



# Code of Conduct

## Preamble

1. Calgary Torpedoes Water Polo Club is committed to providing a safe environment in which all participants are treated respectfully. All participants are expected to conduct themselves in a manner consistent with the values of the Club.
2. The Club endorses the following policies of our governing organizations:
  - a. [Alberta Water Polo Code of Conduct and Ethics](#).
  - b. [WPC Code of Conduct with Disciplinary Procedure](#)
  - c. [Universal Code of Conduct to Prevent and Address Maltreatment in Sport](#) (UCCMS)
  - d. Any behavior that is in contravention of any clause within the above listed, shall be dealt with according to the Discipline and Complaints Policy.
3. The Club abides by the [AWPA Reciprocation Policy](#) and will report any Disciplinary and Appeal decisions to the Association for secure collection and storage in WPC's database.

## Definitions

4. "Association" refers to the Alberta Water Polo Association.
5. "Club" refers to the Calgary Torpedoes Water Polo Club
6. "Participants" refers to all categories of individual members and/or registrants defined in the By-laws of the AWPA who are subject to the UCCMS and the policies of the AWPA, as well as all people employed by, contracted by, or engaged in activities with, the AWPA including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, committee members, and Directors and Officers
7. "WPC" refers to Water Polo Canada
8. "Safe Sport Policies" refers to the AWPA Safe sport Initiatives as outlined [here](#).

## Purpose

9. The purpose of the Code of Conduct is to establish appropriate behaviors that are expected of all participants involved in any and all of the Clubs activities, programs and events.

## Responsibilities

10. The following sections are taken from the AWPA Code of Conduct and Ethics. Modifications have been made to reflect the Clubs perspective.

### 11. Participants

- a. Conduct themselves in a manner consistent with the [True Sport principles](#)
- b. \*Refrain from any behaviour that constitutes Maltreatment, Discrimination, Harassment, Workplace Harassment, or Workplace Violence
- c. Maintain and enhance the dignity and self-esteem of other Participants by:
  - i. Treating each other with the highest standards of respect and integrity;
  - ii. Focusing comments or criticism appropriately and avoiding public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other Participants;



- iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
  - iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;
  - v. Consistently treating individuals fairly and reasonably; and
  - vi. Ensuring adherence to the rules of the sport and the spirit of those rules.
- d. Abstain from the non-medical use of medications or drugs or the use of Prohibited Substances or Prohibited Methods as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force. More specifically, the AWPA adopts and adheres to the Canadian Anti-Doping Program. The AWPA will respect any sanction imposed on a Participant as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules (if applicable)
  - e. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision, who has been found to have committed an anti-doping rule violation and is serving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules (if applicable)
  - f. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
  - g. Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in the programs, activities, competitions, or events of the Club or AWPA;
  - h. In the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or event;
  - i. All athletes, parents and coaches are required to sign Code of Conduct Acknowledgement's in Appendix A, B, C at the time of registration.

## **12. Athletes**

- a. In addition to section 11 (above), Athletes will have additional responsibilities to:
  - i. Adhere to their Athlete Agreement (if applicable)
  - ii. Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete
  - iii. Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations
  - iv. Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason
  - v. Adhere to any rules and requirements regarding clothing and equipment
  - vi. Dress to represent the sport and themselves with professionalism during competitions and community events.
  - vii. Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers

## **13. Parents/Guardians and Spectators**

- a. In addition to section 11 (above), parents/guardians and spectators at events will:



- i. Encourage Athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence
- ii. Condemn the use of violence in any form
- iii. Never ridicule a participant for making a mistake during a competition or practice
- iv. Respect the decisions and judgments of officials, and encourage Athletes to do the same
- v. Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm
- vi. Respect and show appreciation to all competitors, and to coaches, officials and other volunteers
- vii. Never harass competitors, coaches, officials, parents/guardians, or other spectators

#### **14. Coaches and Instructors**

- a. In addition to section 11 (above), coaches and instructors have many additional responsibilities. The coach-Athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the Athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, either consciously or unconsciously. Coaches and instructors will:
  - i. \*Avoid any behaviour that abuses the Power Imbalance inherent in the coaching position to (i) establish or maintain a sexual relationship with an Athlete that he or she is coaching, or (ii) encourage inappropriate physical or emotional intimacy with an Athlete, regardless of the Athlete's age
  - ii. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athletes
  - iii. Prepare Athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm Athletes
  - iv. Avoid compromising the present and future health of Athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of Athletes' medical and psychological treatments
  - v. Support the coaching staff of a training camp, provincial/territorial team, or national team, should an Athlete qualify for participation with one of these programs
  - vi. Accept and promote Athletes' personal goals and refer Athletes to other coaches and sport specialists as appropriate
  - vii. Provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete
  - viii. Act in the best interest of the Athlete's development as a whole person
  - ix. Comply with the *Screening Policy*
  - x. Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions to the Club and AWP, including those for violence, child



- pornography, or possession, use, or sale of any illegal or prohibited substance or method
- xi. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances or prohibited methods and, in the case of Minors, alcohol, cannabis, and/or tobacco
  - xii. Respect Athletes competing for other jurisdictions and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the Athletes
  - xiii. Disclose any sexual or intimate relationship with an athlete over the age of majority to the Club and immediately discontinue any coaching involvement with that athlete
  - xiv. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights
  - xv. Dress professionally
  - xvi. Use inoffensive language, taking into account the audience being addressed

## **15. Directors, Committee Members and Staff**

- a. In addition to section 11 (above), Directors, Committee Members, and staff of the Club will have additional responsibilities to:
  - i. Function primarily as a Director or Committee Member or staff member of the Club and not as a member of any other organization or constituency
  - ii. Ensure their loyalty prioritizes the interests of the Club
  - iii. Act with honesty and integrity and conduct themselves in a manner consistent with the [True Sport principles](#) and with the nature and responsibilities of the business and the maintenance of Participants' confidence
  - iv. Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
  - v. Comply with the *Screening Policy*
  - vi. Conduct themselves openly, professionally, lawfully and in good faith
  - vii. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
  - viii. Behave with decorum appropriate to both circumstance and position
  - ix. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws
  - x. Respect the confidentiality appropriate to issues of a sensitive nature
  - xi. Respect the decisions of the majority and resign if unable to do so
  - xii. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
  - xiii. Have a thorough knowledge and understanding of all governance documents



## Appendix A: Athletes Code of Conduct Acknowledgement

- I will do my best to demonstrate good sportsmanship at all times.
- I will not defend or engage in actions, in or out of the water, which are not consistent with good sportsmanship, including abusive, hazing-like activities, discriminatory, intimidating and/ or profane body language or gestures, directed at anyone.
- I will be present for all practices and activities at which attendance is expected or required, and if I cannot be there, will notify the appropriate coach and/or team manager.
- I will be on deck a minimum of 10 minutes in advance of the scheduled start of each practice (or earlier, as established by my coach).
- I will play and compete for my own enjoyment, as well as for my team and teammates. I will go beyond a 'win-at-all costs' attitude.
- I will respect my opponents.
- I will have fun, make friends, improve my skills and play safely.
- I will learn, understand and respect the rules of the game.
- I will respect the rights and consider the safety of other players, coaches, officials, administrators, volunteers and parents.
- I will refrain from any behaviour that could be constituted as bullying or harassment, including, but not limited to: offensive, cruel, intimidating or humiliating behaviour; gossip or exclusion (direct or indirect); assertion of power through aggression; physical or mental harassment of a less powerful person by a more powerful person; unwanted remarks, jokes, comments, innuendos or taunts about a person's looks, body, attire, age, race, religion, sex or sexual orientation.
- I will refrain from using tobacco, marijuana and vaping when involved in Torpedoes events, programs or activities.
- I will not be in possession of any illegal substances, marijuana , tobacco and/or performance enhancing drugs, and, if under the age of majority (or legal drinking age in Alberta), will not be in possession of or use alcohol.
- I will respect the facilities we practice and play in, as well as use for travel and accommodations. Any physical damage occurring to a facility, or cost arising from missing items/vandalism in a situation that involves me, shall be the responsibility of myself (and in the case of a minor, my parents). If more than one person is sharing use of the facility or room, costs will be shared equally if there is no admission of guilt, and the Torpedoes Club shall be responsible for collecting any such costs.
- I will not use my cell phone or any other recording device in accordance with the Torpedoes Communications Policy.

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Print and Signature of Athlete

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Print and Signature of Parent/Guardian

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Date:

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Date:



## Appendix B: Parent's Code of Conduct Acknowledgement

- I will complete the Respect in Sport for Parents, which is valid for 5 years.
- I will remember that this is a game that my child is playing.
- I will do my best to demonstrate good sportsmanship at all times.
- I will never condone, permit, defend or engage in actions, in or out of the water, which are not consistent with good sportsmanship, including abusive, discriminatory, intimidating and/or profane body language or gestures directed at anyone.
- I will encourage my child to do his or her best, have fun, and demonstrate good sportsmanship.
- I will teach my child how to win and lose gracefully and with dignity.
- I will lead by example.
- I will never ridicule or yell at my child, or any other child on any of the Torpedoes teams or our water polo competitors for making a mistake.
- I will assist my child to understand and respect the rules of the game.
- I will encourage my child to remember that he or she is a part of a team, and to work for the good of the team.
- I will respect the rights and feelings of the players, officials, coaches, volunteers and administrators.
- I will work to support, not undermine or interfere with, their efforts.
- I will never encourage my child to play the game in a manner inconsistent with the coach's direction or plan.
- I will communicate any worries or difficulties my child may be experiencing to the Coach and Team Manager outside of practice or game time in a discreet manner.
- I will wait for a full 24 hours after an incident (unless the incident puts an Athlete in danger or is a direct violation of the Code of Conduct) before submitting a written Incident Report. All complaints must have a detailed written Incident report, available [here](#). I am aware that all communications with the Coach of my child will automatically be CC'd to the Team Manager and/or Parent Liaison. This is to ensure that your concerns will be seen, noted and acted upon in a reasonable amount of time. All communications will be handled with the utmost discretion.

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Print and Signature of Parent/Guardian

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Date



## Appendix C: Coaches Code of Conduct Acknowledgement

- I will do my best to demonstrate good sportsmanship at all times.
- I will not defend or engage in actions, in or out of the water, which are not consistent with good sportsmanship, including abusive, discriminatory, intimidating and/or profane body language or gestures directed at anyone.
- I will consistently display high personal and professional standards and project a positive image of the sport and of coaching.
- I will communicate with players, parents, officials, volunteers and administrators honestly, generously and with integrity.
- I will deal with difficult calls by officials appropriately (calmly and quietly), and within the rules of the governing body for Canadian water polo.
- I will treat players fairly and equally. This does not mean equal playing time. It means that each player is as important as the next to the coach, and will be helped to improve their skills; in the case of misconduct, the discipline will be based solely on the act and not on the player's ability.
- I will set attainable goals for the team and individual players while encouraging safety and fun for everyone.
- I will lead by example, and respect the rules of the game.
- I will work continuously to learn more about the game and to improve my coaching skills.
- I will consider the academic pressures placed on student-athletes and conduct training and events in a manner that supports academic success.
- I will, under no circumstances, provide, promote or condone the use of drugs or performance-enhancing substances.
- I will also abide by the [Code of Ethics of the Coaching Association of Canada](#).

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Print and Signature of Coach

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Date



## **Appendix D: Volunteers, Administrators, and Contract/Other Employees Code of Conduct Acknowledgement**

- I will do my best to demonstrate good sportsmanship at all times.
- I will never condone, permit, defend or engage in actions, in or out of the water, which are not consistent with good sportsmanship, including abusive, discriminatory, intimidating and/ or profane body language or gestures directed at anyone.
- I will learn, understand, and respect the rules of the game, treating everyone fairly and generously, with honesty and integrity.
- I will encourage players to have fun, make friends, improve their skills, play safely and respect the rights and consider the safety of others.
- I will take appropriate action when necessary to protect or enhance the safety of players, coaches, officials, parents, and other volunteers or administrators.
- I will share confidential information only with the consent of those requesting confidentiality or in a way that individuals cannot be identified.
- I will comply with any recommended AHS and Governing Bodies COVID-19 Guidelines.

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Print and Signature

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Date