



# CANADIAN POLICY on Prohibited Conduct in Sport

## ► INTRODUCTION

The *Canadian Policy on Prohibited Conduct in Sport* (the *Policy*) is grounded in a fundamental commitment to protect the development, safety and wellbeing of athletes and participants involved in Canadian sport and to provide a procedurally fair mechanism to discipline those who engage in prohibited conduct.

## ► PREAMBLE

Sport is fun when sport is safe. Sport builds strong individuals. Sport contributes significantly to its participants' physical, social and character development. Sport is an important part of Canadian culture. Integrity, trust, fair play, respect for others and sportsmanship are respected values that can be learned

through sport. Persons who engage in prohibited conduct cause harm to athletes and sport participants by acting contrary to these values.

The *Policy* applies to coaches, officials, volunteers and administrators. Individuals who fulfill these roles and assume positions of authority in sport must take responsibility to ensure the safety and wellbeing of athletes and sport participants, especially young people.

The *Policy* provides the basis for the *National Code of Conduct* (the *Code*). The *Code* consists of expressly prohibited conduct and a procedurally fair adjudication process for the organizations and their affiliated members who are responsible for administering it, and for their respective members and participants who are bound by it.

## ► PROHIBITED CONDUCT

The *Code* defines a 'floor' below which conduct must never fall. Prohibited conduct is conduct that will not be tolerated by coaches, officials, volunteers and administrators involved in positions of authority in Canadian sport. The prohibited conduct set out in the *Code* is not intended to describe all undesirable or unacceptable conduct. Rather, it serves to define only the most serious misconduct which is fundamentally incompatible with continued participation in Canadian sport, in any role, in any sport, at any level. Engaging in prohibited conduct will result in significant sanctions being imposed, that may include suspensions and expulsion from membership in the sport organization.

Once adopted by an organization, the *Code* will, in the event of a conflict or inconsistency with any other internal

policy, rule or code of the organization relating to discipline or conduct, be the governing document and shall have priority according to its terms. However, other internal policies, rules or codes of the organization may operate concurrently with the *Code* to the extent they are fully consistent with it.

### ➤ PURPOSES

The purposes of the *Policy* are:

- to clearly prohibit certain misconduct in the *Code*;
- to ensure within Canada a harmonized, coordinated and effective response to allegations of this most serious misconduct;
- to respect the rights of individuals through appropriate fair procedures to determine if a breach of the *Code* occurred and, if so, what sanction may be appropriate for an individual who engages in prohibited conduct; and
- to make any sanction imposed by an organization against an individual pursuant to the *Code* effective across Canada, in all sports, at all levels and in any role or capacity.

### ➤ ROLES AND RESPONSIBILITIES *Individuals*

All coaches, officials, volunteers and administrators involved in Canadian sport to whom the *Policy* applies, and over whom the *Code* has jurisdiction, shall support, apply and meet the requirements of the *Policy* and the *Code*.

#### *Sport organizations*

Sport organizations have agreed to adopt the *Policy* and the *Code*. As such, they shall support, apply and meet the requirements of the *Policy* and shall implement, with their affiliated members, the provisions of the *Code*. Adopting organizations and their affiliated members shall respect all sanctions imposed by an adopting organization pursuant to the *Code*. In addition, they shall respect the designated Review Authority of the Canadian Centre for Ethics in Sport with regard to the *Code* and its implementation by all those organizations and their affiliated members adopting it.

As a condition of eligibility for federal funding sport organizations are required to have in place procedurally fair *Codes of Conduct* to protect the rights of their

members and sport participants. The *Code* provides substantive content that can be easily incorporated into an existing *Code of Conduct*. The *Code* expresses the minimum standard of conduct that should be prohibited by sport organizations and contains a procedurally fair adjudication process. The *Code* will mesh with all existing *Codes of Conduct* and is an additional ‘tool’ to assist sport organizations to deal with the most serious of misconduct.

#### *Canadian Centre for Ethics in Sport*

The Canadian Centre for Ethics in Sport (CCES) shall be the Review Authority with the responsibility to monitor the implementation of the *Code* by those organizations and their affiliated members adopting it. The CCES shall, in the role of Review Authority:

- maintain a public Registry of all sanctions imposed by an adopting organization pursuant to the *Code*;
- review on a periodic basis the *Policy* and the *Code* and suggest amendments from time to time for the consideration of the Canadian sport community and those organizations adopting it; and
- monitor the general application of the *Code* and the extent to which there is effective reciprocal recognition by organizations adopting it of all sanctions that are imposed pursuant to it.

### ➤ APPLICATION

#### *Application of the Canadian Policy on Prohibited Conduct in Sport to organizations*

The application of the *Policy* and the *Code* to individuals is based on the contractual relationship which exists between organizations and their members and participants through those individuals’ agreement to participate in sport according to the internal rules and policies of that organization. Organizations committed to protecting the safety and well being of athletes and sport participants will adopt the *Policy* and the *Code* as part of their governing documents. As such, they become policies of the adopting organization and a means of describing the responsibilities and obligations binding on the members of, and the participants in the activities of, these adopting organizations and their affiliated members.

#### *Application of the Canadian Policy on Prohibited Conduct in Sport to individuals*

The *Policy* and the *Code* applies to coaches, officials, volunteers and administrators if they have engaged in that role and when in that role are, or were:

- Individuals who are/were members of organizations adopting the *Policy* and the *Code*, or,
- Individuals who are/were members of such bodies’ affiliated members, clubs, teams, associations and leagues, or
- Individuals who participated, in any capacity in any business, event or activity organized, held, convened, or sanctioned by such bodies, regardless of when they participated or where they reside or are situated.

For the purpose of the *Code* the foregoing persons are *Individuals*.

This *Policy* and the *Code* do **not apply** to athletes or those who are actively participating in the sporting or recreation activity, when engaged in that role. For greater certainty, *Individuals* are not athletes or those who are actively participating in the sporting or recreation activity, when engaged in that role.

All adopting organizations and *Individuals* delegate to the CCES the responsibility and authority of the Review Authority.

### ➤ COMING INTO FORCE AND REVISION

#### *Coming into force*

The *Policy* and the *Code* will be finalized and ready for adoption by sport organizations on [insert month, day], 2008. The *Policy* and the *Code* become effective once adopted.

#### *Revision*

In keeping with the *Canadian Sport Policy*, governments may suggest revisions to the *Policy* and the *Code* in consultation with the CCES and the Canadian sport community.

### ➤ LANGUAGE

The English and French versions of the *Policy* and the *Code* are equally authoritative. 🐾

**EXECUTIVE DIRECTOR’S NOTE:** Coaches are leaders in the community and it is important that we stand behind and endorse a **National Code of Conduct** and a **Canadian Policy on Prohibited Conduct in Sport** in order to promote increased participation and excellence in sport. We need to continue to actively promote positive change in society as well as an overall healthy environment for all participants. On the following pages you will see the current version of these documents as endorsed by Coaches of Canada. Please provide comments and questions via email to [wayneparro@coachesofcanada.com](mailto:wayneparro@coachesofcanada.com)