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## 1. STATEMENT OF COMMITMENT

- 1.1 The Organization is committed to creating a safe sport environment that is accessible, inclusive, respects the personal goals of participants, and is free from all forms of Maltreatment. As part of the Organization's commitment to safe sport, our staff and Board have completed Commit to Kids and Respect in Sport training, signed the Responsible Coaching Movement Pledge, and are champions of True Sport.
- 1.2 The Organization values fair, safe, open, and inclusive sport for all. In partnership with Canada Artistic Swimming, our member clubs, and a variety of Canadian safe sport leading organizations, we promote and activate several initiatives with, and for, our members that work to support our alignment with the CAS Conduct Policy, BC Universal Code of Conduct, and the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS).

## 2. ALIGNMENT

- 2.1 This Conduct Policy is based on Canada Artistic Swimming's *Conduct Policy*. The Organization aims to align its own *Conduct Policy* with the national organization's *Conduct Policy* so that all participants can strive to similar high standards for conduct.
- 2.2 Any variations between this *Conduct Policy* and Canada Artistic Swimming's *Conduct Policy* have been made intentionally by the Organization to address issues specific to artistic swimming in BC. In such cases as the Canada Artistic Swimming version has been updated with additional information or details not included herein, the Organization will defer to the updated version of the CAS Conduct Policy as required and appropriate.
- 2.3 This policy also adopts and accepts all the language contained in the BC Universal Code of Conduct. An individual who violates the BC UCC may be subject to sanctions pursuant to the Discipline and Complaints Policy.

## 3. VIOLATIONS OF THIS POLICY

- 3.1 An Individual who violates this Code may be subject to sanctions pursuant to the *Discipline and Complaints Policy*. In addition to facing possible sanction pursuant to the *Discipline and Complaints Policy*, an Individual who violates this Code during a competition may be ejected from the competition or the playing area, the official may delay the competition until the Individual complies with the ejection, and the Individual may be subject to any additional discipline associated with the particular competition.

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## 4. PURPOSE

4.1 The purpose of this *Conduct Policy* is to foster a positive, safe, and respectful work and sport environment where:

- a) The Organization's values and expected standards of behaviour are understood, communicated and lived by all Individuals and Organizations;
- b) There is adherence to all applicable laws, regardless of where the Activity takes place; and
- c) The conduct of Individuals is ethical, transparent and fosters confidence in the integrity of the Organization.

4.2 The purpose of this Policy is also:

- a) To define those actions and behaviours that are not permitted so that it is known to Individuals and avoided;
- b) To ensure the decisions and actions of Individuals are consistent with the Organization's vision, values, and policies.

## 5. STATEMENT OF VALUES

5.1 Individuals are expected to conduct themselves in all matters involving or impacting the Organizations or where they may be seen to be representing these Organizations, with integrity and in a manner that is consistent with these Organizations' values and the highest standards of behaviour upon which the Organization's image and reputation rests.

5.2 Individuals and Organizations will:

- a) Acquaint themselves with the CAS, BCAS, and Member Club mission, vision, values and policies and behave at all times in a manner consistent with them.
- b) Adhere to all federal, provincial, municipal, and host country laws.
- c) Not participate in, condone, or engage in dishonesty, fraud, deceit, misrepresentation or illegal activities.
- d) Not knowingly disseminate false or misleading information about an Organization or Registrant.
- e) Act, when appropriate, to correct or prevent practices that are unjust, discriminatory or otherwise in contravention of this Policy.
- f) Cooperate with internal or external investigations of concerns of possible misconduct under this Policy by providing honest, accurate, complete and timely information.
- g) Act in a responsible manner in relation to the media and with respect to the content of personal websites and information posted on social media sites including, but not limited to, Facebook, Twitter, Instagram, Snapchat and YouTube.
- h) Provide a healthy and safe work and sport environment for the Athlete and everyone involved in the sport.
- i) For Individuals, provide a valid police record check and other background screening checks as required by CAS, and the Organizations.

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- j) Support the principles of True Sport Principles and the Responsible Coaching Movement and how they apply to creating a positive, safe and welcoming sport environment, and to behave accordingly.
  - k) For Individuals, complete the Respect in Sport Training Program or authorized equivalents as required by CAS, BCAS or an Affiliated Organization.
  - l) Comply, as applicable, with the Organization's Bylaws, Policies and rules.

## **6. APPLICATION**

6.1 This Policy applies to all Individuals and Organizations, including:

- a) CAS, BCAS, Affiliated Organizations and Registrants.
- b) Directors, officers, committee members, and volunteers of the Organizations.
- c) Employees and anyone under contract with the Organizations and anyone attending their offices or other workplaces for work or training purposes.
- d) All athletes eligible for selection to, or forming part of, any team participating in competitions or events over which the Organizations have jurisdiction.
- e) Coaches, Officials, Support Personnel and Persons in Leadership.
- f) Parents and spectators involved in the Organization's Activities and Events.

6.2 This Policy applies at all times, wherever an Organization's Activity or Event takes place, which includes their respective offices as well as external locations in BC, Canada, and abroad and includes all activities over which the Organization has jurisdiction. Activity and Event include:

- a) Meetings of the Organizations' board of directors and all committee or coach meetings, whether in person, by phone or by virtual means.
- b) Annual Meetings, Special Meetings or hosted conferences or clinics.
- c) Employment in an Organization, and all meetings and social events hosted or organized by the employer.
- d) Participation in sanctioned competitions including related training and organized group travel.
- e) All selection, trials, and assessment processes and training or practice time, whether inside or outside BC or Canada.
- f) Any other Activity or Event as defined in this Policy.

6.3 This Policy also applies to Individuals' and Organizations' conduct outside of the Organizations' Activities or Events when such conduct adversely affects relationships within these Organizations and their work and sport environment or is detrimental to the image and reputation of the Organizations or the sport of artistic swimming. Such applicability will be determined by the Organizations at their sole discretion.

## **7. COMMITMENT TO NON-RETALIATION**

7.1 Individuals and Organizations are expected to report or raise any concerns about misconduct and to work together to ensure a positive, safe, and respectful work and sport environment. There will be no retaliation from anyone subject to this Policy for speaking up and making a truthful report of actual or possible misconduct, for participating in an investigation, or for exercising one's legal rights.

## **8. OBLIGATION TO REPORT**

- 8.1 It is a violation of this Policy if an Individual or Organization knows the existence of misconduct but fails to report it. Failure to report such misconduct to the Independent Complaints Assessor (ICA), BCAS Case Manager, or Sport Integrity Unit, as applicable, may result in disciplinary action.
- 8.2 If there are reasonable grounds to suspect a Minor or Vulnerable person needs protection because of a sexual, emotional, or physical abuse or lack of care situation, Individuals and Organizations have a legal duty to immediately report the suspicious or relevant information to the ICA, BCAS Case Manager or Sport Integrity Unit and, when applicable and required by Law, to the appropriate agency or the police. The ICA, BCAS Case Manager or Sport Integrity Unit may report the Reported Incident or misconduct to the proper agency or the police.