Ontario Code of Conduct/Safe Sport policy and sign a waiver of acknowledgement of such.

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Part 3 Athlete Misconduct Report

The Niagara Olympic Club takes the safety and well being of their athletes seriously. The Niagara Olympic Club encourages members and their coaches to attempt to resolve personal conflicts where appropriate. This form is for coaches to report incidents that may be a violation to Niagara Olympic Club/Athletics Ontario Code of Conduct/Safe Sport policy. Please review the Niagara Olympic Club/Athletics Ontario Code of Conduct/Safe Sport policy and procedure if you have any questions.

If an athlete presents an immediate danger to others or themselves, please contact the police or appropriate authorities by dialing 911.

Please provide as much accurate detail as possible when completing this form as it may become part of an investigation file.

Your name:	Athlete name:
Email:	Email:
Phone:	Phone:

Please tell us about the incident, in detail (who, what, when, where).

Please provide the names of any witnesses and their contact information, if possible.

Did you tell anyone about this incident? (Coaches, athletes, parents etc.) If yes, please provide details.

Describe what actions you have taken, if any, to resolve this issue yourself.

Any other important information to know about?

I affirm that the information provided is true and correct to the best of my knowledge. I understand the information provided on this form, including my name, will be provided to the athlete and their parent(s)/guardian(s) whom this allegation is being made against as part of an investigation into the incident.

Signature: _____

Date of completion: _____

This form is to be submitted immediately to the head coach who will inform the coaching staff. A meeting with the offender and their parent(s) and/or guardian(s) will be convened as soon as possible to discuss this matter and appropriate actions, up to and including expulsion from the Niagara Olympic Club, will be considered.

If the Head Coach/BOD considers this matter to be of immediate importance (ie. safety of an athlete/coach) the offending member will be suspended from the Niagara Olympic Club pending a review of the matter.

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Part 4 Code of Conduct/ Safe Sport Policy – Waiver

The Niagara Olympic Club considers the ability of an athlete to train and compete in a safe and secure environment of utmost importance. The health and well being of our athletes is our primary concern. For these reasons, the Niagara Olympic Club and Athletics Ontario have developed Codes of Conduct and a Safe Sport Policy. Please ensure that you have reviewed and understand the Niagara Olympic Club Code of Conduct and the Athletics Ontario Code of Conduct/Safe Sport Policy, as these policies will be followed at all times.

The Codes of Conduct are available on our website.

Waiver

I acknowledge that I have read and understood the Niagara Olympic Club Code of Conduct and the Athletics Ontario Code of Conduct/Safe Sport Policy. I understand that any violations of these policies will result in disciplinary action, up to and including expulsion from the Niagara Olympic Club.

Athlete Name: _____

Athlete Signature: _____

Date: _____

Parent/ Guardian: _____

Parent / Guardian Signature: _____

Date: _____