

ATHLETICS ALBERTA

Code of Conduct and Ethics

Definitions

1. The following terms have these meanings in this Code:
 - a) “*Individuals*” – Individuals employed by, or engaged in activities with, Athletics Alberta including, but not limited to, athletes, coaches, convenors, referees, officials, volunteers, managers, administrators, committee members, and Directors and Officers of Athletics Alberta
 - b) “*Workplace*” - Any place where business or work-related activities are conducted. Workplaces include but are not limited to, Athletics Alberta’s office, work-related social functions, work assignments outside Athletics Alberta’s offices, work-related travel, and work-related conferences or training sessions

Purpose

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

Application of this Code

3. This Code applies to Individuals’ conduct during Athletics Alberta’s business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with Athletics Alberta’s activities, Athletics Alberta’s office environment, and any meetings.
4. An Individual who violates this Code may be subject to sanctions pursuant to Athletics Alberta’s *Discipline and Complaints Policy*. In addition to facing possible sanction pursuant to Athletics Alberta’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. An employee of Athletics Alberta found to have engaged in acts of violence or harassment against any other employee, worker, contractor, member, customer, supplier, client or other third party during business hours, or at any Athletics Alberta event, will be subject to appropriate disciplinary action subject to the terms of Athletics Alberta’s *Human Resources Policy* as well as the employee’s *Employment Agreement* (if applicable).
6. This Code also applies to Individuals’ conduct outside of Athletics Alberta’s business, activities, and events when such conduct adversely affects relationships within Athletics Alberta (and its work and sport environment) and is detrimental to the image and reputation of Athletics Alberta. Such applicability will be determined by Athletics Alberta at its sole discretion.

Responsibilities

7. Individuals have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of Athletics Alberta 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 the sport 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. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts
 - iii. Leering or other suggestive or obscene gestures
 - iv. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
 - v. Practical jokes which endanger a person's safety, or negatively affect performance
 - vi. Any form of hazing where hazing is defined as "*Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior teammate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate based on class, number of years on the team, or athletic ability.*"
 - vii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
 - viii. Unwelcome sexual flirtations, advances, requests, or invitations
 - ix. Physical or sexual assault
 - x. 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
 - xi. Retaliation or threats of retaliation against an individual who reports harassment to Athletics Alberta
- c) Refrain from any behaviour that constitutes **workplace harassment**, where workplace harassment is defined as vexatious comment or conduct against a worker in a workplace – a comment or conduct that is known or ought reasonably to be known to be unwelcome. Workplace 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 workplace infractions. Types of behaviour that constitute workplace 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
- d) Refrain from any behaviour that constitutes **workplace violence**, where workplace violence is defined as the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a

workplace, that could cause physical injury to the worker. Types of behaviour that constitute workplace harassment include, but are not limited to:

- i. Verbal threats to attack a worker
 - ii. Sending to or leaving threatening notes or emails for a worker
 - iii. Making threatening physical gestures to a worker
 - iv. Wielding a weapon in a workplace
 - v. Hitting, pinching or unwanted touching of a worker which is not accidental
 - vi. Throwing an object at a worker
 - vii. Blocking normal movement or physical interference of a worker, with or without the use of equipment
 - viii. Sexual violence against a worker
 - 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
- f) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Athletics Alberta 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 Athletics Alberta's *Discipline and Complaints Policy*. Athletics Alberta will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Athletics Alberta 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, 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) Refrain from consuming tobacco products, or recreational drugs while participating in Athletics Alberta's programs, activities, competitions, or events
- j) In the case of adults, avoid consuming alcohol in competitions and situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with Athletics Alberta's events
- k) Respect the property of others and not wilfully cause damage
- l) Promote the sport 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 Athletics Alberta's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

Board/Committee Members and Staff

8. In addition to section 7 (above), Athletics Alberta's Directors, Committee Members, and Staff will have additional responsibilities to:

- a) Function primarily as a member of the board and/or committee(s) of Athletics Alberta; 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 Athletics Alberta's business and the maintenance of Individuals' confidence
- c) Ensure that Athletics Alberta's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
- d) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Athletics Alberta
- 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 Athletics Alberta's activities, the provincial sport community, and general trends in the sectors in which they operate
- h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Athletics Alberta is incorporated
- i) Respect the confidentiality appropriate to issues of a sensitive nature
- j) Ensure that all Individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight
- k) Respect the decisions of the majority and resign if unable to do so
- 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 Athletics Alberta governance documents
- n) Conform to the bylaws and policies approved by Athletics Alberta, in particular this *Code of Conduct and Ethics* as well as the *Conflict of Interest Policy* and *Confidentiality Policy*.
- o) Disclose to fellow members of the Athletics Alberta board of directors any instance in which the board member is being investigated for conduct in another realm of endeavour that would contravene the Athletics Alberta Code of Conduct and Ethics.

Coaches

9. In addition to section 7 (above), coaches have many additional responsibilities. 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, consciously or unconsciously. Coaches will:
 - 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) 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
 - c) 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
 - d) Support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs
 - e) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
 - f) Act in the best interest of the athlete's development as a whole person
 - g) Respect other coaches

- h) Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by Athletics Alberta's *Volunteer Screening Policy*
- i) Report any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance
- j) 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
- k) Respect athletes playing with other teams 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
- l) Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over the athlete
- m) 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
- n) Dress professionally, neatly, and inoffensively
- o) Use inoffensive language, taking into account the audience being addressed

Athletes

10. In addition to section 7 (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, practice, or compete; or in the case of carded athletes, interfere with the athlete's ability to fulfill requirements under the Athlete Assistance Program
- b) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events
- c) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, biological sex classification [see APPENDIX for guideline], or other reason
- d) Adhere to Athletics Alberta'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 adhering to the principle of fair play and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators
- g) Dress to represent the sport and themselves well and with professionalism
- h) Act in accordance with Athletics Alberta's policies and procedures and, when applicable, additional rules as outlined by coaches or managers.

Officials

11. In addition to section 7 (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) Act as an ambassador of Athletics Alberta by agreeing to enforce and abide by national and provincial rules and regulations
- d) Take ownership of actions and decisions made while officiating
- e) Respect the rights, dignity, and worth of all individuals
- f) Not publicly criticize other officials or any club or association
- g) Assist with the development of less-experienced referees and minor officials
- h) Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of Athletics Alberta, athletes, coaches, other officials, and parents
- i) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others

- j) Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals
- k) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time
- l) When writing reports, set out the true facts and not attempt to justify any decisions
- m) Dress in proper attire for officiating.

PARENTS and GUARDIANS

12. In addition to section 7 (above), parents and guardians will have additional responsibilities to:

- a) Encourage good sportsmanship by demonstrating positive support for all athletes, participants, coaches, and officials at every competition, practice or other youth event.
- b) Place the emotional and physical well being of the child ahead of a personal desire to win.
- c) Insist that each child participates in a safe and healthy environment.
- d) Require that the child's coach be trained in the responsibilities of being a youth sports coach and that the coach upholds the Coaches' Code of Conduct.
- e) Support coaches and officials working with the child, in order to encourage a positive and enjoyable experience for all.
- f) Demand a sport environment for the child that is free from drugs, tobacco and alcohol and will refrain from their use at all youth sports events.
- g) Make every effort to ensure that the sport is fun for the child.
- h) Ask the child to treat other athletes, participants, coaches, fans and officials with respect regardless of race, sex, creed or ability.
- i) Help the child enjoy the youth athletics experience by providing assistance when possible, such as being a respectful fan, assisting with coaching, or providing transportation.
- j) Make a commitment to volunteer and assist the sport system when asked or needed.

APPENDIX - Transgender Guideline

Guiding Principles

Athletics Alberta is committed to being inclusive and respectful of all participants in the sport of Track & Field Athletics. For the purpose of eligibility, members of Athletics Alberta compete on the basis of biological sex classification. Since male sex confers physical performance advantages, it is particularly important to ensure that the female sex category is protected.

Definitions

The following terms have these meanings in this document:

- a) **“Sex”** - Either of the two categories (male and female) into which humans are divided on the basis of their reproductive and biological functions [as usually denoted on their birth certificate].
- b) **“Gender”** – A set of cultural expectations regarding prototypical behavior (the most common manifestation is behavior that is “stereotypical” of boys/men or girls/women).
- c) **“Gender Identity”** - A person's perception of having a particular gender, which may or may not correspond with their birth sex.
- d) **“Gender Dysphoria”**- A term used to describe condition of feeling one's emotional and/or psychological identity as being different or opposite to one's biological sex.
- e) **“Gender Transitioning”** – Intentional actions undertaken by an individual (or, if underage, by their legal guardian) to alter physical characteristics that enable them to satisfy the desire to identify as the opposite sex.
- f) **“Medical Practitioner”** – A person licensed to practice medicine in Canada who has obtained a medical school diploma (“MD”) and is registered with the Physicians Credential Registry of Canada.
- g) **“Gender Reassignment”** – Intervention by a “*medical practitioner*” to facilitate “*gender transitioning*”; the most common forms of medical treatment include (but are not limited to) hormone therapy and/or surgery.
- h) **“Transgender” person** – An individual who is one sex at birth but, due to a “*gender dysphoria*”, identifies with the opposite sex. In order to align the body with “gender identity”, a “transgender” person makes an intentional effort to alter observable characteristics using various means including “*gender reassignment*”.
- i) **“Transathlete”** – A transgender person participating in sport & recreation.

Purpose

Athletics Alberta believes in equal opportunity for all participants. However, in instances where an athlete self-declares as transgender, Athletics Alberta will implement biology-based eligibility guidelines (see below) in order to ensure a fair and level playing field for each category: male and female.

Eligibility Guidelines

The following guidelines will be used to determine the eligibility of transgender participants (this applies to all ages):

- i. **Male-born Transathlete** must compete in the male category.
- ii. **Female-born Transathlete** has the option of competing as male or female under the following provisions:
 - a Permitted to compete as male irrespective of intervention strategy undertaken to alter sex.
 - b Permitted to compete as female after careful review of the individual case. The female-born athlete who self-declares as transgender must submit documentation from a Medical Practitioner concerning the nature of gender reassignment intervention. Inclusion in the female category will be permitted if it is deemed that the intervention has not resulted in the participant having a competitive advantage over fellow female athletes. For example, testosterone supplementation commonly used in the medical treatment of gender reassignment might cause the athlete to be in violation of international anti-doping guidelines. In the case of developmental situations (athletes still growing and developing), a female athlete found to have testosterone concentration exceeding the upper limit of the normal female range for the given age category (as reported in biomedical research), will be ineligible to compete as female.

NOTE: All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program.