

Speed Skate PEI Inc.

Code of Conduct Policy

OBJECTIVE

This policy provides a guideline to the standard of conduct and ethical behaviour expected of all Speed Skate PEI (“SSPEI” or “Association”) members.

FIELD OF APPLICATION

This policy applies to all employees, directors, volunteers, coaches, athletes, officials and members (“Members”) of SSPEI while engaged in the activities of the organization.

DEFINITIONS

Code of Conduct: Basic rules and regulations that reflect the standards of behaviour which are expected of all SSPEI Members.

Disciplinary Sanctions: Members of SSPEI who do not meet these standards of behaviour will be subject to the penalties or sanctions identified within this policy.

Responsibility: To provide guidance and vision to followers, to develop and maintain a positive organization culture.

PRINCIPLES

SSPEI is committed to providing a sport environment which is characterized by excellence, fairness, integrity, open communication, and mutual respect.

SSPEI believes these values and ideals should guide all our communications and actions, and that such conduct is in the best interest of all who participate in the sport of speed skating.

SSPEI believes Members who enter the sport of speed skating, either on a professional or volunteer basis, shall advocate these standards and supplement SSPEI's ethical framework with their own moral conduct and behaviour.

POLICY STATEMENT

SSPEI Members will at all times conduct themselves in a manner that reflects the highest standard of behaviour arising within the business, activities or events of SSPEI.

PROVISIONS

The codes of conduct as provided in Appendix A outline a philosophy that is paramount to the sport of speed skating.

SSPEI will enforce these codes of conduct and Members of SSPEI who do not meet these standards of behaviour will be subject to the penalties or sanctions identified within the Speed Skate PEI Discipline Policy.

While conducting the business of the Association, Members shall act in a responsible manner that not only is, but is perceived to be, ethical.

APPENDIX A
CODES OF CONDUCT

ATHLETE CODE OF CONDUCT

In personal development as well as athletic development, the athlete himself/herself plays a critical role. They must understand and respect their relationship with Speed Skate PEI ("SSPEI") and the commitment that is required as a member of SSPEI. The athlete must also recognize that to achieve complete success, they should understand both the values and goals of SSPEI. Thus, how an athlete regards his/her sport is often dependent upon their level of behaviour and ability to fit into team concepts. The following Code of Conduct has been developed to aid the athlete to achieve a level of behaviour which will allow him or her to become a well-rounded, self-confident and productive human being.

ATHLETES HAVE A RESPONSIBILITY TO:

1. Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.
2. Direct comments at the performance rather than the individual.
3. Consistently display high personal standards and project a favourable image of their sport.
 - a) Refrain from public criticism of athletes, coaches or officials.
 - b) Abstain from drug, alcohol and tobacco abuse.
 - c) Refrain from the use of profane, insulting, harassing or otherwise offensive language.
4. Follow the annual training, competitive programs and rules of conduct as mutually agreed upon by Coaches and Athletes.
5. Participate in all team testing and satisfy all team program testing objectives.
6. Provide the Coaches with results of their strength and dry land training to enable the Coaches to monitor and assess improvement in their performance.
7. Communicate and co-operate with registered medical practitioners in the diagnoses, treatment and management of medical problems. Respect the concerns these medical people have when they are considering the athletes' future health and well being and when they are making decisions regarding the athletes' ability to continue to compete or train.
8. Regularly seek ways of increasing their athletic development and self-awareness.
9. Uphold the rules of the sport, the spirit of such rules and encourage other athletes to do the same.

10. Treat opponents and officials with due respect both in victory and defeat. Encourage other athletes to act accordingly.

11. Be aware of the role sport plays in all athletes' lives and respect the pressures that may be placed on yourself and other athletes as you strive to balance physical, mental, emotional and spiritual elements of your lives.

ATHLETES MUST:

1. At no time allow individuals who may request sexual favours or use threats of reprisal for rejection to go unreported.

2. Participate in a manner that ensures the safety of athletes, coaches and officials also participating in the sport.

3. Respect coaches, officials, administrators, volunteers and other athletes' dignity: verbal or physical behaviours that constitute harassment or abuse are totally unacceptable.

4. Never advocate or condone the use of drugs or other banned performance-enhancing substances or procedures.

COACHING CODE OF CONDUCT

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal as well as athletic development of their athletes. They must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches must also recognize that they are conduits through which the values and goals of a sport organization are channeled. Thus, how an athlete regards his/her sport is often dependent on the behaviour of the coach. The following Code of Conduct has been developed to aid coaches in achieving a level of behaviour which will help and allow their athletes to become well-rounded, self confident and productive human beings. Although this code is directed toward coaching conduct, it equally applies to other members of the "Team Leadership Staff" i.e. managers, trainers, equipment personnel etc. It is assumed that these people act in co-operation with one another to construct a suitable environment for the athlete.

COACHES HAVE A RESPONSIBILITY TO:

1. Dedicate themselves to upholding the highest standards of professional conduct and competence by:
 - a) Acting in a manner respectful of the dignity of all participants;
 - b) Ensuring that the activities of coaches will benefit society in general and participants in particular;
 - c) Being honest, sincere, and honourable in their relationships with others;
 - d) Recognizing, acting on and promoting the value of sport for individuals and teams and for society in general.
2. Direct comments at the performance rather than the athlete.
3. Consistently display high personal standards and project a favourable image of their sport and coaching.
 - a) Refrain from public criticism, including making derogatory or misleading statements of fellow coaches, athletes, officials and volunteers especially when speaking to the media.
 - b) Abstain from the use of tobacco products while in the presence of her/his athletes.
 - c) Abstain from drinking alcoholic beverages when working with athletes.

d) Discourage the use of alcohol in conjunction with athletic events or victory celebrations at the playing site.

e) Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties.

4. Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment.

5. Communicate and co-operate with registered medical practitioners in the diagnoses, treatment and management of their athletes' medical and psychological problems. Consider the athletes' future health and well being as foremost when making decisions regarding an injured athlete's ability to continue skating or training.

6. Recognize and accept when to refer athletes to other coaches or sport specialists. Allow athletes' goals to take precedence over their own to enable athletes to become self-reliant.

7. Regularly seek ways of increasing professional development and self-awareness in the sport.

8. Treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of their sport and the spirit of such rules.

9. In the case of minors, communicate and cooperate with the athletes' parents or legal guardians, involving them in management decisions pertaining to their child's development.

10. Be aware of the many pressures placed on athletes as they strive to balance the physical, mental, emotional and spiritual aspects of their lives and conduct practices and competitions in a manner so as to allow optimum success.

COACHES MUST:

1. Ensure the safety and welfare of the athletes with whom they work.

2. At no time become intimately and/or sexually involved with their athletes. This includes requests for sexual favours or threat of reprisal for the rejection of such requests.

3. Respect athletes, officials, administrators, volunteers and other coaches' dignity; verbal or physical behaviours that constitute harassment or abuse are unacceptable.

4. Never advocate or condone the use of drugs or other banned performance enhancing substances or procedures.

5. Never provide underage athletes with alcohol and never condone or encourage its use.

OFFICIATING CODE OF CONDUCT

The officiating program plays an integral role in the sport of speed skating. Officials must recognize their impact on the sport, its participants and their fellow officials. Program leaders must recognize the impact they have on aspiring officials and the need to instill the highest values. The following officiating code of conduct has been developed to aid the officiating program in achieving a level of behaviour which will allow all officials to become self confident and productive human beings.

OFFICIALS HAVE A RESPONSIBILITY TO:

1. Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.
2. Direct comments at the performance rather than the individual if this is part of the official's role.
3. Consistently display high personal standards and project a favourable image of the sport and officiating.
 - a) Refrain from public criticism of participants and fellow officials.
 - b) Abstain from the use of tobacco products while in the presence of athletes.
 - c) Abstain from drinking alcoholic beverages when officiating and working with officials.
 - d) Refrain from the use of profane, insulting, harassing or otherwise offensive language, insignias or gestures in the conduct of his/her duties.
4. Educate and ensure high standards of risk management are maintained.
5. Treat all other speed skating participants with due respect and encourage all officials to maintain a high standard of self-discipline.
6. Regularly seek ways of increasing professional development and self-awareness in the sport.
7. Treat participants and other officials with due respect and encourage athletes and other officials to act accordingly. Actively encourage athletes to uphold the rules of the sport along with the spirit of the rules.
8. Be aware of the many pressures placed on athletes as they strive to balance the physical, mental, emotional and spiritual aspects of their lives and conduct competitions in a manner so as to allow optimum success.

OFFICIALS MUST:

1. When in a leadership role ensure the safety of the officials with whom they work.
2. Ensure the safety of athletes, as much as practicable, consistent with the rules applicable to the competition.
3. At no time solicit or request sexual favours, or use the threat of reprisal for the rejection of such requests.
4. Respect athletes, coaches, administrators, volunteers, and other officials' dignity; verbal or physical behaviours that constitute harassment or abuses are unacceptable.
5. Never advocate or condone the use of drugs or other banned substances or procedures.
6. Never provide underage participants with alcohol; never encourage its use.

VOLUNTEER CODE OF CONDUCT

Volunteers play a critical role in the operation of Speed Skate PEI and its activities. Through their responsibilities, volunteers receive rewards such as personal development, recognition, feedback, a tie to family and community and the personal satisfaction of helping others. In return, volunteers must be expected to conduct their efforts in a manner that will allow the values and goals of Speed Skate PEI to be achieved. How a participant regards the sport is often dependent on the leadership of the volunteer. The following Code of Conduct has been developed to assist volunteers in achieving a level of behaviour which will allow all Speed Skate PEI participants to become well-rounded, self-confident and productive human beings.

VOLUNTEERS HAVE A RESPONSIBILITY TO:

1. Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.
2. Direct comments at the performance rather than the person.
3. Consistently display high personal standards and project a favourable image of the sport and volunteering.
 - a) Refrain from public criticism including making derogatory or misleading statements, of fellow volunteers, athletes, coaches and officials.
 - b) Abstain from the use of tobacco products while in the presence of athletes.
 - c) Abstain from drinking alcoholic beverages when performing your volunteer duties.
 - d) Discourage the use of alcohol in conjunction with athletic events or other activities at the event site.
 - e) Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties.
4. Through proper risk management practices, ensure that the activity being undertaken by both volunteers and participants is suitable for the age, experience, ability and fitness level of the individual and educate them as to their responsibilities in contributing to a safe environment.
5. Take the personal initiative to learn, respect, communicate and adhere to the rules and regulations established for the sport.
6. Regularly seek ways of increasing professional development and self-awareness in the sport.

7. Treat members of other sport organizations with respect, both in victory and defeat and encourage all participants to act accordingly. Actively encourage all participants to uphold the rules of their sport and the spirit of such rules.

8. Attend to volunteer duties, in a timely manner.

9. In the case of minors, communicate and co-operate with the parents or legal guardians, involving them in management decisions pertaining to their child's development.

10. Be aware of the role sport plays in everyone's lives and respect the pressures that may be placed on all participants including volunteers as they strive to balance the physical, mental, emotional and spiritual aspects of their lives.

11. Encourage measures that promote the development of other volunteers to advance to positions within the Association.

VOLUNTEERS MUST:

1. Ensure the safety of the people with whom they work.

2. Abide by Speed Skate PEI's Anti-harrassment policy.

3. Respect athletes, coaches, officials, administrators and other volunteers' dignity; verbal or physical behaviours that constitute harassment or abuse are unacceptable.

4. Never advocate or condone the use of drugs or other banned performance enhancing substances.

5. Never provide underage participants with alcohol.

ADMINISTRATOR CODE OF CONDUCT

Administrators play a critical role in the operation of sport organizations and their activities. It is the administrator's function to support Speed Skate PEI programs that train and educate athletes, coaches, volunteers and officials and ensure the association's philosophy and objectives are enhanced. The following Code of Conduct has been developed to assist administrators in achieving a level of behaviour which will allow sport participants to become well-rounded, self confident and productive human beings.

ADMINISTRATORS HAVE A RESPONSIBILITY TO:

1. Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.
2. Direct comments at the performance rather than the person.
3. Consistently display high personal standards and project a favourable image of the sport and administration.
 - a) Refrain from public criticism of fellow administrators, volunteers, athletes, coaches and officials.
 - b) Abstain from the use of tobacco products while in the presence of athletes.
 - c) Abstain from drinking alcoholic beverages when performing administrative duties.
 - d) Discourage the use of alcohol in conjunction with athletic events or other activities at the playing site.
 - e) Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties.
4. Through proper risk management practices ensure that the activity being undertaken by both volunteers and participants is suitable for the age, experience, ability and fitness level of the individual and educate them as to their responsibilities in contributing to a safe environment.
5. Take the personal initiative to learn, respect, communicate and adhere to the rules and regulations established for the sport.
6. Regularly seek ways of increasing professional development and self-awareness
7. Be aware of the role sport plays in everyone's lives and respect the pressures that may be placed on all participants including volunteers as they strive to balance the physical, mental, emotional and spiritual aspects of their lives.

ADMINISTRATORS MUST:

1. Ensure the safety of the people with whom they work.
2. Abide by Speed Skate PEI's Anti-harrassment policy.
3. Respect athletes, coaches, officials, volunteers, and other administrators' dignity; verbal or physical behaviours that constitute harassment or abuse are unacceptable.
4. Never advocate or condone the use of drugs or other banned performance enhancing substances or procedures.
5. Never provide underage participants with alcohol.