

# **Behaviour Code of Conduct for All Members and Athletes**

## **I Will**

- Be respectful of all athletes, coaches, officials, and spectators.
- Be responsible for my actions.
- Acknowledge and appreciate efforts made by all participants.
- Respect the rules and not argue with any Umpire or Coach.
- Respect the sport of softball and the facility where it is played.
- Respect the Social Media Policy by not posting photos or derogatory comments of any athlete, member or official on any Social Media forums.

## **I Will Not**

- Engage in or encourage any action that might be considered offensive, derogatory or abusive toward another athlete, member or official.

# **Code of Conduct and Ethics For All Members, Athletes, and Participants**

## **Definitions**

The following terms have these meanings in this Code: “Individuals” - Individuals engaged in activities with ST. Thomas Optimist Softball (STOS) including, but not limited to Athletes, Officials or Members of STOS.

## **Purpose**

The purpose of this Code is to ensure a safe and positive environment (within STOS programs, activities, and events) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the STOS core values. STOS 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**

This Code applies to Individuals' conduct during STOS business, activities, and events including, but not limited to, games, practices, tournaments, indoor training, and any meetings.

- a) An Individual who violates this Code may be subject to sanctions according to the STOS discipline. An Individual who violates this Code during a game may be ejected from the game or the playing area, the official may delay the game until the Individual complies with the ejection, and the Individual may be subject to any additional discipline associated with the particular game.
- b) This Code also applies to Individuals' conduct on Social Media, and events when such conduct adversely affects relationships within STOS (and its work and sport environment) and is detrimental to the image and reputation of STOS.

## **Responsibilities**

- c) All Individuals have a responsibility to:
  - a) Maintain and enhance the dignity and self-esteem of STOS members by:
    - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation
    - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or executive members
    - iii. Consistently demonstrating the spirit of sportsmanship, sports leadership, and ethical conduct
    - iv. Acting, when appropriate, to correct or prevent unjustly discriminatory practices
    - v. Consistently treating individuals fairly and reasonably
    - vi. Ensuring adherence to the rules of the sport and the spirit of those rules
  - 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. Retaliation or threats of retaliation against an individual who reports harassment
    - viii. Any form of Bullying
    - ix. Offensive or intimidating phone calls, texts, messages or emails
    - x. Displaying or circulating offensive pictures, photographs or materials in printed or electronic form

- xi. Psychological abuse
  - xii. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating
- c) Refrain from any behavior 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 apply to this section include, but are not limited to:
  - i. Verbal or written threats to attack
  - ii. Making threatening physical gestures
  - iii. Wielding a weapon
  - iv. Hitting, pinching or unwanted touching which is not accidental
  - v. Throwing an object
  - vi. Blocking normal movement or physical interference, with or without the use of equipment
  - vii. Any attempt to engage in the type of conduct outlined above
- 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
- e) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- f) Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in STOS games, meetings or events
- g) Respect the property of others and not willfully cause damage
- h) Promote the sport most constructively and positively possible
- i) Comply, at all times, with STOS policies, rules and regulations, as adopted and amended from time to time by the STOS Executive