



## TEAM NEW BRUNSWICK - CANADA GAMES CODE OF CONDUCT

### Purpose

1. The purpose of this Code of conduct is to ensure a safe and positive environment for all Team New Brunswick (Team NB) participants by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with our core values and policies. Team NB supports equal opportunity, prohibit 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.
2. The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) – provides the basis for the prevention and address of maltreatment in sport and has been developed and endorsed by the national sport system in Canada. Team NB will follow the general principles and definitions outlined in the UCCMS and as outlined in the *Team NB Discipline and Complaints Policy*.

### Application of this Code

3. This Code applies to all athletes, coaches, managers, mission staff and support staff that travel with the team and receive Team NB official accreditation at the Canada Games.
4. This code applies whenever an athlete, coach, manager, mission staff or support staff member attends an official Team NB event. This includes, but is not limited to, the Team NB Rally, travelling to and from the Games and the Games themselves.
5. Individuals' conduct outside of official Team NB events is the responsibility of the Provincial Sport Organization in accordance with it's Code of Conduct. Accordingly, applicability of this Policy will be determined by the Organization upon its sole discretion.
6. Any Individual who violates this Code may be subject to sanctions pursuant to the *Team NB Discipline and Complaints Policy*. In addition to facing possible sanctions pursuant to the *Discipline and Complaints Policy*, an Individual who violates this Code risks losing the many privileges that comes with being a member of Team NB and the individual may be subject to further sanctions. All members of the Team must make sure that they understand the Code

## Responsibilities

7. Individuals have a responsibility to:
  - a) Conduct themselves in a manner consistent with the True Sport principles.
  - b) Maintain and enhance the dignity and self-esteem of members and other individuals 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; and
    - vi. Ensuring adherence to the rules of the sport and the spirit of those rules.
  - c) Refrain from any behaviour that constitutes Harassment, Sexual Harassment, Violence, Discrimination, or any form of Maltreatment
  - d) Refrain from making, commenting on, issuing, authorizing, offering, or endorsing any public criticism or statement to the media, to others or through social media that negatively reflects on the team or any team member(s) or the host organizing committee or that can have a negative impact on team morale and image
  - e) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
  - f) 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. More specifically, Team NB and the Canada Games Council adopt and adhere to the Canadian Anti-Doping Program. Team NB will respect any sanction imposed on an Individual as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules
  - g) In the case of minors, not consume alcohol, tobacco, or cannabis at the Canada Games or any official Team NB event
  - h) In the case of adults, not consume cannabis at the Canada Games or any official Team NB event and not consume alcohol during competitions and in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations
  - i) Respect the property of others and not wilfully cause damage
  - j) Keep the Team NB uniforms clean and presentable and wear them without modifying them or adding to them in any way. The official Team NB Uniform cannot be worn prior to the travelling to Games. Uniform exchanges cannot take place until all competitions are completed and there is no longer any possibility of you to appear in uniform for interviews or ceremonies
  - k) Attend Opening or Closing Ceremonies and all official Team NB events in accordance with the Dress Code determined by the Team

- l) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a para-classification, competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition
- m) Adhere to all federal, provincial, territorial and municipal laws
- n) Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of Team NB, the Canada Games Council and the Host Society and as adopted and amended from time to time
- o) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions involving an Individual, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or prohibited substance.

### **Coaches and Support Staff**

8. In addition to section 8 (above), coaches and support staff 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, either consciously or unconsciously. Coaches and instructors 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 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) 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) Provide proof of a valid Criminal record check including Vulnerable Sector Screening OR Enhanced Police Information Check (E-PIC) 180 days prior to Canada Games Opening Ceremonies
  - g) 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
  - h) 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
  - i) Reside in the assigned accommodations for the duration of the Games, respect the daily curfew as determined by the Host Society and ensure safety of team members at all time.
  - j) 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 section 8 (above), Athletes will have additional responsibilities to:
- a) Observe and comply with all reasonable instructions given by the Chef de Mission, Assistant Chef de Mission and any person appointed by them;
  - b) Report any medical problems in a timely fashion, when such problems may limit ability to travel, practice, or compete
  - c) Participate and appear on time and prepared to participate to their best abilities in all competitions, practices and training sessions
  - d) Reside in the assigned accommodations for the duration of the Games, respect the daily curfew as determined by the Host Society and keep responsible parties informed of whereabouts at all time
  - e) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers

## **Subjecting an Individual to Maltreatment**

10. It is a violation of this Code for any Person in Authority to place an Individual in a situation that makes them vulnerable to Maltreatment. This includes, but is not limited to, instructing an Athlete and a coach to share a hotel room when traveling, hiring a coach who has a past history of Athlete Maltreatment, assigning guides and other support staff to an Athlete when the guide or support staff has a reputation for Athlete Maltreatment, or assigning such a guide or support staff to an Athlete in the absence of consultation with the Athlete.

<b>Policy History</b>	
Approved	1 June, 2022
Revision Approval Dates	