



PICKLEBALL CANADA POLICY – CODE OF CONDUCT

1. POLICY STATEMENT

Pickleball Canada members conduct themselves with respect for all individuals participating in Pickleball Canada programs, activities and events.

2. CONTEXT/BACKGROUND

Pickleball Canada is committed to ensuring a safe and positive environment within Pickleball Canada's programs, activities, and events by advising individuals there is an expectation, at all times, of appropriate behaviour and of potential consequences for violating the code of conduct.

3. APPLICATION

This Code of Conduct applies to all individuals participating in Pickleball Canada programs, activities and events.

The Code also applies to Pickleball Canada members outside of its programs, activities and events when such conduct, including conduct on social media, is detrimental to the image and reputation of Pickleball Canada or its members.

4. COMING INTO FORCE

April 9, 2019

5. ROLES/RESPONSIBILITIES

5.1 Individuals

Individuals participating in Pickleball Canada programs activities and events have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of Pickleball Canada members and other individuals by:
 - demonstrating respect for every person regardless of physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, creed, disability, family, economic or marital status, gender identity or expression, or sexual orientation;
 - focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members;
 - consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
 - acting, when appropriate, to correct or prevent practices that are unjustly discriminatory; ● consistently treating individuals fairly and reasonably; and

- ensuring adherence to the rules of Pickleball and the spirit of those rules.
- b) Refrain from:
- verbally or physically abusing opponents, officials, spectators or sponsors;
 - any form of harassment, including sexual harassment;
 - the use of profane, insulting, or otherwise offensive language;
 - the use of power or authority in an attempt to coerce another person
 - consuming alcohol, tobacco products or recreational drugs while participating in Pickleball Canada authorized sport activities and
 - knowingly 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);
- c) Abstain from:
- wagering or attempting to wager anything of value in connection with an event which one will be or is competing;
 - offering, soliciting or accepting anything of value intended to influence the outcome of a match;
 - using or providing insider (non-public information) to any person where it might reasonably be expected the information could be used for wagering purposes and
 - knowingly helping with, covering up or otherwise being complicit in the activities listed in the three bullets above.
- d) Abstain from the non-medical use of illegal drugs or the use of performance-enhancing drugs or method;
- e) Respect the property of others and not wilfully cause damage;
- f) Promote the sport of Pickleball in the most constructive and positive manner possible;
- g) Adhere to all federal, provincial, municipal and host country laws;
- h) Comply, at all times, with Pickleball Canada's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time; and
- i) Conduct themselves in a manner that reflects the highest standard of behaviour arising within the business, activities or events of Pickleball Canada.

5.2 Pickleball Canada Board of Directors and Committee Members.

In addition to the individual responsibilities described in section 5.1 of this policy Pickleball Canada's Board of Directors (the "Board"), and Committee Members will have additional responsibilities to:

- a) Function primarily as a member of the Board and/or committee(s) of Pickleball Canada; 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 Pickleball Canada's business and the maintenance of individuals' confidence;
- c) Ensure that Pickleball 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 Pickleball Canada;
- e) Self-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

- f) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
- g) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others;
- h) Keep informed about Pickleball Canada's activities, the provincial sport community, and general trends in the sectors in which they operate;
- i) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Pickleball Canada is incorporated;
- j) Respect the confidentiality appropriate to issues of a sensitive nature;
- k) Ensure that all Individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;
- l) Respect the decisions of the majority and resign if unable to do so;
- m) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings;
- n) Have knowledge and understanding of Pickleball Canada governance documents; and
- o) Conform to the bylaws and policies approved by Pickleball Canada.

5.3 Coaches

In addition to individual responsibilities described in Section 5.1 of this policy, and in addition to any responsibilities described by the National Coaching Certification Program, coaches 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) Act in the best interest of the athlete's development as a whole person;
- g) Respect other coaches, officials, administrators and volunteers;
- h) Meet the highest standards of credentials, integrity and suitability,
- i) Self-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;
- j) 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;
- k) 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;
- l) 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;
- m) 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;

n) Dress professionally, neatly, and inoffensively;

o) Use inoffensive language, taking into account the audience being addressed; and

p) Avoid public criticism, including making derogatory or misleading statements of fellow coaches, athletes, officials and volunteers especially when speaking to the media.

5.4 Officials

In addition to individual responsibilities described in section 5.1 of this policy, Pickleball Canada officials have the following 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 Pickleball Canada 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) Not publicly criticize other officials, any club or association or athlete;

g) Assist with the development of less-experienced referees and minor officials;

h) Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of Pickleball Canada, athletes, coaches, other officials, and parents;

i) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;

j) 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; and

k) 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.

6. IMPLEMENTATION

- The Board of Pickleball Canada is responsible for communicating this Code of Conduct policy to those who are governed by this policy.

- Individuals participating in Pickleball Canada programs, activities and events are to familiarize themselves with and abide by the Code of Conduct.

7. RESULTS

- Individuals confirm they feel respected and safe while participating in Pickleball Canada activities, programs and events.

- All those participating in Pickleball Canada's activities, programs and events are familiar with and abide by their responsibilities under this Code of Conduct.

- Appropriate actions are taken to respond to infractions of the Code of Conduct as described in Pickleball Canada's Complaints and Dispute Resolution Policy.

Date: April 9, 2019