

SPORTS LEAGUES CANADA (SLC) CODE OF CONDUCT AND ETHICS

Definitions

1. The following terms have these meanings in this Policy:
 - a) “*Individuals*” – All individuals engaged in activities with SLC, including but not limited to athletes and participants.

Purpose

2. The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment within the SLC league and programs, activities and events, by making all Individuals aware that there is an expectation of appropriate behavior, consistent with the values of the SLC, at all times.
3. SLC is committed to providing an environment in which all individuals are treated with respect. Further, SLC supports equal opportunity and prohibits discriminatory practices. Members of SLC are expected to conduct themselves at all times in a manner consistent with the values of the SLC that include fairness, integrity and mutual respect.
4. Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to SLC’s policies related to discipline and complaints.

Application of this Policy

5. This policy applies to Individuals relating to conduct that may arise during the course of SLC’s business, activities and events, including but not limited to, competitions, games, practices and tournaments.
6. This policy applies to conduct that may occur outside of the SLC’s business and events when such conduct adversely affects relationships within the SLC work and sport environment and is detrimental to the image and reputation of the SLC league.

Responsibilities

7. All Individuals have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of other Individuals 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, gender and gender identity, age, marital status, religion, religious belief, political belief, disability or economic status;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
 - iii. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
 - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
 - v. Consistently treating individuals fairly and respectfully;
 - vi. Ensuring that the rules, regulations and policies of SLC, and the spirit of such rules, regulations and policies are adhered to.
 - 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.
- d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- e) Refrain from the consumption of alcohol and legal marijuana before and during games.
- f) Take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with SLC events.
- g) Respect the property of others and not willfully cause damage.
- h) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
- i) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of SLC, as adopted and amended from time to time.
- j) Adhere to all Federal, Provincial, or Municipal laws.