



PROVINCIAL WOMEN'S SOFTBALL ASSOCIATION CODE OF CONDUCT

DEFINITIONS

1. The following terms have these meanings in this Code:
“Individuals” - All categories of membership as defined in Article 2 of the Provincial Women’s Softball Association’s (P.W.S.A.) By-Laws, as well as all individuals engaged in activities with the P.W.S.A. including, but not limited to, teams, athletes, coaches, officials, volunteers, managers, administrators, directors, spectators of P.W.S.A. events and parents of P.W.S.A. members.

PURPOSE

2. The purpose of this Code of Conduct (“Code”) is to ensure a safe and positive environment (within P.W.S.A. programs, activities and events) by making all individuals aware that there is an expectation, at all times, of appropriate behavior consistent with the values of the P.W.S.A., as set out in section 3 of this Code.
3. The P.W.S.A. is committed to providing an environment in which all individuals are treated with respect. The P.W.S.A. supports equal opportunity and prohibits discriminatory practices. Individuals are expected to conduct themselves at all times in a manner consistent with the values of the P.W.S.A. that include fairness, integrity, accountability, excellence, accessibility, innovation and respect.
4. Conduct that violates this Code may be subject to sanctions pursuant to the P.W.S.A.’s Discipline Policy.

APPLICATION OF THIS CODE

5. This Code applies to conduct that may arise during the course of P.W.S.A. business, activities and events including, but not limited to, its environment, competitions, practices, training camps, tryouts, travel and any meetings of the P.W.S.A.
6. The Code also applies to the conduct of individuals that may occur outside of the P.W.S.A.’s business, activities, events and meetings when such conduct adversely affects relationships with the P.W.S.A. (and its work and sport environment) and is detrimental to the image and reputation of the P.W.S.A. Such applicability will be made by the P.W.S.A. in its sole discretion.

RESPONSIBILITIES

7. **All individuals** have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of P.W.S.A. members and other individuals by:
 - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status.
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, and members.
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct.
 - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory.
 - v. Consistently treating individuals fairly and reasonably.
 - vi. Ensuring adherence to the rules of softball and the spirit of those rules.
 - b) Refrain from any behavior 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 behavior 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. Unwelcomed remarks, jokes, comments, innuendo or taunts.
 - iv. Leering or other suggestive or obscene gestures.
 - v. Condescending or patronizing behavior, 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 where hazing is defined as "Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior ranking athlete by a more senior team-mate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete'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 team-mate based on class, number of years on the team, or athletic ability."
 - viii. Unwanted physical contact including, but not limited to, touching, petting, pinching or kissing.
 - ix. Unwelcomed sexual flirtations, advances, requests or invitations.
 - x. Physical or sexual assault.
 - xi. Behaviors 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.
 - xii. Retaliation or threats of retaliation against an individual who reports harassment to the P.W.S.A.

- c) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcomed sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:
 - i. Sexist jokes.
 - ii. Display of sexually offensive material.
 - iii. Sexually degrading words used to describe a person.
 - iv. Inquiries or comments about a person's sex life.
 - v. Unwelcomed sexual flirtations, advances or propositions.
 - vi. Persistent unwanted contact.
- d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, the P.W.S.A. adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and shall be subject to disciplinary action, and possible sanction, pursuant to the Provincial Women's Softball Association's Discipline Policy. The P.W.S.A. will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by the P.W.S.A. or any other sport organization.
- e) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development or supervision of the sport of competitive softball, 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 Canada Center for Ethics in Sport (CCES).
- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- g) In the case of adults, avoid consuming alcohol or other impairment inducing substances in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with P.W.S.A. events.
- h) Respect the property of others and not willfully cause damage.
- i) Promote softball in the most constructive and positive manner possible.
- j) Adhere to all federal, provincial, municipal and host country laws.
- k) Comply at all times with the By-Laws, policies, procedures, rules and regulations of the P.W.S.A., as adopted and amended from time to time.

COACHES

- 8. In addition to section 7 of the P.W.S.A. Code of Conduct (above), coaches have 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:

- a) Meet the highest standards of credentials, integrity and suitability including, but not limited to, such considerations established by the P.W.S.A. Screening Policy, so that the softball community is satisfied it has minimized the risk of an unsafe environment.
- b) Report any ongoing criminal investigation, conviction or existing bail conditions, including those for violence, child pornography, or possession, use or sale of an illegal substance.
- c) 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, alcoholic beverages and/or tobacco/vaping products.
- d) Respect all other teams and athletes from other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of coaching, unless first receiving approval from the coach who is responsible for the team or athlete(s) involved.
- e) Not engage in a sexual relationship with an athlete of under the age of 18 years, or an intimate or sexual relation with an athlete over the age of 18 if the coach is in a position of power, trust or authority over such athlete.
- f) Recognize the power inherent in 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 right of participants who are in a vulnerable or dependent position and less able to protect their own rights.
- g) Dress professionally, neatly and inoffensively.
- h) Use inoffensive language, taking into account the audience being addressed.

ATHLETES

9. In addition to section 7 of the P.W.S.A. Code of Conduct (above), athletes will have additional responsibilities to:

- a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
- b) Participate and appear on time, well-nourished and prepared to participate to one's best abilities in all competitions, practices, training sessions, events, activities, or projects.
- c) Properly represent oneself and not attempt to enter a competition for which one is not eligible, by reason of age, classification or other reason.
- d) Adhere to the P.W.S.A.'s rules and requirements regarding clothing and equipment.
- e) Never ridicule a participant for a poor performance or practice.
- f) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches or spectators.
- g) Dress in a manner representative of the P.W.S.A. with focus being on neatness, cleanliness, and discretion. Designated official clothing, if applicable, must be worn when traveling and competing.
- h) Act in accordance with the P.W.S.A.'s policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones.

PARENTS, GUARDIANS AND SPECTATORS

10. In addition to section 7 of the P.W.S.A. Code of Conduct (above), parents/guardians of individuals and spectators at events will:
- 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 P.W.S.A. 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.

Policy Name: Code of Conduct – General

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