



## Ontario Climbing Federation (“OCF”) Code of Conduct and Ethics

### Purpose

1. The purpose of this code of conduct is to ensure a safe and positive environment within the programs, activities, and events of the OCF by making Participants aware that there is an expectation, at all times, of appropriate behaviour consistent with the OCF’s core values and policies. The OCF supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals can safely participate in sport and are treated with respect and fairness.

### Introduction

2. Sections marked with “\*” have been adapted from the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS).
3. Definitions are provided in the OCF’s Safe Sport Policy.

### Application of this Policy

4. This policy applies to any Participant’s conduct during the business, activities, and events of the OCF including, but not limited to, competitions, practices, evaluations, treatments (e.g., massage therapy), training camps, travel associated with the OCF’s organizational activities, the OCF’s office environment, and any OCF meetings.
5. This policy also applies to Participants’ conduct outside of the business, activities, and events of the OCF when such conduct adversely affects the OCF’s work and sport environment or is detrimental to the image and reputation of the OCF. Such applicability will be determined by the OCF at its sole discretion.
6. \*This policy applies to Participants active in the sport as well as to Participants who have retired from the sport where any claim regarding a potential breach of this policy occurred when the Participant was active in the sport.
7. Any Participant who violates this policy may be subject to sanctions pursuant to the *Discipline and Complaints Policy*. In addition, a Participant who violates this policy during a competition may be removed from the competition or training area, and the Participant may be subject to further sanctions.

### Persons in Authority and Maltreatment

8. \*Participants who are also a Person in Authority are responsible for knowing what constitutes Maltreatment. The categories of Maltreatment are not mutually exclusive, nor are the examples provided in each category an exhaustive list. What matters for the assessment of Maltreatment is whether the conduct falls into one or more of the categories, not into which category it falls. Abuse, assault, Harassment, bullying, and hazing can be experienced in more than one category of Maltreatment.
9. \*The physical location(s) where the alleged Maltreatment occurred is not determinative. Maltreatment can be any of the prohibited behaviours and conduct, provided the Maltreatment occurs in any one or a combination of the following situations:

- a) Within a sport environment;
  - b) When the Participant alleged to have committed Maltreatment was engaging in sport activities;
  - c) When the Participants involved interacted due to their mutual involvement in sport; or
  - d) Outside of the sport environment where the Maltreatment has a serious and detrimental impact on another Participant.
10. \*It is a violation of this policy for Persons in Authority to place Participants in situations that make them vulnerable to Maltreatment. This includes, but is not limited to, instructing an Athlete and coach to share a hotel room when traveling, hiring a coach who has a past history of Maltreatment, or assigning guides and other support staff to a para-Athlete when the guide or support staff has a reputation for Maltreatment or in the absence of consultation with the para-Athlete.

### Responsibilities

11. Participants have a responsibility to:
- a) Adhere to the competition or other rules in place at each OCF event
  - b) Adhere to all federal, provincial, municipal laws
  - c) Adhere to all host gym rules & regulations
  - d) Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of the OCF as adopted and amended from time to time
  - e) Promote sport in the most constructive and positive manner possible
  - f) Conduct themselves in a manner consistent with the True Sport principles (<https://truesportpur.ca>), which are:
    - o **Go for It:** Rise to the challenge – always strive for excellence. Discover how good you can be.
    - o **Play Fair:** Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.
    - o **Respect Others:** Show respect for everyone involved in creating your sporting experience, both on and off the field. Win with dignity and lose with grace.
    - o **Keep it Fun:** Find the joy of sport. Keep a positive attitude both on and off the field.
    - o **Stay Healthy:** Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.
    - o **Include Everyone:** Share sport with others. Ensure everyone has a place to play.
    - o **Give Back:** Find ways to show your appreciation for the community that supports your sport and helps make it possible.
  - g) Maintain and enhance the dignity and self-esteem of other Participants by:
    - i. Treating each other with the highest standards of respect and integrity
    - ii. Focusing comments or criticism appropriately and avoiding public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other Participants
    - 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 the sport and the spirit of those rules
  - h) Respect the property of others and not wilfully cause damage
  - i) Refrain from cheating and/or offering or receiving any bribe which is intended to manipulate the outcome of a competition
  - j) \*Refrain from any behaviour that constitutes Maltreatment, Discrimination, Harassment, Workplace Harassment, or Workplace Violence
  - k) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
  - l) Adhere to the OCF's anti-doping policies, which include:

- i. Abstain from the non-medical use of medications or drugs or the use of Prohibited Substances or Prohibited Methods as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force
- ii. More specifically, the OCF adopts and adheres to the Canadian Anti-Doping Program; the OCF will respect any sanction imposed on a Participant as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules
- iii. Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in the programs, activities, competitions, or events of the OCF
- iv. In the case of Minors, not consume alcohol, tobacco, or cannabis at any OCF competition or event
- v. In the case of adults, not consume cannabis in the Workplace or in any situation associated with the events of the OCF (subject to any requirements for accommodation), not consume alcohol during training, competitions, or in situations where Minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with the OCF

#### **Directors, Committee Members, and Staff**

12. In addition to section 11 (above), Directors, Officers, Committee Members and staff of the OCF will have additional responsibilities to:
- a) Ensure their loyalty prioritizes the interests of the OCF when conducting OCF business
  - b) Conduct themselves openly, professionally, lawfully and in good faith
  - c) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
  - d) Behave with decorum appropriate to both circumstance and position
  - e) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws
  - f) Respect the confidentiality appropriate to issues of a sensitive nature
  - g) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
  - h) Have a thorough knowledge and understanding of all OCF governance documents

#### **Coaches and Instructors**

13. The coach-Athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the Athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, either consciously or unconsciously.
14. In addition to section 11 (above), coaches and instructors will:
- a) Comply with the OCF's annual certification requirements
  - b) Report any changes to their criminal record between criminal record check renewals
  - c) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athlete
  - d) 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
  - e) 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
  - f) Communicate and cooperate with the coaching staff of a training camp, provincial, or national team, should an Athlete qualify for participation with one of these programs
  - g) Accept and promote Athletes' personal goals and refer Athletes to other coaches and sport specialists as appropriate

- h) Provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete
- i) Act in the best interest of the Athlete's development as a whole person
- j) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances or prohibited methods and, in the case of Minors, alcohol, cannabis, and/or tobacco
- k) Respect Athletes competing for other jurisdictions and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', without first receiving approval from the coaches who are responsible for the Athletes
- l) Not engage in a sexual or intimate relationship with an Athlete of any age in which the coach is in a position of trust or authority
- m) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport 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
- n) Conduct themselves openly, professionally, lawfully and in good faith
- o) Behave with decorum appropriate to both circumstance and position
- p) Use appropriate language, taking into account the audience being addressed

#### **Athletes**

15. In addition to section 11 (above), Athletes will have additional responsibilities to:
- a) Report any medical problems to their coach or to an OCF official in a timely fashion, when such problems may limit their ability to travel, practice, or compete
  - b) Properly represent themselves and not attempt to participate in a competition for which they are not eligible
  - c) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or the OCF

#### **Officials and Volunteers**

16. In addition to section 11 (above), OCF officials and volunteers will have additional responsibilities during their work with the OCF:
- a) Maintain and update their knowledge of OCF rules and policies
  - b) Work within the boundaries of their position's description while supporting the work of other OCF officials
  - c) Take ownership of actions and decisions made while officiating
  - d) Act openly, impartially, professionally, lawfully, and in good faith
  - e) Behave with decorum appropriate to both circumstances and position
  - f) Be fair, equitable, considerate, independent, honest, and impartial in all dealings
  - g) Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Participants
  - h) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the OCF at the earliest possible time

#### **Parents/Guardians and Spectators**

17. In addition to section 11 (above), parents/guardians and spectators at OCF competitions and events will:
- a) Encourage Athletes to compete within the rules
  - b) Condemn the use of violence in any form
  - c) Never ridicule a participant for making a mistake during a competition or practice

- d) Respect the decisions and judgments of officials, and encourage Athletes to do the same
- e) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm
- f) Respect and show appreciation to all competitors, coaches, officials and other volunteers
- g) Never harass competitors, coaches, officials, parents/guardians, or other spectators

<b>Policy History</b>	
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