

## **Manitoba Rowing Association Provincial Programming Code of Conduct**

### **Application of this Policy**

1. This Policy applies to all Members of Manitoba Rowing Association (“MRA”), where Members are defined to include coaches, officials, athletes, team managers and team staff, regatta organizers, administrators, volunteers, staff, parents, and contractors of MRA who are expressly or impliedly requested to act as representatives of MRA.
2. This Policy should be read in conjunction with any contract or agreement entered into between MRA and Members of MRA.

### **Introduction**

3. Rowing is one of Canada’s oldest sports and those who have participated in it over the years have built its reputation for fierce but fair competition and good sportsmanship. The discipline and teamwork required to excel at rowing promotes values that are traditional to the sport and are of lifelong importance. These values include; excellence, integrity, and community.
4. Members of MRA must continue to uphold these values both at home and when competing abroad, be exemplary role models for others in our sport and do nothing in or out of uniform, on or off the water that would bring our sport, our provincial association, our national association or our Country into disrepute.

### **Expected Standard of Ethical Conduct**

5. All Members of MRA are expected to:
  - a. Remember at all times that they are a representative of MRA.
  - b. Demonstrate through words and actions the spirit of sportsmanship, sports leadership and ethical conduct.
  - c. Treat others with respect and refrain from negative or disparaging remarks or comments.
  - d. Recognize that Members form one team. Cooperate with one another, demonstrate mutual respect and avoid criticism of each other by and/or through any means (e-mail, social media/networking sites, media, etc.). The MRA has a zero tolerance policy for bullying.
  - e. Dress appropriately at all times, and wearing Team clothing at all designated times as required by MRA. Demonstrate at all times respect for opponents, regatta organizers, officials and volunteers both in victory and in defeat. Refrain from criticism of opponents, regatta organizers, officials, volunteers and provincial and national rowing associations by and/or through any means (e-mail, social media/networking sites, media, etc.). This requires Members to accept decisions and utilize the formal process of appeal, protest or challenge in the event of disagreement.
  - f. When competing outside Manitoba, be mindful of the fact that, as Members of

MRA, you are guests. Be respectful of the host location's traditions, take care of any property entrusted to you and express gratitude to regatta organizers and others who have shown their hospitality.

- g. Avoid and reject the non-medical use of drugs or the use of performance enhancing drugs or methods, in accordance with CCES and WADA.
- h. Comply with the Doping Control Rules contained in the Canadian Anti-Doping Program as prescribed by CCES and WADA.
- i. Comply with all other obligations set out in the Athlete Agreement.
- j. Refrain from the use or consumption of any illegal products while a member of an MRA team, where illegal is defined as prohibited by the laws of Canada and prohibited by the laws of all locations that Members may travel to as part of the MRA Team.
- k. Refrain from using alcohol and tobacco products when involved in MRA training sessions or competitive events and consume these products responsibly in association with MRA social events.

Note: MRA has a "zero tolerance" policy with respect to the consumption of drugs/alcohol by any MRA team member under the legal drinking age, which for the purposes of this Policy is defined as age 18 years. This "zero tolerance" policy for the consumption of alcohol also applies to all MRA team members (including team staff and coaches) involving solely junior and/or youth athletes, regardless of the team member's age, while participating in Team activities.

- l. Refrain from the use of profane, insulting or otherwise offensive conduct or language.
- m. Refrain from any behaviour that constitutes harassment where harassment is defined as a course of comment or conduct that is known or ought reasonably to be known to be unwelcome.
- n. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as deliberate or repeated, unsolicited sexually-oriented comments, anecdotes, gestures or conduct that i) are offensive and unwelcome, or ii) create an offensive, hostile or intimidating environment, or iii) can reasonably be expected to be harmful to participants in the sport environment.
- o. Refrain from all types of sexual misconduct in the sport environment. Age is not relevant to allegations of sexual misconduct. For the purposes of this Policy, sexual misconduct is the use of power or authority in an attempt to coerce another person to engage in or tolerate sexual activity. Such abuses of power and authority include, but are not limited to, explicit or implicit threats of reprisals for non-compliance or promises of reward for compliance.
- p. Refrain from deliberate cheating, and shall not offer or receive any bribe or similar benefit which is intended to manipulate the outcome of a competition.
- q. Comply at all times with the bylaws, policies, rules and regulations of MRA, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by MRA.

**6. Athletes, Coaches, and Parents have additional Responsibilities:**

**a. Coaches must:**

- i. Consistently display high personal and professional standards and project a positive image of the sport and of coaching.
- ii. MRA endorses the Coaching Code of Ethics of Coaches of Canada. Coaching staff must be familiar with and adhere to this Code of Ethics. The relationship between athlete and coach gives coaches the power to play an influential role in the personal as well as the athletic development of their athletes. Coaches must use such power carefully and not abuse it. Coaches can be influential through their behaviour and conduct not only in conveying the values and image of the sport but also in projecting values for life.
- iii. Ensure a safe training environment by selecting activities and establishing controls that are suitable for age, experience ability and fitness levels of athletes.
- iv. Be mindful of the safety of athletes under their direction at all times and adhere to the safety rules in force at training and competition sites.
- v. Actively assist in sustaining the present and future health of athletes by communicating and cooperating with registered medical practitioners in the diagnosis, treatment and management of injuries and other associated health or fitness problems.
- vi. Educate athletes about the dangers of drugs and performance enhancing substances.
- vii. Ensure that athletes are made aware of the details of the team selection process.
- viii. Abide by the Selection Policy and Selection Criteria as same may be amended from time to time and ensuring that proper details and records are maintained regarding selection decisions.
- ix. Abide by the rules of racing and practice good sportsmanship and actively encourage athletes to do so.
- x. Consider the future health and well-being of athletes as paramount when making decisions regarding an injured athlete's ability to continue training or competing.
- xi. Direct comments or constructive criticism to focus on performance rather than the athlete personally.
- xii. Respect the confidentiality of an athlete's medical information and refrain from disclosing or discussing it with any person or entity other than the athlete, his or her health advisors and coaching staff without the express and/or implied consent of the athlete.
- xiii. Accept and promote athletes' personal goals and, as need and opportunity arises, refer athletes to other coaches and sport performance specialists.
- xiv. In the case of minors, communicate and cooperate with the parents/guardians of athletes and involve them in decisions pertinent to the athlete's development where practical to do so.
- xv. Consider the academic pressures placed on student-athletes and conduct training and events in a manner that supports academic success.
- xvi. Refrain from any behaviour or conduct that abuses the power imbalance inherent in the coaching position.

xvii. Ensure compliance with RCA's drug and alcohol policy statements.

**b. Athletes in training must:**

- i. Adhere to and complete the mutually agreed training programme including MRA Team testing, and medical examinations.
- ii. Maintain their training diary and provide coaches with details of their unsupervised off-water training, including off-season training as required.
- iii. Respect team equipment and return it in proper condition.
- iv. Be open with coaches and support staff about any medical issue that may reasonably affect the athlete's ability to train and compete, and respect decisions by medical support staff about continued training or competition taking into consideration the athlete's health.
- v. Report any health or fitness related problems in a timely fashion where such problems may limit the athlete's ability to travel, train, or compete.
- vi. Provide complete and accurate information on all declarations required about medication that is being taken.
- vii. Comply with any athlete obligations under the Canadian Anti-Doping Program.

**c. Athletes in competition must:**

- i. Respect all curfews established by MRA and its coaches.
- ii. Be mindful of individual safety and adhere to the safety rules that are in force from time to time.
- iii. Compete in events in which they are entered unless prevented from doing so by injury or illness.
- iv. Report any health or fitness related problems in a timely fashion where such problems may limit the athlete's ability to travel, train, or compete.
- v. Ensure that their travel itinerary meets the expectations of the coaches in travelling to and from competition.
- vi. Acquaint themselves with and, adhere to rules of the particular regatta including racing rules, traffic patterns, clothing marketing and deportment.

**d. Parents must:**

- i. Encourage athletes to play by the rules and resolve conflicts without resorting to hostility or violence.
- ii. Never ridicule a participant for a poor performance or practice.
- iii. Respect the decisions and judgments of officials and encourage athletes to do the same.
- iv. Not question the judgment or honesty of an official or an MRA staff member.
- v. Respect and show appreciation to all competitors and to the coaches, officials, and other volunteers who give their time to the sport.
- vi. Keep off of the competition area and not interfere with events or calls.
- vii. "Events" will also include all practice sessions and training camps.

In the time leading up to competition and between races the athletes need to stay focused and avoid distractions. For that reason the team members travel together, stay in the

same accommodation and eat together. The coaches and team staff are there to address the athletes' needs and to help maintain their focus for their events. Supporters are asked to be discreet and to maintain a certain distance from the Team, mindful of the team's need not to be distracted from its mission. Contact (e.g. phone calls, post-race visits) with athletes should occur only when initiated by the athlete. We also ask supporters to help by travelling separately from the Team and staying in different accommodation to the Team. It is a team rule that the members of the team eat their meals together and do not have non-team members visiting them in their rooms.

### **Travelling to Competition**

7. All Members of MRA competing on Provincial Teams have the objective of winning gold medals in interprovincial competition and their concentrated focus has to be on this objective. Accordingly, travel, accommodation and meal arrangements are made for the MRA Provincial Team Members only and non-team members are requested:
  - a. not to travel with the Team;
  - b. not to stay in the same accommodation as the Team;
  - c. not to eat meals with the Team; and
  - d. not to visit Team Members in their rooms.

An exception to this rule is allowed in the case of spouses where, in the opinion of the coaching staff in consultation with the VP High Performance, it would be to the benefit of the Team. In some cases, alternative travel or accommodation arrangements may not be practicable, in which case non-team members are asked to be discreet and to maintain a distance from the Provincial Team Members.

### **Discipline**

8. Failure by a Member to achieve the expected standards set out above may result in an infraction and the imposition of disciplinary measures.
9. Any Member may report an infraction of this Policy to the VP High Performance in writing within 14 days of the alleged infraction.
10. MRA may determine that an alleged infraction is of such seriousness as to warrant immediate suspension of a Member pending investigation, a hearing before the Executive Committee and a disciplinary decision.
11. The VP High Performance (or designate) is responsible for dealing with infractions of this Policy and overseeing the discipline process. The President, in consultation with the VP High Performance, is authorized to take disciplinary action against any Member consistent with the provisions of the MRA Constitution and applicable policies and rules. Where the Member is a member of a Provincial Team, the authority to take disciplinary action will be delegated to the VP High Performance, in consultation with the Head Coach.
12. In deciding the appropriate action, the rules of procedural fairness must be respected. Thus, the person affected must know the allegations against him or her and must be given a chance to respond to the allegations.
13. The President, or in the case of a Provincial Team Member the VP High Performance,

will decide whether an alleged breach of this Policy is sufficiently serious to warrant reporting to the Executive Committee in order to hold a disciplinary.

14. Where a Member has been suspended or is the subject of a disciplinary hearing, the Member's Club to which they are members will be advised accordingly.
15. The following Criminal Code convictions are fundamentally inconsistent with sport involvement. A Member's conviction for any of the following criminal offenses will be deemed a breach of this Policy, subject to disciplinary sanctions as determined by the Executive Committee:
  - a. Any offenses involving child pornography;
  - b. Any sexual offenses involving a minor;
  - c. Any offenses of assault involving a minor;
  - d. Any offense of physical or psychological violence involving a minor.

### **Member's Right to Appeal**

16. Any member of MRA who is affected by a decision taken by MRA specifically with regard to that member by the Board, by any Committee of the Board or by any body or individual within RCA who has been delegated authority to make decisions in accordance with MRA's constitution and governance policies, shall have the right to appeal that decision subject to the terms and conditions set out in MRA's "Selection Policy". This document sets out the policy and procedure for appeals by all categories of Member of MRA against decisions that affect them. It provides for an internal process and, in most cases, a final external process. The purpose of this Policy is to enable disputes with members to be dealt with fairly, expeditiously and affordably within MRA and without recourse to external procedures.