

ROWING CANADA AVIRON

CODE OF CONDUCT

Purpose

1. Rowing is one of Canada's oldest sports and those who have participated in it over the years have built its reputation for fierce but fair competition and good sportsmanship. The discipline and teamwork required to excel at rowing promotes values that are traditional to the sport and are of lifelong importance. These values include; excellence, integrity, and community.
2. Members and Participants of Rowing Canada Aviron (RCA) must continue to uphold these values both at home and when competing abroad, be exemplary role models for others in our sport and do nothing in or out of uniform, on or off the water that would bring our sport, our national association or our Country into disrepute.
3. This Policy defines the parameters for Member and Participant conduct, responsibilities and obligations, and thus identifies a standard for behaviour that is expected of all RCA Members and Participants.
4. This Policy should be read in conjunction with any contract or agreement entered into between RCA and Members of RCA.

Application of this Policy

5. This Policy applies to all RCA Members and Participants. as defined in the by-laws, including but not limited to coaches, officials, athletes (including athletes training at a National Team training camp/centre and those selected to the National Team), team managers and team staff, regatta organizers, administrators, volunteers, staff and contractors of RCA.
6. This Policy applies to the conduct of Members and Participants at any activities, programs and events that are under the direct control or management of Rowing Canada Aviron, as well as any other conduct that would bring our sport, our national association or our Country into disrepute.
7. It is incumbent on RCA Members (Provincial, Club and Special Associations) to establish their own regulations and procedures for discipline for code of conduct violations within their own jurisdiction which will apply to those activities, programs and events under the control of their respective organizations. However, RCA reserves the right to take disciplinary action against any Member or Participant whose conduct brings the National Association into disrepute.

Expected Standard of Ethical Conduct

8. All Members and Participants of RCA are expected to:

- a. Remember at all times that they are a representative of RCA.
- b. Demonstrate through words and actions the spirit of sportsmanship, sports leadership and ethical conduct.
- c. Treat others with respect and refrain from negative or disparaging remarks or comments.
- d. Recognize that Members and Participants form one team. Cooperate with one another, demonstrate mutual respect and avoid criticism of each other by and/or through any means (e-mail, social media/networking sites, media, etc.).
- e. Dress appropriately at all times, adhering to RCA and FISA rules regarding clothing and logos and wearing Team clothing at all designated times as required by RCA. Demonstrate at all times respect for opponents, regatta organizers, officials and volunteers both in victory and in defeat. Refrain from criticism of opponents, regatta organizers, officials, volunteers and national and international rowing associations by and/or through any means (e-mail, social media/networking sites, media, etc.). This requires Members and Participants to accept decisions and utilize the formal process of appeal, protest or challenge in the event of disagreement.
- f. When competing outside Canada, be mindful of the fact that, as Members and Participants of RCA, you are guests. Be respectful of the host Country's traditions, take care of any property entrusted to you and express gratitude to regatta organizers and others who have shown their hospitality.
- g. Know the identity of RCA's sponsors, be supportive of their role as sponsors and refrain from displaying support for sponsors' competitors when involved in national rowing activities.
- h. Do not knowingly place yourselves in a situation that would give rise to a conflict between personal interests and the interests of RCA (see Footnote 1)¹.
- i. Avoid and reject the non-medical use of drugs or the use of performance-enhancing drugs or methods, in accordance with CCES and WADA.
- j. Comply with the Anti-Doping Rules contained in the Canadian Anti-Doping Program as prescribed by CCES and WADA.
- k. Cooperate with the CCES or another anti-doping organization investigating anti-doping rule violations.
- l. Comply with all other obligations set out in the Athlete Agreement.
- m. Refrain from the use or consumption of any illegal products while a member of an RCA team, where illegal is defined as prohibited by the laws of Canada and prohibited by the laws of all Countries that Members may travel to as part of the RCA Team.
- n. Refrain from using alcohol and tobacco products when involved in RCA training sessions or competitive events and consume these products responsibly in association with RCA/National/International rowing association social events.

Note: RCA has a “zero tolerance” policy with respect to the consumption of drugs/alcohol by any RCA team member under the legal drinking age, which for the purposes of this Policy is defined as age 19 years. This “zero tolerance” policy for the consumption of alcohol also applies to all RCA team members (including team staff and coaches) involving solely junior and/or youth athletes, regardless of the team member's age, while participating in

¹ For the purpose of this Policy, conflict of interest is defined as “a situation where a Member or the entity with which he or she is affiliated, has a real or perceived competing interest with RCA's activities. This competing interest may result in the Member, or the entity with which the Member is affiliated, being in a position to benefit from the situation or in RCA not being able to achieve a result which would be in the best interest of RCA”.

Team activities.

- o. Refrain from the use of profane, insulting or otherwise offensive conduct or language.
- p. Refrain from any behaviour that constitutes harassment where harassment is defined as a course of comment or conduct that is known or ought reasonably to be known to be unwelcome.
- q. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as deliberate or repeated, unsolicited sexually-oriented comments, anecdotes, gestures or conduct that i) are offensive and unwelcome, or ii) create an offensive, hostile or intimidating environment, or iii) can reasonably be expected to be harmful to participants in the sport environment.
- r. Refrain from all types of sexual misconduct in the sport environment. Age is not relevant to allegations of sexual misconduct. For the purposes of this Policy, sexual misconduct is the use of power or authority in an attempt to coerce another person to engage in or tolerate sexual activity. Such abuses of power and authority include, but are not limited to, explicit or implicit threats of reprisals for non-compliance or promises of reward for compliance.
- s. Refrain from deliberate cheating, and shall not offer or receive any bribe or similar benefit which is intended to manipulate the outcome of a competition.
- t. Comply at all times with the bylaws, policies, rules and regulations of RCA, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by RCA.

9. Athletes, Coaches, Officials and Staff have additional Responsibilities:

a. Coaches must:

- i. Consistently display high personal and professional standards and project a positive image of the sport and of coaching.
- ii. RCA endorses the Coaching Code of Ethics of Coaches of Canada. Coaching staff must be familiar with and adhere to this Code of Ethics. The relationship between athlete and coach gives coaches the power to play an influential role in the personal as well as the athletic development of their athletes. Coaches must use such power carefully and not abuse it. Coaches can be influential through their behaviour and conduct not only in conveying the values and image of the sport but also in projecting values for life.
- iii. Ensure a safe training environment by selecting activities and establishing controls that are suitable for age, experience ability and fitness levels of athletes.
- iv. Be mindful of the safety of athletes under their direction at all times and adhere to the safety rules in force at training and competition sites.
- v. Actively assist in sustaining the present and future health of athletes by communicating and cooperating with registered medical practitioners in the diagnosis, treatment and management of injuries and other associated health or fitness problems.
- vi. Educate athletes about the dangers of drugs and performance enhancing substances.
- vii. Ensure that athletes are made aware of the details of the team selection process.
- viii. Abide by the Selection Policy and Selection Criteria as same may be amended from time to time and ensuring that proper details and records are maintained

- as directed by RCA regarding selection decisions.
- ix. Abide by the rules of racing and practice good sportsmanship and actively encourage athletes to do so.
 - x. Consider the future health and well-being of athletes as paramount when making decisions regarding an injured athlete's ability to continue training or competing.
 - xi. Direct comments or constructive criticism to focus on performance rather than the athlete personally.
 - xii. Respect the confidentiality of an athlete's medical information and refrain from disclosing or discussing it with any person or entity other than the athlete, his or her health advisors and coaching staff without the express and/or implied consent of the athlete.
 - xiii. Accept and promote athletes' personal goals and, as need and opportunity arises, refer athletes to other coaches and sport performance specialists.
 - xiv. In the case of minors, communicate and cooperate with the parents/guardians of athletes and involve them in decisions pertinent to the athlete's development where practical to do so.
 - xv. Consider the academic pressures placed on student-athletes and conduct training and events in a manner that supports academic success.
 - xvi. Refrain from any behaviour or conduct that abuses the power imbalance inherent in the coaching position.
 - xvii. Ensure compliance with RCA's drug and alcohol policy statements.

a) Athletes in training must:

- i. Adhere to and complete the mutually agreed training programme including RCA Team testing, medical examinations and necessary immunizations.
- ii. Maintain their training diary and provide coaches with details of their unsupervised off- water training, including off-season training as required.
- iii. Respect team equipment and return it in proper condition.
- iv. Be open with medical support staff and coaches about any medical issue that may reasonably affect the athlete's ability to train and compete, and respect decisions by medical support staff about continued training or competition taking into consideration the athlete's health.
- v. Ensure all medical and non-medical appointments with the Integrated Support Team staff are maintained and in the event that the athlete is unable to make the appointment, provide reasonable advance notice to the individual with whom the appointment is scheduled.
- vi. Report any health or fitness related problems in a timely fashion where such problems may limit the athlete's ability to travel, train, compete or, in the case of carded athletes, interfere with the athlete's ability to fulfil obligations under the Athlete Assistance Program.
- vii. Provide complete and accurate information on all declarations required about medication that is being taken.
- viii. Comply with any athlete obligations under the Canadian Anti-Doping Program including participation in the athlete whereabouts program.

b) Athletes in competition must:

- i. Respect all curfews established by RCA and its coaches.
- ii. Be mindful of individual safety and adhere to the safety rules that are in force

- from time to time.
- iii. Compete in events in which they are entered unless prevented from doing so by injury or illness.
 - iv. Report any health or fitness related problems in a timely fashion where such problems may limit the athlete's ability to travel, train, compete or, in the case of carded athletes, interfere with the athlete's ability to fulfil obligations under the Athlete Assistance Athlete Assistance Program.
 - v. Ensure that their travel itinerary meets the expectations of the coaches in travelling to and from competition.
 - vi. Acquaint themselves with and, adhere to rules of the particular regatta including racing rules, traffic patterns, clothing marketing and deportment.
 - vii. Comply with and adhere to the terms set out in their Athlete Agreement.

c) Officials must:

- i. RCA endorses the Officials of Conduct of the Sport Officials Association of Canada. Officials that states hat officials must:
 - Conduct themselves in accordance with the highest ethical standards and be a positive role model in behaviour and personal appearance.
 - Place the safety and welfare of competitors above all else, and strive to provide a sportsmanlike environment.
 - Emphasize the spirit of the competition rather than its outcome.
 - Be impartial, consistent, objective, unbiased and courteous when making decisions.
 - Accept responsibility for their actions and decisions.
 - Know the rules and apply them within their spirit and intent.
 - Respect, support and remain loyal to other officials.
 - Avoid any situation that may be construed as a conflict of interest
- ii. Conduct all events according to the policies and rules of RCA with the integrity of the sport and each athlete's performance in mind.
- iii. Work in a spirit of cooperation with other officials, assisting less experienced colleagues and refraining from public criticism of other officials through any means.

In addition, **Umpires** must adhere to the Umpire Code of Conduct within the RCA Rules of Racing.

d) Staff must:

- i. Act in the best interest of RCA and the team of athletes that they support.
- ii. Abide by and adhere to the RCA Respectful Workplace Policy
- iii. Communicate openly with each other and the coaches as necessary on matters affecting the athletes and the team.
- iv. Medical support staff must respect the confidentiality of the Participant's medical information and respect the terms of the athlete's permission, given under the Athlete Agreement. An athlete's health can only be discussed with the High Performance Director and coaching staff to the extent that, in the opinion of the medical support staff, such information is relevant to the athlete's ability to train or to compete at an expected level. In such event, medical staff must first inform the athlete that they will be disclosing the athlete's health

information and to whom. Care must be taken to avoid inadvertent disclosure of medical information given the close confines of the team treatment area and living quarters.

- v. When accompanying a Team abroad, the medical support staff must recognize that the health of team members/athletes is a priority and be ready to attend to their needs at all times. They should remain in close proximity to the Team. If absent for any reason they must inform the National Team Manager and/or designate of their whereabouts in case of need.
- vi. Abide by all applicable laws, by-laws, rules and regulations of competent authorities and standards of conduct established by the applicable licensing body governing the conduct of the particular medical support staff and shall at all material times maintain membership in good standing with the applicable licensing body.
- vii. Maintain records as required by the applicable licensing body and as specified by RCA.

Travelling to Competition

10. All Members and Participants of RCA competing on National Teams have the objective of winning gold medals in international competition and their concentrated focus has to be on this objective. Accordingly, travel, accommodation and meal arrangements are made for the RCA National Team Members only and non-team members are requested:
 - a. not to travel with the Team;
 - b. not to stay in the same accommodation as the Team;
 - c. not to eat meals with the Team; and
 - d. not to visit Team Members in their rooms.

An exception to paragraph 10 is allowed in the case of spouses where, in the opinion of the High Performance Director in consultation with the CEO, it would be to the benefit of the Team. In some cases, alternative travel or accommodation arrangements may not be practicable, in which case non-team members are asked to be discreet and to maintain a distance from the National Team Members.

Infractions

11. Failure by a Member or Participant to achieve the expected standards set out above may result in an infraction and the imposition of disciplinary measures by a Discipline Panel, in accordance with the RCA Discipline and Complaints Policy. (NOTE: If the individual complained of is a paid employee of RCA, discipline will be dealt with in accordance with RCA's Human Resource Policy.)

Criminal Convictions

12. The following Criminal Code convictions are fundamentally inconsistent with sport involvement. Any Member or Participant's conviction for any of the following criminal offences will be deemed a breach of this Policy, and will be subject to disciplinary sanctions as determined by the Board of Directors:
 - a. Any offences involving child pornography;

- b. Any sexual offenses involving a minor;
- c. Any offences of assault involving a minor;
- d. Any offence of physical or psychological violence involving a minor; or
- e. Any offence involving trafficking of illegal drugs or substances listed on the Canadian Anti-Doping Program's Prohibited List.

Right to Appeal

- 13. Any RCA disciplinary decision imposed as a result of a Code of Conduct infraction may be appealed in accordance with RCA's Appeal Policy and Procedures.
- 14. Exception – The decision to terminate the employment of an RCA employee due to a breach of this Code of Conduct, or any other violation of the RCA Human Resource Policy Manual is not subject to Appeal.

Review

- 15. This Policy will be reviewed on an annual basis and may be amended, deleted or replaced by a resolution of the Board.