



Athletics Canada's

Code of Ethics and Conduct Policy (AC Code)

1. Organizational Commitment

Athletics Canada views ethical conduct as a cornerstone in the fair administration of the sport of athletics. Everyone participating in athletics, including, but not limited to, an athlete, coach, IST, administrator, volunteer, or staff member is entitled to participate in an environment that is free of Prohibited Behaviour and/or Maltreatment (as defined in Appendix I; Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS") as amended from time to time).

Athletics Canada recognizes that it has a responsibility to ensure a safe and welcoming environment that is free from abuse, Harassment, Prohibited Behaviour and Maltreatment, and violence and prioritizes the welfare, safety, and rights of every individual at all times within operations and activities related to athletics including but not limited to training, competition, and the workplace. Athletics Canada is committed to eliminating all instances of maltreatment within operations and activities related to athletics throughout the country, particularly those that are directed toward athletes.

Athletics Canada requires that all Members and participants in the sport of athletics otherwise governed or sanctioned by Athletics Canada adhere to and uphold the principles of Athlete Protection and the Prevention of Maltreatment and to conduct themselves with the highest level of ethical conduct which include fairness, dignity, courtesy, personal responsibility and accountability, honesty, integrity, respect, and a doping-free sport.

The purpose of the AC Code is to ensure a safe and positive environment within Athletics Canada's programs, activities, and events by making individuals aware that there is an expectation, at all times, of appropriate and respectful behaviour consistent with Athletics Canada's core values of physical and emotional health and fitness, individual excellence and personal growth, individual development beyond sport, inclusiveness, and integrity. Athletics Canada supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

2. Policy Description

Facilitating a safe sport environment is the collective responsibility of all Individuals involved in the athletics community. The AC Code sets out the minimum expectations for acceptable behaviour for all Individuals within the scope of this Policy. Athletics Canada also anticipates and expects that the conduct of all members in the athletics community will positively exceed these minimum standards.

The Athletics Canada Codes of Conduct for Athletes, coaches, team personnel, officials, Athletics Canada's Board of Directors, and Members have similarly been developed to both guide and define additional expectations for conduct by Individuals in those positions.



3. Scope of Policy

3.1. Application to Individuals and Members

The AC Code applies to all Individuals and Members.

4. Application

The AC Code applies to the conduct of all Individuals or Members during the business, activities, and events of Athletics Canada and its Members including, but not limited to, competitions, practices, tryouts, training camps, travel associated with organization activities, the office environment, and any meetings or social events.

The AC Code also applies to individuals' conduct outside of Athletics Canada's business, activities, and events when such conduct adversely affects relationships within Athletics Canada (and its work and sport environment) and is detrimental to the image and reputation of Athletics Canada and the athletic community. Such applicability will be determined by Athletics Canada at its sole discretion.

An employee of Athletics Canada found to have violated the AC Code against any other employee, worker, contractor, member, customer, supplier, client, athlete, coach or other third-party during business hours, or at any Athletics Canada event, will be subject to appropriate disciplinary action subject to the terms of Athletics Canada's policies on human resources as well as the employee's Employment Agreement (if applicable). If an employee commits an act of violence, the police may be called depending on the nature and severity of the incident.

5. The Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS")

Athletics Canada has adopted the Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS"), including Appendix I: Definitions, which shall be incorporated into this Code of Ethics and Conduct Policy by reference as if set out in full herein. Any modifications or amendments made to the UCCMS by the Sport Dispute Resolution Centre of Canada ("SDRCC") shall come into effect immediately upon their adoption by the SDRCC, without the need for any further action by Athletics Canada or any of its Members. By agreeing to be bound by this Code of Ethics and Conduct Policy, all Individuals agree to be bound by and shall respect the UCCMS, as amended from time to time.

6. Code of Conduct and Ethics

6.1. General Principles and Commitment

Athletics Canada and the athletics community promise to contribute to the physical, psychological, social, and mental health of individuals of varying abilities, backgrounds



and interests, and contributes to societal engagement and well-being. The *Physical Activity and Sport Act* states that: “The Government of Canada’s policy regarding sport is founded on the highest ethical standards and values, including the treatment of all persons with fairness and respect, the full and fair participation of all persons in sport and the fair, equitable, transparent and timely resolution of disputes in sport.”

Only when sport environments are safe and inclusive can these values be realized. Individuals should have the reasonable expectation when they participate in sport in Canada that it will be in an environment that is accessible, inclusive, respects their personal goals and is free from all forms of maltreatment. Maltreatment in all its forms is a serious issue that undermines the health, well-being, performance and security of individuals, communities, and society.

Maltreatment is unacceptable and fundamentally incompatible with the core values that lie at the heart of Canadian sport as indicated in the Canadian Sport Policy, including being value-based, inclusive, technically sound, collaborative, intentional, and effective.

Following the Safe Sport Working Group’s consensus statements and the Pan-Canadian consultation held March to May 2019, all parties and organizations committed to the goal of Safe Sport have agreed that maltreatment has no place in Canadian sport and, when present, must be sanctioned appropriately. The commitments expressed below reflect this common understanding amongst Canadian sport stakeholders:

- All participants in sport can expect to play, practice and compete, work, and interact in an environment free from maltreatment.
- Addressing the causes and consequences of maltreatment is a collective responsibility and requires the deliberate efforts of all participants, sport stakeholders, sport club administrators and organization leaders.
- Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other participants.
- Adult participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of maltreatment involving minors and other vulnerable individuals.
- All participants recognize that maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of maltreatment.
- All participants recognize that individuals who have experienced maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.



- All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
- In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, participants in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices.

Maltreatment should not be confused with legitimate, reasonable management or coaching functions that are part of the normal work relationship or athlete-coach relationship, such as:

- Performance measurements.
- Strategies taken to correct performance deficiencies such as placing a worker/employee on a performance improvement plan.
- Imposing discipline for work infractions or legitimate discipline pursuant to the AC Code; or
- Requesting medical documents in support of an absence from work as part of the accommodation process or as a part of understanding the care and treatment plan for an athlete.

7. Responsibilities

7.1. Individuals

Individuals shall include all Members, the Athletics Canada Board of Directors, Athletes, coaches, employees, contractors, volunteers and participants otherwise engaged in all Athletics Canada sanctioned work, events and business. It is broadly defined to ensure all those interacting within the Athletics Canada community are within the scope of this Policy.

All Individuals have a responsibility to:

- a) Uphold and comply with the principles and terms contained in this AC Code.
- b) Maintain and enhance the dignity and self-esteem of Athletics Canada members and other individuals by:
 - a. Treating each other with the highest standards of respect and integrity;
 - b. Demonstrating equal treatment of all individuals in accordance with the principles set out in the human rights and occupational health and safety legislation as may be applicable;



- c. Consistently demonstrating sportsmanship and fair play, sport leadership, and ethical conduct;
 - d. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory or unethical;
 - e. Consistently treating other Individuals fairly and reasonably; and
 - f. Adhere to the rules of the sport and to the spirit of those rules.
- c) Refrain from any behaviour that constitutes Prohibited Behaviour or Maltreatment;
- d) Abstain from the non-medical use of drugs and/or the use of performance- enhancing drugs or methods. More specifically, Athletics Canada adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of the AC Code and may be subject to further disciplinary action, and possible sanction. Athletics Canada will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Athletics Canada or any other organization;
- e) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES);
- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
- g) Refrain from consuming tobacco products, or recreational drugs while participating in Athletics Canada programs, activities, competitions, or events;
- h) In the case of minors, not consume alcohol, tobacco, or recreational drugs at any competition or event;
- i) In the case of adults, not consume recreational drugs in the Workplace or in any situation associated with Athletics Canada's events (subject to any requirements for accommodation), not provide alcohol or recreational drugs to minors, and take reasonable steps to manage the responsible consumption of alcohol in social situations associated with Athletics Canada's events;
- j) Respect the property of others and not willfully cause damage;
- k) Promote the sport in the most constructive and positive manner possible;



- l) Refrain from engaging in cheating which is intended to manipulate the outcome of a 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, municipal and host country laws; and
- n) Comply, at all times, with Athletics Canada's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time, in particular the AC Code.

7.2. Directors, Committee Members, and Staff

In addition to the Individual Responsibilities (above), Athletics Canada's Directors, Committee Members, employees, and contractors will have additional responsibilities to, where applicable:

- a) Function primarily as a Director, Committee Member or Staff Member of Athletics Canada as their first responsibility; not as a member of any other particular category of participant in Athletics Canada activity;
- b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Athletics Canada's business and the maintenance of Individuals' confidence;
- c) Ensure that Athletics Canada'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 Athletics Canada;
- 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 Athletics Canada's activities, the international, national and Provincial/Territorial sport community, and general trends in the sectors in which they operate;
- h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Athletics Canada is incorporated;
- i) Respect the confidentiality appropriate to issues of a sensitive nature;
- j) Ensure that all Individuals 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 Athletics Canada governance documents; and

7.3. High Performance Staff, Coaches and IST staff

In addition to Individual Responsibilities (above), High Performance Staff, coaches and IST 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, consciously or unconsciously. High Performance Staff, Coaches and IST staff 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/Territorial 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 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, recreational drugs 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) Disclose any sexual or intimate relationship with an athlete over the age of 18 to Athletics Canada and immediately discontinue any coaching involvement with that athlete because of the imbalance of power, unless that intimate relationship began before the coaching relationship;
- n) Not engage in a sexual relationship with an athlete under 18 years of age, or an intimate or sexual relationship with an athlete over the age of 18 if in a position of power, trust or authority over the athlete;
- o) Position of Power/Power Imbalance: A Power Imbalance may exist where, based on the totality of the circumstances, one person has supervisory, evaluative, a duty of care, or other authority over another. Whether there is a Power Imbalance depends on several factors, including but not limited to: the nature and extent of the supervisory, evaluative or other authority over the person; the actual relationship between the parties; the parties' respective roles; the nature and duration of the relationship; the age of the parties involved; identity aspects (e.g. gender, gender expression, sexual and ethno-racial minorities, physical and intellectual disabilities, and Indigenous status); whether there is an initiator; whether there is a significant disparity in age, size, strength, or intellectual capacity.
- p) Once a coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the coach-Athlete relationship, regardless of age. A Power Imbalance is presumed to continue for Minor Athletes
- q) after a coach-Minor Athlete relationship terminates until the Athlete reaches 25 years of age. A Power Imbalance may also exist between an Athlete and other adults involved in sport in positions such as high- performance directors, sport specific health-care providers or sport science support staff.
- r) A Power Imbalance may exist, but is not presumed, where an intimate relationship existed before the sport relationship commenced (e.g., a relationship between two spouses or life partners, or a sexual relationship that preceded the sport relationship). There can be no Consent where there is a Power Imbalance within a Dependency or Authority-Based Relationship. Importantly, a Power Imbalance is presumed to exist



for the duration of the Athlete-coach relationship. A Power Imbalance that is presumed to exist may be rebutted.

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

7.4. Athletes

In addition to the Individual Responsibilities (above), athletes will have additional responsibilities to:

- a) Report any medical issues or concerns in a timely fashion, when these may limit the athlete's ability to travel, practice, or compete; or in the case of carded athletes, interfere with the athlete's ability to fulfill the requirements of the Athlete Agreement;
- b) Participate and appear on-time, and prepared to participate to the best of their ability in all training camps, competitions, practices, training sessions, tryouts, tournaments, and events;
- c) Properly represent themselves and participate only in competition for which they are eligible;
- d) Adhere to Athletics Canada's rules and requirements regarding clothing and equipment;
- e) Never ridicule a participant for a poor performance or practice;
- f) Act in a manner that respects others and not use violence, foul language, or negative gestures;
- g) Dress to represent the sport and themselves well and with professionalism;

7.5. Officials

- a) In addition to the Individual Responsibilities (above), officials will have additional responsibilities to:



- b) Maintain and update their knowledge of the rules and rules changes;
- c) Work within the boundaries of their position's description while supporting the work of other officials;
- d) Act as an ambassador of Athletics Canada by agreeing to enforce and abide by national and Provincial/Territorial rules and regulations;
- e) Take ownership of actions and decisions made while officiating;
- f) Respect the rights, dignity, and worth of all individuals;
- g) Not publicly criticize other officials or any club or association;
- h) Assist with the development of less-experienced officials;
- i) Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of Athletics Canada, athletes, coaches, other officials, and parents;
- j) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
- k) 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 individuals;
- l) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time;
- m) When writing reports, set out all relevant facts to the best of their knowledge and recollection and not attempt to justify any decisions; and
- n) Dress in proper attire for officiating.