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### **35. Appendix G: BCAS MEMBERS AND AFFILIATED ORGANIZATIONS**

Affiliated Organizations shall:

- a) Adhere to all CAS and BCAS governing Bylaws, policies and rules and, where necessary, amend their own Bylaws, policies, and rules to comply with those of CAS and BCAS.
- b) Recognize that their websites, blogs, and social media accounts are seen as extensions of CAS and BCAS and must reflect the CAS and BCAS mission, vision and values;
- c) Comply at all times with the Discrimination, Harassment, and Maltreatment Policy and refrain from acting in a manner that is discriminatory, harassing, or maltreating any Individual.
- d) Ensure that all Athletes, Coaches and Support Personnel participating in an Activity or Event over which CAS, BCAS, or an Affiliated Organization has jurisdiction are registered and in good standing.
- e) Have well-defined hiring practices and other standards in place, including interviews, reference checks, and police record checks and other background screening checks, in accordance with the CAS Screening Policy and BC Criminal Record Review Act to ensure Athletes have a healthy and safe sport environment.
- f) Not solicit athletes (or the Parents of minor athletes) unless first receiving approval from the coaches who are responsible for the athlete.
- g) Promote a culture that provides clear process for values complaints and their effective resolution.
- h) Ensure that any possible or actual misconduct is investigated promptly and thoroughly, as appropriate.
- i) Advise the Organization's President or Senior Staff immediately of any situation where a complainant has publicized a complaint in the media.
- j) Impose appropriate disciplinary or corrective measures under the Organization's Discipline and Complaints Policy when misconduct has been substantiated, regardless of the position or authority of the offender.
- n) Provide the Organization's Executive Director with a copy of all decisions rendered under the Organization's Discipline and Complaint Policy or Appeal Policy.