

Code of Conduct and Ethics

Definitions

- 1) The following terms have these meanings in this Policy:
 - a) "Individuals" include all categories of membership within the Triathlon NL by-laws as well as all individuals engaged in activities with Triathlon NL, including but not limited to, athletes, coaches, judges, officials, volunteers, directors, officers, managers, administrators, spectators, and parents/guardians of Triathlon NL members.

Purpose

- 2) The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment within Triathlon NL programs, activities, and events by making all Individuals aware that there is an expectation of appropriate behaviour at all times, consistent with the values of Triathlon NL.
- 3) Triathlon NL is committed to providing an environment in which all Individuals are treated with respect. Further, Triathlon NL supports equal opportunity and prohibits discriminatory practices. Members of Triathlon NL are expected to conduct themselves at all times in a manner consistent with the values of Triathlon NL that include fairness, integrity, open communication, and mutual respect.
- 4) Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to Triathlon NL's policies related to discipline and complaints, human resources policies, and employment or athlete agreements. Violation during a competition may result in ejection from the competition or the playing area in addition to any subsequent discipline.

Application of this Policy

- 5) This policy applies to Individuals, relating to conduct that may arise during the course of Triathlon NL's business, activities, and events, including, but not limited to, the office environment, competitions, races, training camps, clubs, travel, and meetings.
- 6) This policy applies to conduct that may occur outside of Triathlon NL's business, activities, and events when such conduct adversely affects relationships within Triathlon NL and its work and sport environment, and is detrimental to the image and reputation of Triathlon NL.

Responsibilities

- 7) All Individuals have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of Triathlon NL Members and other Individuals by:
 - i) Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, 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, and members;
 - iii) Consistently demonstrating the spirit of sportsmanship, sports 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 rules of Triathlon, and the spirit of such rules, are adhered to.
- 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;
 - iii) Unwelcome remarks, jokes, comments, innuendos, 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) Deliberately excluding or socially isolating a person from a group or team;
 - ix) Unwelcome sexual flirtations, advances, requests, or invitations;
 - x) Unwanted physical contact including touching, petting, pinching, or kissing;
 - xi) Physical or sexual assault;
 - xii) 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,
 - xiii) Retaliation or threats of retaliation against an individual who reports 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 favors, 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) Threats, punishment, or denial of a benefit for refusing a sexual advance;
 - v) Offering a benefit in exchange for a sexual favour;
 - vi) Bragging about sexual ability;
 - vii) Inquiries or comments about a person's sex life;
 - viii) Unwelcome sexual flirtations, advances, or propositions;
 - ix) Persistent unwanted contact;
 - x) Sexual assault.
- d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- e) Refrain from consuming tobacco, e-cigarettes (vaping), or recreational drugs while participating in any capacity in triathlon programs, activities, competitions, or events. In the case of adults, do not consume alcohol during competitions, 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 Triathlon NL events.
- f) Respect the property of others and not wilfully cause damage.

- g) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods as defined under the Canadian Anti-Doping Program.
- h) Refrain from associating with any person in any sport related capacity who is currently under sanction involving a period of ineligibility designated or recognized by the Canadian Centre for Ethics in Sport.
- i) Comply at all times with the Bylaws, policies, rules and regulations of Triathlon NL, as adopted and amended from time to time.
- j) Adhere to all Federal, Provincial, Municipal or host country laws.

Coaches

- 8) In addition to item 7 above, Coaches have additional responsibilities. The athlete-coach relationship is a privileged one and plays a critical role in the personal as well as athletic development of athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will at all times:
- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment;
 - 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 problems;
 - d) Under no circumstances provide, promote, or condone the use of drugs or performance-enhancing substances;
 - e) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise;
 - f) At no time engage in an intimate or sexual relationship with an athlete of under the age of 18 years and at no time engage in 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.
 - g) Where an athlete has qualified for a training camp, provincial team, national team, etc., the Coach will support the program, applicable coaching staff, and Triathlon NL.
 - h) Give athletes the opportunity to discuss and contribute to proposed training and performance standards as appropriate. Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete as appropriate;
 - i) Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a coach;
 - j) Act in the best interest of the athlete's development as a whole person;
 - k) 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.

Athletes

- 9) In addition to item 7 above, Athletes will have additional responsibilities to:
- a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train, or compete.
 - b) Participate and appear on time 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 reasons.
 - d) Adhere to Triathlon NL's rules and requirements regarding clothing and equipment.

Officials

- 10) In addition to item 7 above, Officials will have additional responsibilities to:
- a) Be fair and objective.
 - b) Avoid situations in which a conflict of interest may arise.
 - c) Make independent judgments.

Parents/Guardians and Spectators

- 11) In addition to item 7 above, Parents/Guardians of Triathlon NL Members, and Spectators at events will:
- a) Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence;
 - b) Never ridicule a participant for making a mistake during a performance or practice;
 - c) Provide positive comments that motivate and encourage participants continued effort;
 - d) Respect the decisions and judgments of officials, and encourage athletes to do the same;
 - e) Never question the judgement or honesty of a referee/official or staff member of Triathlon NL;
 - f) Respect and show appreciation to all competitors, and to the coaches, officials, referees, and other volunteers who give their time to the sport.
 - g) Keep off of the playing area and not interfere with play or calls.
 - h) Abide by Triathlon NL's Friends and Family Code of Conduct Policy.