



## Ridley Graduate Boat Club

### CODE OF CONDUCT – COACHES

The Ridley Graduate Boat Club (RGBC) is committed to providing an environment in which all individuals are treated with respect. Further, RGBC supports equal opportunity and prohibits discriminatory practices. Members of RGBC and participants in RGBC's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of RGBC (Excellence, Innovation, Integrity, and Leadership).

Behaviour that violates this Code of Conduct may be subject to sanctions pursuant to Article 8.4 of the RGBC bylaw.

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it.

#### *Coaches will at all times:*

- Maintain and enhance the dignity and self-esteem of members and participants of RGBC.
- Demonstrate respect to individuals regardless of gender, ethnic or racial origin, sexual orientation, athletic potential, age, marital status, religion, political belief, ability/disability or economic status
- Act, when appropriate, to prevent or correct practices that are unjustly discriminatory.
- Focus comments or criticism appropriately and avoiding public criticism of athletes, umpires, organizers, volunteers, employees and members.
- Consistently demonstrate the spirit of fair play, sport leadership and ethical conduct and practices.
- Maintain and protect members' and participants' right to privacy, in line with the Club's Privacy Policy.
- Interact with others in a way that enables all individuals to maintain their dignity and respect
- Consistently treat individuals fairly and reasonably.
- Ensure that the RCA Rules of Racing, and the spirit of such Rules, are adhered to.
- Maintain a professional relationship with all athletes regardless of age. Refrain from intervening inappropriately in private matters that are outside the generally accepted jurisdiction of a rowing coach. At no time engage in an intimate or sexual relationship with an athlete with whom the coach has a coach/athlete relationship. Follow the guidelines for communication with athletes and maintain the "rule of two" procedures at all times.
- Refrain from any behaviour that constitutes harassment, where harassment is a form of discrimination and is defined in the Ontario Human Rights Code as "a course of vexatious comments or conduct that is known or ought reasonably to be known to be unwelcome." While this applies to any form of harassment, the Ontario Human Rights Code specifically prohibits harassment on the following grounds: race, ancestry, place of origin, colour, ethnic background, citizenship, creed (religion), sex, sexual orientation, disability, age, marital/family status, and/or record of offense. This would include bullying, or any behaviour constitutes hazing or initiation rites (The use of power or authority in an



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attempt to coerce another person to engage in inappropriate activities). Understand that the club's harassment policy and procedures will be strictly enforced for all individuals associated with the club.

- Comply at all times with the bylaws, policies, and procedures of RGBC, as adopted and amended from time to time, including complying with any contracts or athlete agreements executed with RGBC.
- Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment.
- Prepare athletes systematically and progressively, consistent with RCA's Athlete Pathway (athlete development model) using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes.
- Avoid compromising the present and future health of athletes, and doing so by taking time to communicate and cooperate with sport medicine professionals in the diagnosis, treatment and management of athletes' injuries, medical and psychological problems, most particularly for athletes in weight restricted events.
- Inform athletes about the dangers of illicit drugs and performance-enhancing substances and under no circumstances promote or condone their use. Personally abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods, as set out in RGBC's Anti-Doping Policy. Adhere to RGBC's policy with respect to the use of tobacco, alcohol and cannabis while participating in RGBC programs and events.
- Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise.
- Encourage and facilitate athletes to be responsible for their own behaviour, performance and decisions.
- Give athletes the opportunity to discuss, contribute to and agree with proposed training and performance standards. Provide athletes, and the parents/guardians of athletes who are minors, with the information necessary to be involved in the decisions that affect the athlete.
- Consider the academic pressures placed on student-athletes and conduct training and events in a manner that supports academic success.
- Keep confidential any information about athletes or others gained through coaching activities believed to be considered confidential by those persons.
- Act in the best interests of the athlete's development as a whole person.
- Adhere to RGBC's requirements regarding clothing and equipment as required.



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### Coach Code of Conduct Agreement

I understand that any disciplinary problems which arise shall be investigated by the RGBC Board of Directors. If it is decided that individuals are not adhering to the above guidelines, the following actions may be pursued;

- a) Termination of individual's participation in the given program.
- b) Removal of individual's right to participate in future related programs or events,
- c) Individual may be subjected to further discipline by ROWONTARIO, RCA and/or club.

Coach Name: \_\_\_\_\_

Coach Signature: \_\_\_\_\_

Date: \_\_\_\_\_

RGBC Witness

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_



# **Ridley Graduate Boat Club**

## **CODE OF CONDUCT- MEMBERS**

The Code of Conduct has been developed to assist RGBC (RGBC) members to understand the standards of conduct and behavior that are expected of them. Members include all membership categories listed in the RGBC Bylaw. Employees include any person hired, working for and paid by RGBC and any contractor hired by RGBC or by any member.

### ***Conduct***

Members have a duty to promote and support the key principles of the club (as outlined in the RGBC Handbook) and to maintain and strengthen the integrity of RGBC. This means acting ethically and in a respectful manner both on and off the water, observing the rights of other people, and treating people with courtesy.

### ***Behaviour***

Members have a duty to avoid behaviour that could constitute an act of disorder, misbehaviour, law breaking, discrimination, harassment or any behavior which could bring the club or themselves into disrepute. Above all, members must act in a courteous and respectful manner to each other at all times.

### ***On Water Participation***

Members participating in on-water activities including training racing or other events are expected to display sportsmanship, respect and act in such a manner as to hold the club and themselves above reproach.

### ***Club Property and Equipment***

Members have the responsibility to ensure all Club equipment and property is used properly, safely, and with respect by themselves or anyone else.

### ***Disciplinary Actions***

Any breach of the Club's Code of Conduct or Constitution, Bylaws and Guidelines will be reviewed by the executive committee and appropriate disciplinary action, as outlined in the Article 8.4 of the RGBC Bylaw, will be taken. Members agree to the consequences of any breach of the code of conduct. These may include suspension or termination from the club.

Reviewed and Approved by

RGBC Board of Directors

13MAY2019