

CODE OF CONDUCT AND ETHICS

Purpose

1. The purpose of this Code is to ensure a safe and positive environment within CSCS by making Representatives and Clients aware that there is an expectation, at all times, of appropriate behaviour consistent with CSCS's core values and this Code. The CSCS supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are safe and treated with respect and fairness.

Application of this Code

2. A Representative or Client found to have violated this Code may be subject to sanctions pursuant to the *Discipline and Complaints Policy* and/or the CSCS's policies for human resources (when applicable).
3. This Code applies to Representatives and Clients who are actively involved with CSCS's services, business, activities, programming, and Events as well as to Representatives and Clients who are no longer actively involved with CSCS's services when any claim regarding a potential breach of this Code occurred when the Representative or Client was actively involved with CSCS's services, business, activities, programming, and Events.

Universal Code of Conduct to Prevent and Address Maltreatment in Sport

4. The UCCMS shall be incorporated into this Code by reference as if set out in full herein. Any modifications or amendments made to the UCCMS shall come into effect immediately upon their adoption without the need for any further action by the CSCS.

Prohibited Behaviour

5. Representatives and Clients are responsible for knowing what constitutes Prohibited Behaviour, as that term is defined in the UCCMS, as amended from time to time. Subject to the requirement to file a complaint against a CSSP Participant to Sport Integrity Canada for an alleged violation of the UCCMS, any act(s) that constitute Prohibited Behaviour shall be considered a violation of this Code and will be subject to disciplinary proceedings pursuant to the *Discipline and Complaints Policy*, except where the matter has already been heard or is in the process of being heard by Sport Integrity Canada.

Responsibilities

6. Representatives and Clients have a responsibility to:

Dignity and Self-Esteem

- a) Maintain and enhance the dignity and self-esteem of others by:

- i. Demonstrating respect to all individuals regardless of body type, physical characteristics, athletic ability, gender, gender identity or expression, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, or economic status
- ii. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
- iii. Consistently treating other individuals fairly and reasonably

Harassment

- b) Refrain from any behaviour that constitutes **Harassment**, where Harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute Harassment include, but are not limited to:
 - i. Written or verbal abuse, threats, or outbursts.
 - ii. The display of visual material which is offensive or which one ought to know is offensive in the circumstances.
 - iii. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts.
 - iv. Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin.
 - v. Leering or other suggestive or obscene gestures.
 - vi. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions.
 - vii. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance.
 - viii. *Hazing* - which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual's positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability.
 - ix. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing.
 - x. Deliberately excluding or socially isolating a person from a group or team.
 - xi. Persistent sexual flirtations, advances, requests, or invitations.
 - xii. Physical or sexual assault.
 - xiii. Contributing to a *poisoned sport environment*, which can include:
 - a. Locations where material that is discriminatory is displayed (Ex. sexually explicit posters and racial/racist cartoons).

- b. Groups where harassing behaviour is part of the normal course of activities.
 - c. Behaviour that causes embarrassment, awkwardness, endangers a person's safety or negatively affects performance.
- xiv. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment.
- xv. Retaliation or threats of retaliation against an individual who reports Harassment to CSCS.
- c) Harassment does not include:
 - i. Allocation of Resources: In order to get work done, supervisors may have to make unpopular decisions, such as changing work assignments or reporting relationships. Such decisions may or may not please others, but they do not constitute Harassment.
 - ii. Performance Feedback: Feedback regarding unsatisfactory work conduct and/or negative performance evaluation is not Harassment. Persons in Authority have a responsibility to give appropriate criticism and to take appropriate corrective action when the work of an individual is not satisfactory. Such criticism should, however, be made in a reasonable manner and should be constructive.
- d) CSCS may appoint a Dispute Resolution Lead who is familiar with Harassment issues to serve in a neutral and unbiased capacity to provide information about available resources and support.

Prohibited Behaviour

- e) Refrain from any behaviour that constitutes Prohibited Behaviour, including but not limited to Maltreatment.

Anti-Doping

- f) Abstain from the non-medical use of medications or drugs or the use of Prohibited Substances or Prohibited Methods as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force. The CSCS will respect any sanction imposed against a Representative or Client as a result of a breach of the [Canadian Anti-Doping Program](#) or any other applicable anti-doping rules
- g) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision, who has been found to have committed an anti-doping rule violation and is serving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or any other applicable anti-doping rules
- h) Cooperate with any Anti-Doping Organization that is conducting an investigation into any anti-doping rule violation(s)
- i) Refrain from any offensive conduct toward a Doping Control official or other individual involved in Doping Control, whether or not such conduct constitutes Tampering as defined in the Canadian Anti-Doping Program
- j) All Athlete support personnel or other persons who are Using a Prohibited Substance or Prohibited Method without a valid and acceptable justification shall refrain from providing support to Athletes that fall under the CSCS's jurisdiction.

Retaliation, Retribution or Reprisal

7. It is a breach of this Code for any individual to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging that individual from filing, in good faith, a complaint or from reporting an incident pursuant to any CSCS policy. It is also a breach of this Code for an individual to report a complaint or incident for the purpose of retaliation, retribution or reprisal against any other individual. Any individual found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

Privacy

8. The collection, use and disclosure of any personal information pursuant to this Policy is subject to the CSCS's *Privacy Policy*.