
CHAPTER 2 – Behaviour Expectations and Standards

10. STANDARDS OF BEHAVIOUR

10.1 All members of the Organization are expected to follow the minimum standards of behaviour outlined in Appendices A-G. Members who represent multiple membership categories are expected to know and understand the standards of behaviour for each role.

11. ANTI-DOPING

11.1 The Organization supports Canada Artistic Swimming's adoption of the Canadian Anti-Doping Program (CADP). The Organization strictly prohibits the use of restricted drugs or performance-enhancing drugs and methods. The Organization advises athletes to be cautious when taking supplements as they may contain banned substances and/or come from unregulated and unstandardized sources.

11.2 All Individuals have a responsibility to:

- a) Refrain from using any restricted drugs or performance enhancing drugs and methods unless authorized by a therapeutic use exemption (TUE) recognized by the CCES.
- b) Respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by the Organization, Canada Artistic Swimming, or any other sport organization.
- c) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, 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, the FINA antidoping regulations or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport.

12. DRUGS, ALCOHOL, CANNABIS, TOBACCO AND E-SMOKING PRODUCTS

12.1 Individuals or Organizations must never provide, promote, condone, or ignore substance abuse, the non-medical use of drugs or the use of performance enhancing drugs or methods and, in the case of Minors, the use of alcohol, cannabis, tobacco, or e-smoking products.

12.2 The use of alcohol, non-medical cannabis, tobacco, or e-smoking products in the workplace is prohibited, subject to any required accommodation.

12.3 Individuals will refrain from consumption of alcohol, cannabis, tobacco, or e-smoking products while engaged in the Organization's Events or Activity where minors are present, except for approved adult-oriented social situations associated with the Organization or Member Club events.

12.4 Individuals will exercise moderation when consuming alcohol or cannabis products in adult-oriented social situations associated with the Organization's events.

12.5 **Cannabis**

Laws passed by the federal government and each Canadian province and territory define restrictions on recreational cannabis use including minimum cannabis use age and where cannabis may be consumed. Individuals and Organizations will adhere to all federal, provincial and territorial laws on cannabis use.

The Canadian Centre for Ethics in Sport has cannabis on its list of prohibited substances and cannabis use by any Athlete subject to the Canadian Anti-doping Program may be considered doping. All Individuals have a responsibility to understand and observe Canadian Centre for Ethics in Sport (CCES) rules on cannabis use.

13. **SOCIAL MEDIA**

13.1 Individuals and Organizations are expected to act in a responsible manner in relation to the content of personal or Organizations' websites and information communicated and shared on blogs and over social media.

13.2 Individuals will:

- a) Acquaint themselves with the CAS and BCAS mission, vision, values and policies and behave accordingly.
- b) For individuals, protect their privacy and take care to understand the social media site's privacy settings and terms of service.
- c) Take reasonable steps to secure Confidential Information and to not disclose such information.
- d) For individuals, maintain a clear distinction between personal and professional social media use including having two separate accounts for these purposes where required.
- e) Ensure that all content is appropriate for viewing by Minor athletes.
- f) Avoid at all times using social media for cyber-Discrimination, Harassment and Maltreatment.
- g) Refrain from posting images or content related to drugs, alcohol, cannabis, tobacco or e-smoking products.
- h) Keep their posts positive and not engage in bullying or negative or critical conversations online.

14. **PUBLIC HEALTH**

14.1 Individuals and Organizations shall comply with all public health orders and guidelines in force in the jurisdiction in which the Event or Activity takes place and shall also comply with any further or additional public health measures, rules, and requirements mandated by the Organizations.

15. **CONDUCT POLICY VIOLATIONS**

15.1 Any breach or violation of this Conduct Policy may be reported to the CAS Independent Complaint Assessor, in the case of a national level Complaint, who will manage the Complaint or Reported Incident in accordance with CAS Discipline and Complaints Policy and Procedure or other CAS Policies,

as applicable. If a Complaint falls within the PTSO's jurisdiction, the PTSO Complaint triage officer or Complaint management mechanism will apply. In absence of such mechanism at the PTSO or Affiliated Organization level, CAS ICA will manage the Complaint.

16. CRIMINAL OFFENCES

16.1 An Individual's conviction for a relevant and serious Criminal Code offences or Antidoping rule violations will be deemed a Major Infraction and a breach of this Conduct Policy and may result in immediate sanction from CAS, a PTSO or Affiliated Organization without any requirement for the filing of Complaint or Reported Incident, the hearing or decision of a Discipline Panel. Relevant and serious Criminal offences include:

- a) Any child pornography offences.
- b) Any sexual offences;
- c) Any major offences of assault; and
- d) Any offence involving trafficking of illegal drugs or substances listed on the Canadian Anti-Doping Program's Prohibited List.
- e) Any criminal offences such as those listed in appendix C of the CAS Complaint and Discipline Policy and Procedure.

16.2 In case of a confirmed relevant criminal offences committed by any Individual involved in artistic swimming, CAS shall have full discretion to impose any sanction, permanent or provisional, as it deems appropriate in the circumstances without the necessity of complying with its Discipline and Complaint Policy and Procedure.

17. COMMUNICATION

17.1 The Organizations will ensure this Policy is well publicized, including on the Organization's websites.

17.2 The Organizations will ensure that this Policy is communicated to those who will be responsible for upholding it as well as those who will be responsible for its implementation.

18. POLICY REVIEW AND COMING INTO FORCE

18.1 CAS will conduct a review of this Policy every two (2) years or as decided by its board.

18.2 This Policy when duly adopted by the Organization's Board shall come into force when published on the Organization's website following a specific communication indicating that this Policy is now in force.