



Code of Conduct and Ethics

Definitions

1. The following terms have these meanings in this Code:
 - a) "*Stakeholders*" – Stakeholders include:
 - i. All categories of membership and registrants defined in the Orienteering Canada Bylaws including, but not limited to, Provincial/Territorial Orienteering Associations, Member Clubs, and individuals affiliated with a Member Club, a Provincial/Territorial Orienteering Association or Orienteering Canada.
 - ii. All individuals engaged in activities with Orienteering Canada including, but not limited to, athletes, coaches, officials, volunteers, team managers, family members, medical and paramedical personnel, administrators, committee members, and directors and officers of Orienteering Canada.

Purpose

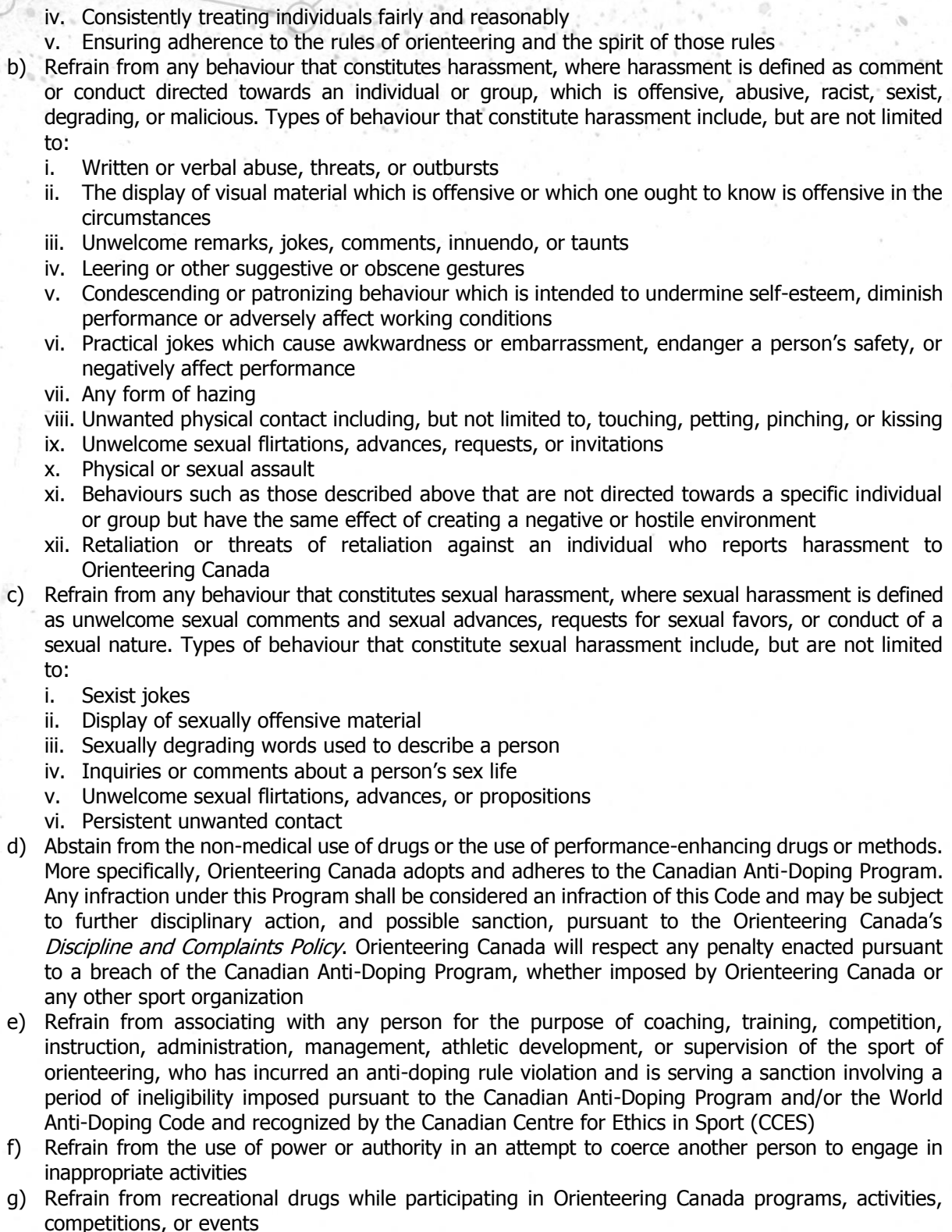
2. Orienteering Canada is committed to providing an environment in which all individuals are treated with respect. Further, Orienteering Canada supports equal opportunity and prohibits discriminatory practices. Stakeholders are expected to conduct themselves at all times in a manner consistent with the values of Orienteering Canada that include: fairness, integrity, open communication and mutual respect. Irresponsible behaviour by Stakeholders can do severe damage to the sport of orienteering. Conduct that violates these values and/or this Code may be subject to sanctions pursuant to Orienteering Canada's Discipline Policy.

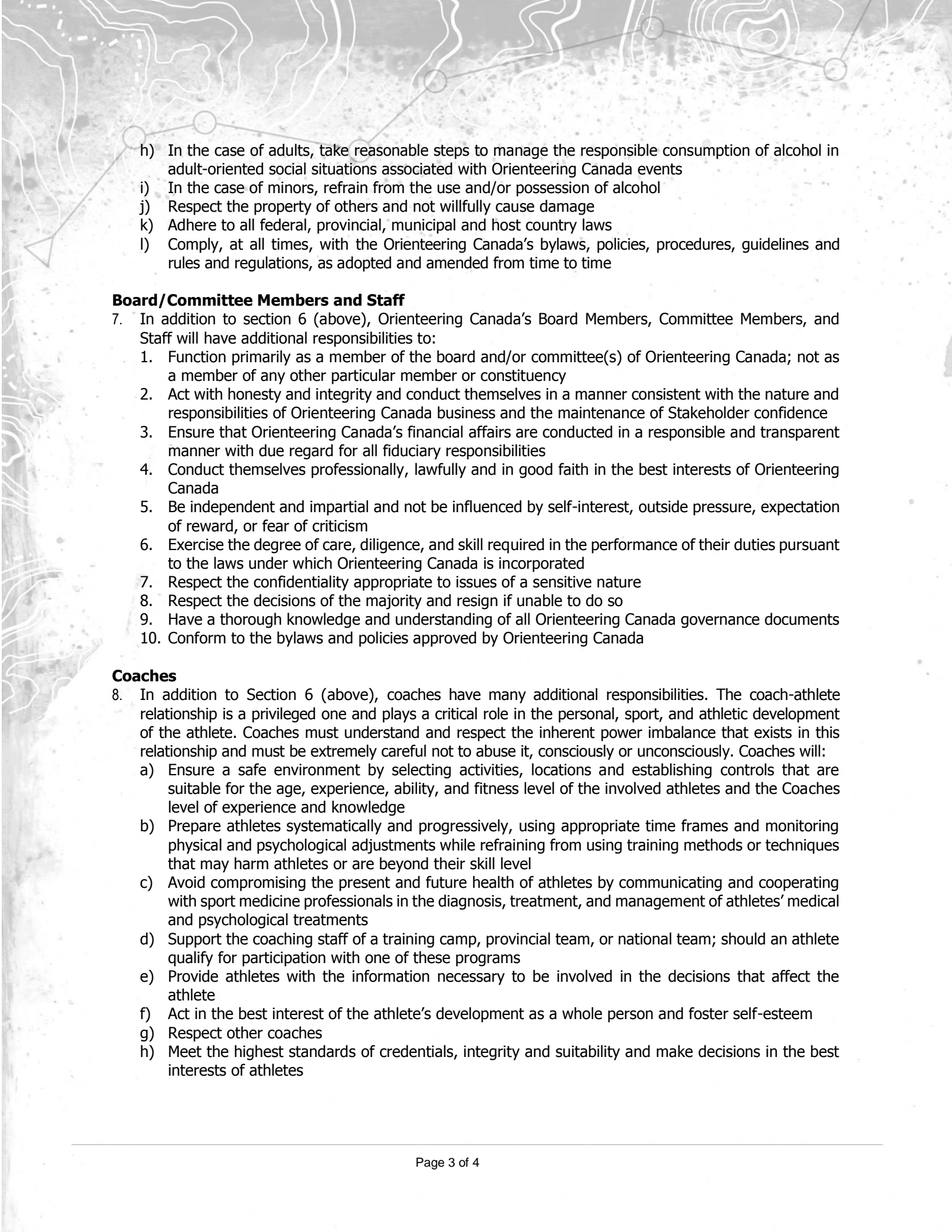
Application of this Code

3. This Code applies to Stakeholders' conduct during the course of Orienteering Canada, affiliated Provincial/Territorial Orienteering Associations, and affiliated orienteering club business, activities, and events including, but not limited to, competitions, events, training events, training camps, travel associated with Orienteering Canada activities, and any meetings.
4. A Stakeholder who violates this Code may be subject to sanctions pursuant to the Orienteering Canada's *Discipline and Complaints Policy*.
5. This Code also applies to Stakeholders' conduct outside of Orienteering Canada's business, activities, and events when such conduct adversely affects relationships within Orienteering Canada (and its work and sport environment) and is detrimental to the image and reputation of Orienteering Canada. Such applicability will be determined by Orienteering Canada at its sole discretion.

Responsibilities

6. Stakeholders have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of Stakeholders and 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, age, marital status, religion, religious belief, political belief, disability, or economic status
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of Orienteering Canada, athletes, coaches, officials, organizers, volunteers, employees, or Stakeholders
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct

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- iv. Consistently treating individuals fairly and reasonably
 - v. Ensuring adherence to the rules of orienteering and the spirit of those rules
 - b) Refrain from any behaviour 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 behaviour 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 in the circumstances
 - iii. Unwelcome remarks, jokes, comments, innuendo, or taunts
 - iv. Leering or other suggestive or obscene gestures
 - v. Condescending or patronizing behaviour 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, but not limited to, touching, petting, pinching, or kissing
 - ix. Unwelcome sexual flirtations, advances, requests, or invitations
 - x. Physical or sexual assault
 - xi. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
 - xii. Retaliation or threats of retaliation against an individual who reports harassment to Orienteering Canada
 - c) Refrain from any behaviour 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 behaviour 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
 - d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Orienteering Canada adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction, pursuant to the Orienteering Canada's *Discipline and Complaints Policy*. Orienteering Canada will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Orienteering Canada or any other sport 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 of orienteering, 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 recreational drugs while participating in Orienteering Canada programs, activities, competitions, or events

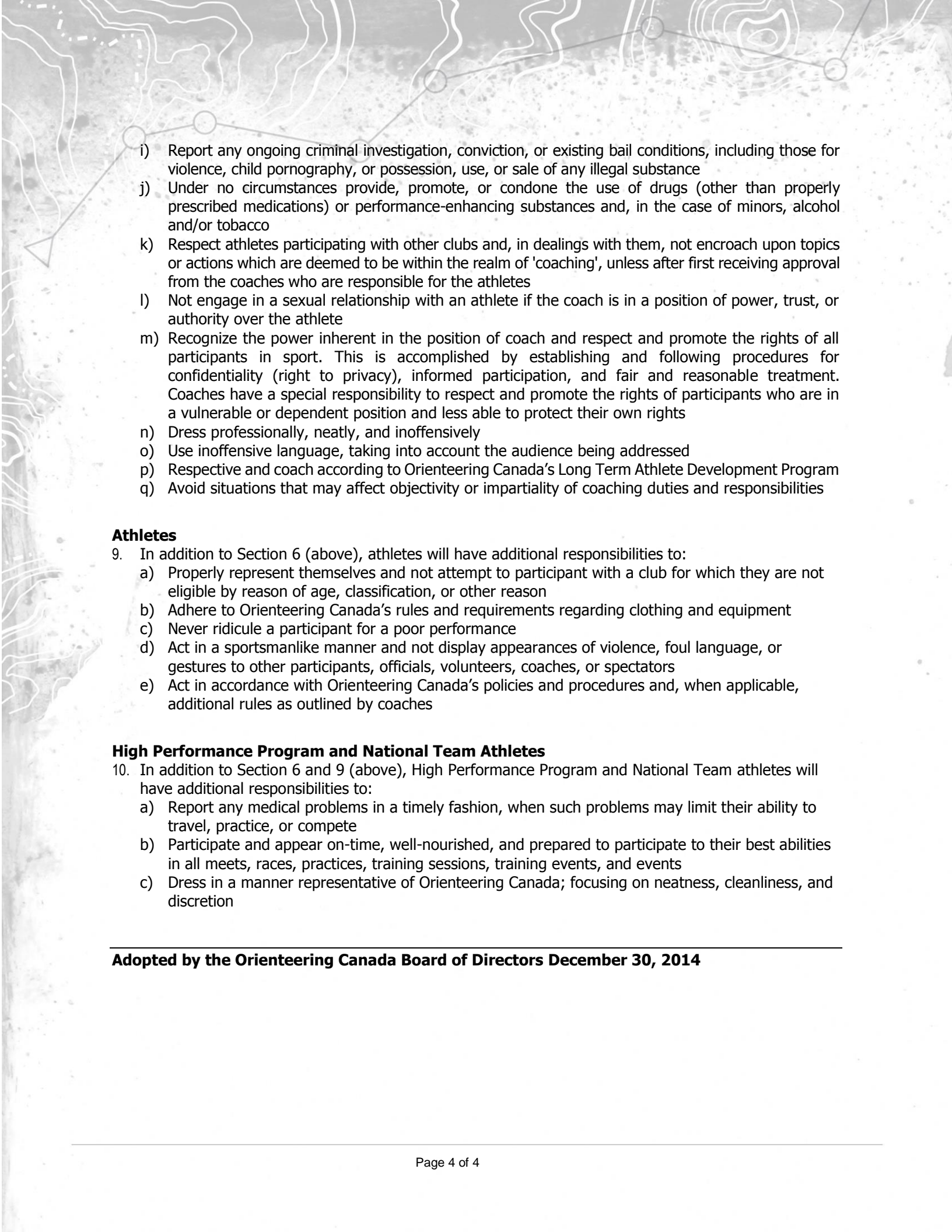
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- h) In the case of adults, take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with Orienteering Canada events
 - i) In the case of minors, refrain from the use and/or possession of alcohol
 - j) Respect the property of others and not willfully cause damage
 - k) Adhere to all federal, provincial, municipal and host country laws
 - l) Comply, at all times, with the Orienteering Canada's bylaws, policies, procedures, guidelines and rules and regulations, as adopted and amended from time to time

Board/Committee Members and Staff

7. In addition to section 6 (above), Orienteering Canada's Board Members, Committee Members, and Staff will have additional responsibilities to:
 1. Function primarily as a member of the board and/or committee(s) of Orienteering Canada; not as a member of any other particular member or constituency
 2. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Orienteering Canada business and the maintenance of Stakeholder confidence
 3. Ensure that Orienteering Canada's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
 4. Conduct themselves professionally, lawfully and in good faith in the best interests of Orienteering Canada
 5. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
 6. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Orienteering Canada is incorporated
 7. Respect the confidentiality appropriate to issues of a sensitive nature
 8. Respect the decisions of the majority and resign if unable to do so
 9. Have a thorough knowledge and understanding of all Orienteering Canada governance documents
 10. Conform to the bylaws and policies approved by Orienteering Canada

Coaches

8. In addition to Section 6 (above), coaches 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 will:
 - a) Ensure a safe environment by selecting activities, locations and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes and the Coaches level of experience and knowledge
 - 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 or are beyond their skill level
 - 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 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 and foster self-esteem
 - g) Respect other coaches
 - h) Meet the highest standards of credentials, integrity and suitability and make decisions in the best interests of athletes

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- i) 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 participating with other clubs 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 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
 - p) Respective and coach according to Orienteering Canada's Long Term Athlete Development Program
 - q) Avoid situations that may affect objectivity or impartiality of coaching duties and responsibilities

Athletes

- 9. In addition to Section 6 (above), athletes will have additional responsibilities to:
 - a) Properly represent themselves and not attempt to participant with a club for which they are not eligible by reason of age, classification, or other reason
 - b) Adhere to Orienteering Canada's rules and requirements regarding clothing and equipment
 - c) Never ridicule a participant for a poor performance
 - d) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other participants, officials, volunteers, coaches, or spectators
 - e) Act in accordance with Orienteering Canada's policies and procedures and, when applicable, additional rules as outlined by coaches

High Performance Program and National Team Athletes

- 10. In addition to Section 6 and 9 (above), High Performance Program and National Team athletes will have additional responsibilities to:
 - a) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete
 - b) Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all meets, races, practices, training sessions, training events, and events
 - c) Dress in a manner representative of Orienteering Canada; focusing on neatness, cleanliness, and discretion

Adopted by the Orienteering Canada Board of Directors December 30, 2014