



NUNAVUT SPEED SKATING ASSOCIATION

Code of Conduct and Ethics

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PURPOSE

1. The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment (within NSSAs programs, activities, and events) by making all Members aware that there is an expectation, at all times, of appropriate behaviour consistent with the values and mission of Nunavut Speed Skating Association.
2. NSSA supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.
3. Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to NSSA's 'Discipline and Complaints Policies.'

POLICY STATEMENT

4. NSSA members will at all times conduct themselves in a manner that reflects the highest standard of behaviour arising within the business, activities or events of NSSA.

PROVISIONS

5. Nunavut Speed Skating Association will enforce these codes of conduct and members of NSSA who do not meet these standards of behaviour will be subject to the penalties or sanctions identified within the Disciplinary Policy.
6. Members shall act in a responsible manner that not only is but is perceived to be ethical while conducting the business of the Association.

FIELD OF APPLICATION

7. This policy applies to all staff, directors, volunteers, coaches, athletes, and members of the NSSA.
8. This Policy applies to Members' conduct during NSSA'S business, activities, and events including, but not limited to, competitions, practices, selections, training camps, travel associated with NSSA activities, and any meetings.
9. This policy may apply to conduct that occurs outside of Nunavut Speed Skating Association business and events when such conduct adversely affects relationships within NSSA of Nunavut and its work and environment and is detrimental to the image and reputation of the organization.
10. The following guidelines are for all NSSA members participating on an official Nunavut team, or accompanying an official Nunavut team, at any speed skating event anywhere, whether or not funded through NSSA. These guidelines are also recommended for all NSSA members when representing their respective clubs at any speed skating event or activity, either on or off the ice at a competitive event, or while training.



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RESPONSIBILITY

11. All Individuals have a responsibility to:

- a. Maintain and enhance the dignity and self-esteem of Individuals and other people 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 Board members, volunteers, employees and members;
 - iii. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
 - iv. Consistently treating individuals fairly and reasonably;

- b. Refrain from any behavior 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 behavior 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 behavior 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. Behaviors 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.

- c. Refrain from any behavior 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 behavior 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;
 - vii. Sexual assault.



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- 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 alcohol. 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 NSSA events.
- f. Respect the property of others and not willfully cause damage.
- g. Promote the sport in the most constructive and positive manner possible.
- h. Adhere to all federal, provincial, territorial, municipal and host country laws. Comply, at all times, with the Host Organization's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time.

BOARD/COMMITTEE MEMBERS AND STAFF

12. In addition to section 11 (above), Nunavut Speed Skating Association'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 NSSA; 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 NSSA's business and the maintenance of Member confidence;
 - c. Promote that NSSA'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 NSSA;
 - 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 NSSA's 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 NSSA is incorporated;
 - i. Respect the confidentiality appropriate to issues of a sensitive nature;
 - j. Promote 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 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 NSSA's governing documents;
 - n. Conform to the bylaws and policies approved by NSSA, in particular this Code of Conduct and Ethics.

COACHES

13. In addition to section 11 (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



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that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. 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 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, territorial 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;
- g. Meet the highest standards of credentials, integrity and suitability;
- h. 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;
- 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 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;
- k. 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;
- 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;
- m. 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

14. In addition to section 11 (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;
 - b. Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all games, matches, practices, training sessions, tryouts, tournaments, and events;
 - c. Properly represent themselves and not attempt to play with a team for which they are not eligible by reason of age, classification, or other reason;
 - d. Adhere to NSSA'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 skaters, officials, coaches, or spectators;
 - g. Dress in a manner representative of NSSA; focusing on neatness, cleanliness, and discretion;
 - h. Act in accordance with NSSA's policies and procedures and, when applicable, additional rules as outlined by coaches or managers.



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OFFICIALS

15. In addition to section 11 (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 the Organization 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. Conduct themselves openly, professionally, lawfully, and in good faith in the best interests of the Organization, athletes, coaches, other officials, and parents;
 - g. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
 - h. 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 Members;
 - i. Dress in proper attire for officiating;

REVIEW

16. The NSSA Board of Directors shall review this Selection Policy on an annual basis.
17. This Code of Conduct Policy was approved by the NSSA Board of Directors in September of 2017.