



Rosedale Community Council- Code of Conduct and Ethics

1. The following terms have these meanings in this Code:

a) "Individuals" – Individuals employed by, or engaged in activities with, Rosedale Community Council including, but not limited to, athletes, coaches, convenors, referees, officials, volunteers, managers, administrators, committee members, and Executive and officers of Rosedale Community Council.

Purpose

2. The purpose of this Code is to ensure a safe and positive environment (within Rosedale Community Council programs, activities, and events) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with Rosedale Community Council core values. Rosedale Community Council supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.

Application of this Code

3. This Code may be adopted by Rosedale Community Council Members to their own activities.
4. This Code applies to Individuals' conduct during Rosedale Community Council business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with Rosedale Community Council's activities and any meetings.
5. An Individual who violates this Code may be subject to sanctions pursuant to Rosedale Community Council Discipline and Complaints Policy. In addition to facing possible sanction pursuant to Rosedale Community Council's 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.
6. This Code also applies to Individuals' conduct outside of Rosedale Community Council business, activities, and events when such conduct adversely affects relationships within Rosedale Community Council (and its work and sport environment) and is detrimental to the image and reputation of Rosedale Community Council. Such applicability will be determined by Rosedale Community Council at its sole discretion.

Responsibilities

8. Individuals have a responsibility to:

1. a) Maintain and enhance the dignity and self-esteem of Rosedale Community Council members and other individuals by:
 - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship,



- ii. ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation
 - iii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, or members
 - iv. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
 - v. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
 - vi. Consistently treating individuals fairly and reasonably
 - vii. Ensuring adherence to the rules of the sport and the spirit of those rules
2. 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 a reasonable person ought to know is offensive in the circumstances
 - iii. Unwelcome remarks, jokes, comments, innuendo, or taunts
 - iv. Leering or other suggestive or obscene gestures
 - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
 - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
 - vii. Any form of hazing
 - viii. Retaliation or threats of retaliation against an individual who reports harassment
 - ix. Bullying
 - x. Offensive or intimidating phone calls or emails
 - xi. Displaying or circulating offensive pictures, photographs or materials in printed or electronic form
 - xii. Psychological abuse
 - xiii. Discrimination
 - xiv. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating
 - xv. 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
- c) Refrain from any behaviour that constitutes violence, where violence is defined as the exercise of physical force, that causes or could cause physical injury; an attempt to exercise physical force that could cause physical injury; or a statement or behaviour that it is reasonable to interpret as a threat to exercise physical force. Types of behaviour that are applicable to this section include, but are not limited to:



- i. Verbal threats to attack
 - ii. Sending to or leaving threatening notes or emails
 - iii. Making threatening physical gestures
 - iv. Wielding a weapon
 - v. Hitting, pinching or unwanted touching which is not accidental
 - vi. Throwing an object
 - vii. Blocking normal movement or physical interference, with or without the use of equipment
 - viii. Any attempt to engage in the type of conduct outlined above
3. d) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- i. Sexist jokes
 - ii. Sexual violence
 - iii. Display of sexually offensive material
 - iv. Sexually degrading words used to describe a person
 - v. Inquiries or comments about a person's sex life
 - vi. Unwelcome sexual flirtations, advances, or propositions
 - vii. Inappropriate sexual touching, advances, suggestions or requests
 - viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
 - ix. Unwelcome sexual flirtations, advances, requests, or invitations
 - x. Physical or sexual assault
4. e) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Rosedale Community Council adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction, pursuant to Rosedale Community Council Discipline and Complaints Policy. Rosedale Community Council will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Softball Ontario or any other sport organization
5. f) 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 and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport
7. g) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
8. h) Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in Rosedale Community Council programs, activities, competitions, or events



9. i) In the case of adults, avoid consuming alcohol in situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with Rosedale Community Council events
10. j) Respect the property of others and not wilfully cause damage
11. k) Promote the sport in the most constructive and positive manner possible
12. l) Adhere to all federal, provincial, municipal and host country laws
13. m) Comply, at all times, with Rosedale Community Council's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

Executive/Committee Members

9. In addition to section 8 (above), Rosedale Community Council, Committee Members, and Volunteers will have additional responsibilities to:

1. a) Function primarily as a member of the board and/or committee(s) of Rosedale Community Council; not as a member of any other particular member or constituency
2. b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Rosedale Community Council business and the maintenance of Individuals' confidence
3. c) Ensure that Rosedale Community Council financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
4. d) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Rosedale Community Council
5. e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
6. f) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others
7. g) Keep informed about Rosedale Community Council activities, the local sport community, and general trends in the sectors in which they operate
8. h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Rosedale Community Council is incorporated
9. i) Respect the confidentiality appropriate to issues of a sensitive nature
10. j) Ensure that all Individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight
11. k) Respect the decisions of the majority and resign if unable to do so
12. l) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
13. m) Have a thorough knowledge and understanding of all Rosedale Community Council governance documents
14. n) Conform to the bylaws and policies approved by Rosedale Community Council, in particular this Code of Conduct and Ethics



Coaches

10. In addition to section 8 (above), coaches have many additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:

1. a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes
2. b) Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes
3. c) Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments
4. d) Support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs
5. e) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
6. f) Act in the best interest of the athlete's development as a whole person
7. g) Respect other coaches
8. h) Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by Rosedale Community Council Screening Policy
9. i) Report any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance
10. j) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco
11. k) Respect athletes playing with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes
12. l) Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over the athlete
13. m) Recognize the power in herein the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (Right to Privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights
14. n) Dress professionally, neatly, and inoffensively
15. o) Use inoffensive language, taking into account the audience being addressed



Athletes

11. In addition to section 8 (above), athletes will have additional responsibilities to:

1. a) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete;
2. b) Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events
3. c) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason
4. d) Adhere to Rosedale Community Council rules and requirements regarding clothing and equipment
5. e) Never ridicule a participant for a poor performance or practice
6. f) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators
7. g) Dress in a manner representative of Rosedale Community Council; focusing on neatness, cleanliness, and discretion
8. h) Act in accordance with Rosedale Community Council policies and procedures and, when applicable, additional rules as outlined by coaches or managers

Officials

12. In addition to section 7 (above), officials will have additional responsibilities to:

- a) Maintain and update their knowledge of the rules and rules changes
- b) Work within the boundaries of their position's description while supporting the work of other officials
- c) Act as an ambassador of Rosedale Community Council/Softball Ontario by agreeing to enforce and abide by national and provincial rules and regulations
- d) Take ownership of actions and decisions made while officiating
- e) Respect the rights, dignity, and worth of all individuals
- f) Not publicly criticize other officials or any club or association
- g) Assist with the development of less-experienced referees and minor officials
- h) Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of Rosedale Community Council, athletes, coaches, other officials, and parents
- i) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
- j) Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals
- k) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time
- l) When writing reports, set out the true facts and not attempt to justify any decisions
- m) Dress in proper attire for officiating



Parents, Guardians and Spectators

13. In addition to section 8 (above), parents/guardians of individuals and spectators at events will have additional responsibilities to:

- a) Encourage athletes to play by the rules and resolve conflicts without resorting to hostility or violence
- b) Never ridicule a participant for a poor performance or practice
- c) Respect the decisions and judgment of officials and encourage athletes to do the same
- d) Not question the judgment or honesty of an official or a RCC supervising member.
- e) Respect and show appreciation to all competitors and to the coaches, officials, and other volunteers who give their time to the sport
- f) Keep off of the Competition area and not interfere with events or calls