



129.08 Coaches and IST staff

In addition to Rule 129.06 (above), coaches and IST 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 and IST 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) Consider the academic pressures applicable to student-athletes and conduct training and events in a manner that supports academic success;
- g) Act in the best interest of the athlete's development as a whole person;
- h) Respect other coaches;
- i) Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by Athletics Canada's policies on professional development and screening;
- j) Report any ongoing criminal investigation, conviction, or existing bail conditions, in particular those for violent behaviour, child pornography, or possession, use, or sale of any illegal substance involving themselves or any other Individual;
- k) 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;
- l) Respect athletes participating with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', other than after first receiving approval from the coaches who are responsible for the athletes;
- m) Not engage in a sexual relationship with an athlete under 18 years old;
- n) **Disclose any sexual or intimate relationship with an athlete of or over the age of 18 to Athletics Canada and immediately discontinue any coaching involvement with that athlete, unless that intimate relationship began before the coaching relationship;**
- o) 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;

July 2018

- p) Dress professionally, neatly, and inoffensively; and
- q) Use professional, inclusive, respectful language, taking into account the audience being addressed.

130.03 Jurisdiction and Application

The Commissioner's Office has jurisdiction over complaints that contain allegations of Harassment in the following situations:

- a) Incidents that occur during Athletics Canada's business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with Athletics Canada's activities, Athletics Canada's office environment, and any meetings; and
- b) Incidents that occur during any Club or Branch business, activities, or events; provided the complaint is related to an athlete in an Athlete Workplace.

For incidents connected to a Club or Branch, if the Commissioner's Office determines that the complaint is not related to harassment, is not related to an athlete in an Athlete Workplace, or may be handled more effectively by the Club or Branch, the Commissioner's Office will direct that the complaint be handled under the jurisdiction of the policies of the Club or Branch. **Notwithstanding Rule 055, if the complainant chooses at first instance to complain to the Commissioner rather than to her/his Club or Branch, the Commissioner will handle the complaint as set out herein. The Commissioner will not accept a complaint that has already been handled through a Club or Branch process.**

When any complaint is submitted to the Commissioner's Office, the Commissioner's Office will determine:

- a) If such complaint is related to an instance of Harassment; and
- b) If the Commissioner's Office has jurisdiction, as described above.

Complaints that meet the above two criteria will be addressed by the process(es) described in the Commissioner's Office Terms of Reference (Rule 140). In addition, the Commissioner's Office will also appoint an independent Investigator to investigate the allegations if:

- a) The complaint contains an element of Harassment against a worker in a Workplace; or
- b) The complaint contains an element of Harassment against an athlete in an Athlete Workplace.

140.05 Scope

The Commissioner's Office is responsible for hearing the following:

- Athlete appeals of **carding** decisions;
- Athlete appeals of **selection** decisions;
- Athlete appeals of **eligibility** decisions;
- **Disputes relating to the Athlete Agreement, as those are brought forward by athletes; and**
- **Complaints** of violations of Athletics Canada's *Code of Conduct and Ethics*.

The Commissioner's Office is responsible for determining whether a complaint will be considered as "Harassment" and for appointing an independent Investigator to conduct an investigation under the terms of Athletics Canada's *Harassment Policy*.

The Commissioner's Office will determine whether a complaint related to Harassment may be considered Workplace Harassment. Provincial legislation related to Workplace Harassment may apply if

the Harassment was directed toward a worker in a Workplace. In such cases, the investigation into the complaint, per the *Harassment Policy*, must be guided by the Federal and/or Provincial legislation. The Commissioner's Office may consult external experts in these cases, but should be familiar with the following:

- a) *Workers Compensation Act* (BC);
- b) *Act Respecting Labour Standards* (Quebec);
- c) *Occupational Health and Safety Act* (Saskatchewan);
- d) *Occupational Health and Safety Act* (Ontario);
- e) *Workplace Health and Safety Act* (Manitoba); and
- f) *Occupational Health and Safety Act* (Alberta).

The Commissioner's Office is expected to remain informed of all Federal and Provincial legislative developments related to harassment.

The Commissioner's Office may not involve itself in bylaws amendments or decisions made by the Members of Athletics Canada at meetings of the Members.