



CODE OF CONDUCT - COACHES			
<b>Reviewed:</b>	February 26, 2017	<b>Effective:</b>	February 26, 2017
<b>Next Review:</b>	February 2020	<b>Approval:</b>	Board of Directors

## 1. APPLICATION

This Policy applies to all **Coach Members** of Athletics Ontario (AO) and their conduct at any AO activities, programs or events and includes conduct of members in activities in any way related to AO and/or its members.

## 2. POLICY

### (a) As a member of Athletics Ontario a Coach must:

- 1) Not knowingly place themselves in a situation that could give rise to a conflict between personal interests and the interests of AO;
- 2) Comply at all times with the bylaws, policies, rules and regulations of the IAAF, Athletics Canada and Athletics Ontario, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by AO;
- 3) Participate in a spirit of fair play and honesty;
- 4) Abide by the laws of the jurisdiction of the province or country in which the event is taking place;
- 5) Refrain from using alcohol and tobacco products during AO training sessions or competitive events;
- 6) Be courteous and respectful to other members of the athletic community;
- 7) Refrain from the use of profane, insulting or offensive language;
- 8) Refrain from public criticism of other members of the athletics community;
- 9) Respect the dignity of others;
- 10) Display an active support of Athletics Ontario;
- 11) Act in a manner that will bring credit to the athletics community and themselves;
- 12) Abide by the Athletics Canada - Member Conduct Policy – Expected Standard of Ethical Conduct: <http://athletics.ca/wp-content/uploads/2014/12/Policy-on-Member-Conduct.doc-Nov.-2014.pdf>
- 13) Be aware of the rules and policies which directly impact coaches (i.e., Athlete Transfer Policy, Anti-Doping Policy, Dispute Resolution Policy, Harassment Policy, Discipline Policy, etc.) All current AO by-laws, rules, policies, and procedures are posted on the AO website.

### (b) All Coaches of ATHLETICS ONTARIO must also:

- 1) Acknowledge that all coaches have an equal right to desire the success of the athletes they coach - competing within the rules. Observation, recommendations and criticism of coaching practice should be directed to the appropriate person outside the view or hearing of the public;
- 2) Treat fellow coaches and athletes that are not coached by them with due respect, both in victory and defeat, and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of Athletics and the spirit of such rules;
- 3) Never solicit, either overtly or covertly, athletes coached by others, to join their club;

- 4) Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment;
- 5) Undertake to educate athletes on the rules and best practices of competition, as appropriate;
- 6) Recognize and accept when to refer athletes to other coaches and sport specialists. Allow athletes' goals to take precedence over those of the coach;
- 7) In the case of minors, communicate and cooperate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development;
- 8) Be aware of the academic pressures placed on student-athletes and conduct practices and participation in competitions in a manner so as to allow academic success;
- 9) Share in the responsibility of influencing the performance and conduct of the athletes they coach, while encouraging the independence and self-determination of each athlete by their acceptance of responsibility for their own decisions, conduct and performance;
- 10) Seek out and fully co-operate with all individuals and agencies that could play a role in the development of the athlete. This includes working openly with other coaches, using the expertise of sports scientists and sports physicians, and displaying an active support of Athletics Canada and Athletics Ontario;
- 11) Ensure the safety of the athletes with whom they work;
- 12) Educate athletes about nutrition, safe and healthy weight loss or gain, and healthy eating behaviors;
- 13) At no time become intimately and/or sexually involved with the athletes they coach as per the laws of Canada, the Province of Ontario and the Athletics Ontario Harassment Policy. This includes requests for sexual favours or threats of reprisal for rejection of such requests. Coaches should refer to Canada's law on Child Sexual Abuse: A Handbook, published by the Department of Justice in 1990. The following is an extract from this handbook dealing with the issue of consent:
  - Sexual activity without consent is always a crime regardless of the age of the individuals.
  - Children under 12 are never considered able to consent to sexual activity.
  - Children 12 or above, but under 14, are deemed unable to consent to sexual acts except under specific circumstances involving sexual activity with their peers.
  - A young person 14 or above but under 18 are protected from sexual exploitation and their consent is not valid if the person touching them for a sexual purpose is in a position of trust or authority over them or if they are in a relationship of dependency with that person.
- 14) Never provide under-aged athletes with alcohol;
- 15) Seek opportunities to develop coaching skills and ways of increasing professional development;
- 16) Exhibit respect for officials and the decisions they make with respect to the competition;
- 17) Obtain a Police Check in compliance with Athletics Ontario rules and policies; and
- 18) Display an active support of Athletics Canada and Athletics Ontario.

**(c) All Provincial Team Coaches of ATHLETICS ONTARIO must also:**

- 1) Conduct themselves in a positive and supportive manner;
- 2) Follow the rules of the Organizing Committee of the competition/activity;
- 3) Join the team, ready, able and willing to take on the responsibilities and duties relative to the position selected to;
- 4) Work cooperatively with all members of the Athletics Ontario Team and also with the personal coaches of the athletes with respect to their pre-competition preparation;
- 5) Abide by the rules set out by Team staff with respect to curfew, quiet times, etc.;
- 6) Ensure that athletes on the Team are fit, ready, able and willing to compete in the events selected to unless (in the case of events) otherwise agreed to by the Head Coach in consultation with the Event Coach and the athlete concerned.
- 7) Wear, if provided, the Athletics Ontario Team Staff uniform/clothing whenever carrying out the duties of a team staff position;
- 8) Travel in the Athletics Ontario Team Travel Uniform if such is provided, or otherwise shall be comfortably and respectably attired for traveling;
- 9) Meet at the team assembly points on time and attend all team meetings;
- 10) Not consume alcohol if under age in the jurisdiction of the activity;
- 11) Refrain from using illegal drugs;
- 12) Not consume alcohol or use tobacco products within the competition area;
- 13) Refrain from entering athletes in the competition or practice area or a team meeting under the influence of alcohol or illegal drugs.
- 14) Avoid real or perceived conflicts of interest.

**(d) Confidentiality**

As a club or provincial team coach, Coaches are expected to:

- 1) Exercise due diligence in the protection of confidential information. This includes, but is not limited to, such physical measures as the locking of file cabinets, the securing of personal computer databases, password protecting mobile devices, and appropriately shredding confidential documents.
- 2) Not divulge any confidential information to any person, including family members, unless expressly authorized by the club or Athletics Ontario or required by law to do so. This obligation continues indefinitely, even when no longer with a club or in the service of Athletics Ontario.
- 3) Not create or participate in the creation of a false or misleading record.

**(e) Compliance**

By registering with Athletics Ontario the club and Coach agrees to abide by all AO's rules, policies, and procedures.

**(f) Non Compliance, Complaints or Disputes and Appeals**

Any decisions rendered under this policy will be dealt with using one (or a combination) of the following processes outlined in the Athletics Ontario Dispute Resolution Policy, Harassment Policy or Discipline Policy.

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