



## VISITOR/SPECTATOR CODE OF CONDUCT & ETHICS

### Definitions

1. The following terms have these meanings in this Policy:

a) "SkateABLE™ Members"- Coaches, Registered participants, Parents, Guardians, Administrators and Volunteers of SkateABLE™ programs, activities and events.

### Purpose

2. The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment within SkateABLE™ programs, activities and events, by making all individuals aware that there is an expectation of appropriate behaviour, consistent with the values of SkateABLE™ at all times.

### Application of this Policy

3. This policy applies to SkateABLE™ Members relating to conduct that may arise during the course of SkateABLE™ programs, activities and events, including but not limited to, administration, training, and any programs.

4. This policy applies to conduct that may occur outside of SkateABLE™'s programs, activities and events when such conduct adversely affects relationships within SkateABLE™'s work and training environment and is detrimental to the image and reputation of SkateABLE™.

### Code of Conduct

5. SkateABLE™ is committed to providing an environment in which all individuals are treated with respect. Further, SkateABLE™ supports equal opportunity and prohibits discriminatory practices. Members of SkateABLE™ are expected to conduct themselves at all times in a manner consistent with the values of SkateABLE™ that include fairness, integrity, open communication and mutual respect.



6. Conduct that violates this Code of Conduct and Ethics may be subject to disciplinary measures pursuant to SkateABLE™'s policies related to discipline and complaints.

### **Responsibilities**

7. **All** SkateABLE™ Members have a responsibility to:

a) Commit to quality assurance services and programming for children.

b) Work to achieve and maintain high quality programs and services, ensuring the benefits of sport and recreation are achieved.

c) Maintain and enhance the dignity and self-esteem of SkateABLE™ Members and other SkateABLE™ participants by:

i. Demonstrating respect to individuals regardless of body type, athletic ability, gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;

ii. Focusing comments or criticism appropriately and avoiding public criticism of SkateABLE™ participants, volunteers and employees;

iii. Consistently demonstrating the spirit of sportsmanship, leadership and ethical conduct;

iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;

v. Consistently treating individuals fairly and reasonably;

vi. Ensuring that the principles and guidelines of SkateABLE™ are adhered to.

d) 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;

iii. Unwelcome remarks, jokes, comments, innuendos or taunts about a person's looks, body, attire, age, race, religion, sex or sexual orientation;

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 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 individuals or groups but have the same effect of creating a negative or hostile environment; or
  - xii. Retaliation or threats of retaliation against an individual who reports harassment.
- e) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments, advances or conduct of a sexual nature.
- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- g) In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with SkateABLE™ programs.
- h) Respect the property of others and not wilfully cause damage.
- i) Comply at all times with the Policies, Procedures, Rules and Regulations of SkateABLE™, as adopted and amended from time to time.