



**Canadian Deaf Sports Association
Code of Conduct and Ethics
Policy Number #30-06**

Revised and approval by CDSA Board on 2017-02-10

Definitions

1. The following terms have these meanings in this Code:
 - a) “CDSA” – Canadian Deaf Sports Association.
 - b) “Member” – All categories of membership defined in the CDSA Constitution and Bylaws as well as all individuals engaged in activities with, CDSA including, but not limited to, athletes, coaches, officials, Sport Managers, team mission staff, volunteers, chaperones, managers, administrators, directors and officers, or officials traveling as part of the CDSA delegation.

Purpose

2. The purpose of this Code is to ensure a safe and positive environment (within CDSA programs, activities, and events) by making Members aware that there is an expectation, at all times, of appropriate behaviour consistent with the values of CDSA that include excellence, integrity, innovation, and collaboration. Further, CDSA supports equal opportunity and is committed to providing an environment in which all individuals are treated with respect.
3. Conduct that violates this Code may be subject to sanctions pursuant to CDSA’s Discipline and Complaints Policy.

Application of this Code

4. This Code applies to Members’ conduct during CDSA business, activities, and events including, but not limited to, CDSA National Teams, competitions, practices, training camps, travel associated with CDSA activities, and any meetings.
5. This Code also applies to Members’ conduct outside of CDSA’s business, activities, and events when such conduct adversely affects relationships within CDSA (and its work and sport environment) or is detrimental to the image and reputation of CDSA. Such applicability will be determined by CDSA at its sole discretion.

Responsibilities

6. Members have a responsibility to:

Respect

- a) Maintain and enhance the dignity and self-esteem of CDSA Members and other individuals by:
 - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, 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, or members
 - iii. Consistently demonstrating honesty, the spirit of sportsmanship, courtesy, respect, 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. Act honestly, with good sportsmanship, courtesy and respect

Harassment

- 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
 - 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 CDSA

Sexual 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 favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
 - Sexist jokes
 - Display of sexually offensive material
 - Sexually degrading words used to describe a person
 - Inquiries or comments about a person's sex life
 - Unwelcome sexual flirtations, advances, or propositions
 - Persistent unwanted contact

Drugs, Alcohol and Tobacco

- d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, CDSA adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and shall be subject to further disciplinary action, and possible sanction, pursuant to CDSA's Discipline and Complaints Policy. CDSA will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by CDSA or any other sport organization
- e) Refrain from the use or consumption of any illegal products while a Member of the CDSA National Team. Illegal products are defined as any products prohibited by the Laws of Canada or the Laws of the applicable Country that Members travel as part of the CDSA National Team.
- f) Refrain from using alcohol and/or tobacco products when involved in CDSA training sessions or competitive events. In the case of adults, 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 CDSA events. Abuse of alcohol, intoxication or drug use will not be tolerated and will result in immediate removal from Team Canada and the applicable Game/Competition/Event. Any costs associated with the Member returning to Canada because of this reason will result in the Member being fully responsible for any such associated travel costs, all costs associated with the Member's participation on Team Canada (CDSA) and subject to further discipline as may be determined by the CSA's Discipline Policy
- g) Refrain from the use of tobacco and/or alcohol while a member of Team Canada (CDSA) as team staff or coaches at a Game/Competition/Event in Canada or while abroad, if the team staff or coach is under the age of 18, irrespective of any other legal requirements.

Travel/Accommodation

- h) Comply with the CDSA team travel arrangements and schedules. Any Members requiring special arrangement due to extenuating circumstances will make such arrangements through the Sport Manager or Official prior to travel.
- i) Remain with the Team during travel and the Game/Competition/Event location unless specific permission is received from Team Officials. Previous arrangements may be approved between the athlete, coach and Sport Manager.

General

- j) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- k) Respect the property of others and not willfully cause damage. In the event of property damage, the Member(s) responsible will be responsible for all reimbursement or restitution expenses.
 - l) Adhere to all federal, provincial, municipal and host country laws
 - m) Adhere to all federal, provincial, municipal and host country laws
- n) Comply, at all times, with CDSA's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time
- o) Abide by the decisions of the CDSA Team Canada Officials and decision makers
- p) Adhere to all rules, regulations and protocol as laid out by the Organizing Committee of the Competition/Game/Event
- q) Comply with the CDSA dress code, including proper attire for travel and at Competitions/Games/Events.
- r) Adhere to all curfews as determined by the Head of the CDSA Delegation.

Board/Committee Members and Staff /Contractors

7. In addition to section 6 (above), CDSA's Board Members, Committee Members, and Staff will have additional responsibilities to:
- a) Function primarily as a member of the board and/or committee(s) of CDSA; not as a member of any other particular member or constituency
 - b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of CDSA business and the maintenance of Member confidence
 - c) Ensure that CDSA's financial affairs are conducted in a responsible manner with due regard for all fiduciary responsibilities
 - d) Conduct themselves professionally, lawfully and in good faith in the best interests of CDSA
 - e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
 - f) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others
 - g) Keep informed about CDSA activities and general trends in the sectors in which it operates

- h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which CDSA is incorporated
- i) Respect the confidentiality appropriate to issues of a sensitive nature
- j) Ensure that all Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight
- k) Respect the decisions of the majority
- l) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
- m) Have a thorough knowledge and understanding of all CDSA governance documents
- n) Conform to the bylaws and policies approved by CDSA

Coaches

8. In addition to section 6 (above), CDSA's Coaches will have additional responsibilities to:
- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes
 - b) Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments
 - c) Support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs
 - d) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
 - e) Act in the best interest of the athlete's development as a whole person
 - f) Respect other coaches and, should an athlete desire to change coaches, support and cooperate with the other coach in the exchange of information
 - g) Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by CDSA's Screening Policy
 - h) Report any ongoing criminal investigation, conviction, or existing bail conditions to which a coach is subject
 - i) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco
 - j) Respect other athletes and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes
 - k) Not engage in a sexual relationship with an athlete under 18 years old, or 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
 - l) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights
 - m) Dress professionally, neatly, and inoffensively
 - n) Use inoffensive language, taking into account the audience being addressed

Athletes

9. In addition to section 6 (above), athletes will have additional responsibilities to:
- a) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, train, or compete
 - b) Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, events, activities, or projects
 - c) Properly represent themselves and not attempt to enter a competition for which they are not eligible by reason of age, classification, or other reason
 - d) Adhere to CDSA's rules and requirements regarding clothing and equipment
 - e) Never ridicule a participant for a poor performance or practice
 - f) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators
 - g) Dress in a manner representative of CDSA; focusing on neatness, cleanliness, and discretion. Designated official clothing, if applicable, must be worn when traveling and competing
 - h) Act in accordance with CDSA's policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones
 - i) Comply with all designated curfews before, during and/or after Competitions/Games/Events, unless a Competition/Game/Event is scheduled or continues beyond the appointed curfew time
 - j) Refrain from the use of tobacco and/or alcohol while a member of Team Canada (CDSA) at a Game/Competition/Event in Canada or while abroad, if the athlete is under the age of 18, irrespective of any other legal requirements.

Officials

10. In addition to section 6 (above), officials will have additional responsibilities to:
- a) Maintain and update their knowledge of the rules and rules changes
 - b) Work within the boundaries of their position's description while supporting the work of other officials
 - c) Respect the rights, dignity, and worth of all individuals
 - d) Conduct themselves openly, professionally, lawfully, and in good faith in the best interests of CDSA
 - e) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
 - f) Respect the confidentiality required by issues of a sensitive nature, which may include disqualifications, discipline processes, appeals, and specific information or data about Members
 - g) Promote a team spirit by respecting people's differences, valuing diversity of opinion, and working with others to achieve the best decisions for athletes in competitions
 - h) Dress in proper attire for officiating