



## **NIAGARA-ON-THE-LAKE SKATING CLUB #1000379**

### **MEMBERSHIP CODE OF CONDUCT POLICY**

The Niagara-on-the-Lake Skating Club is committed to providing a safe, professional, and inclusive environment where all individuals are treated with respect and dignity, and are welcomed to enjoy the sport of skating.

This club policy is in addition to the following related policies of Skate Canada and Skate Ontario as they apply to skating clubs. Copies of these policies are found on their respective websites.

Skate Canada "Misconduct Reporting and Resolution Policy", May 19, 2020

Skate Ontario "Code of Conduct Policy", January 31, 2019.

Members of the Niagara-on-the-Lake Skating Club, including skaters, parents/guardians, coaches and board members, are expected to conduct themselves in a manner that is free of misconduct including maltreatment, abuse of authority, bullying, harassment, and discrimination. These terms are defined in the Skate Canada policy listed above and attached herein for reference.

Skaters, parents/guardians, coaches and board members are all responsible for helping the club to promote a safe, respectful and positive environment. Their responsibilities are outlined below:

#### *Skater Responsibilities*

- Refuse to engage in misconduct toward others or to be a bystander to such acts.
- Report all misconduct that they may experience or observe to appropriate club personnel.

#### *Parent/Guardian Responsibilities*

- Refuse to engage in misconduct toward others or to be a bystander to such acts.
- Report all misconduct that they may experience or observe to appropriate club personnel.
- Encourage their children to discuss any incidents of misconduct and reinforce the need to speak out.
- Support the club when resolving identified incidents of misconduct.

#### *Coach Responsibilities*

- Provide a safe space and listen openly to concerns raised by members of the club.
- Report incidents or misconduct either reported or witnessed to the club board.

#### *Board Member Responsibilities*

- Provide a safe space and listen openly to concerns raised by members of the club.
- Participate in board decisions to address instances of misconduct as appropriate to the situation.

Any incidents of misconduct will be addressed firstly by the club's board. The terms of resolution will be decided as deemed appropriate to the situation. If a resolution that is satisfactory to the parties involved cannot be found at the club level, the situation will be referred to Skate Ontario or the local authorities should the severity of the situation warrant.

Niagara-on-the-Lake Skating Club thanks you for helping to create a safe, supportive and caring environment for all of its members.

Please acknowledge and agree to these terms by signing the registration form.

Definitions from Skate Canada "Misconduct Reporting and Resolution Policy":

**abuse of authority** means an improper use of a power inherent in an individual's position to treat a person in an improper, incorrect, inappropriate, illicit or illegal manner

**bullying** (and/or abusive behaviour) means unwanted physical, verbal or psychological acts, or other objectional conduct (in person and/or online/cyberbullying) by a person, deliberately or subconsciously, that is intended to ridicule, belittle, alienate or humiliate another person irrespective of the persons' hierarchical position with relation to the other person

**discrimination** means behaviour / harassment consisting of actual or perceived adverse differential treatment of an individual based on a personal characteristic (collectively known as "prohibited grounds") as established in the Canadian Human Rights Act, in force and effect and as amended from time to time, including, but not limited to, race, ancestry, national or ethnic origin, citizenship, colour, religion, age, creed, sex, sexual orientation, gender identity or expression, family status, marital status, genetic characteristics, disability, record of offenses, and any other characteristic prohibited by law

**harassment** means any vexatious comments, conduct, behaviour, actions or gestures that are committed, threatened or attempted against another person that are insulting, intimidating, demeaning, malicious or offensive, where the person knows or ought reasonably to know that such behaviour or comments are unwelcome, including but not limited to sexual harassment, and criminal harassment as defined in the Criminal Code in force and effect and as amended from time to time, which includes prohibited conduct that causes the other person reasonably, in the circumstances, to fear for their safety or the safety of anyone known to them. See also the definition of "sexual harassment"

**maltreatment**, as defined in the UCCMS and as may be amended from time to time, means volitional acts that result in harm or the potential for physical or psychological harm, including but not limited to behaviours, acts and/or conduct of abuse including physical, psychological, and sexual; neglect; grooming; and interference or manipulation with the processes related to the implementation of this Policy, including retaliation, aiding and abetting, failure to report maltreatment of a minor, failure to report inappropriate conduct, and intentionally filing a false allegation

**misconduct** means acts, conduct and/or behaviours that result in or have the potential to result in physical or psychological harm, which for the purposes of Policy includes: maltreatment (behaviours, acts and/or conduct of abuse including physical, psychological, and sexual; neglect; grooming; and interference or manipulation with the processes related to the implementation of this Policy, including retaliation, aiding and abetting, failure to report maltreatment of a minor, failure to report inappropriate conduct, and intentionally filing a false allegation), abuse of authority, bullying, harassment, and discrimination, all as defined within this Policy