	SECTION FOUR: OPERATING POLICIES	
	POLICY 4002 – CODE OF CONDUCT	
	Effective date: March 12, 2016	Revision date: March 12, 2016

Policy 4002 – Code of Conduct

Definitions

1. The following terms have meanings in this policy:
 - “*Individuals*” –refers to all categories of membership as defined in the Bylaws of Softball Alberta, as well as all individuals employed by or engaged in activities with Softball Alberta, including but not limited to, directors, committee members, players, coaches, umpires, volunteers, officers, managers, administrators, spectators of Softball Alberta events and parents of Softball Alberta members.

Purpose

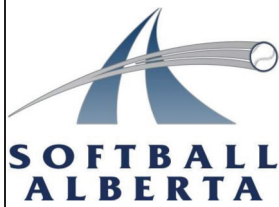
2. The purpose of this policy is to ensure a safe and positive environment (within Softball Alberta programs, activities and events) by making all individuals aware that there is an expectation, at all times, of appropriate behavior consistent with the values of Softball Alberta.
3. Softball Alberta is committed to providing an environment in which all individuals are treated with respect. Softball Alberta supports equal opportunity and prohibits discriminatory practices. Individuals are expected to conduct themselves at all times in a manner consistent with the values of Softball Alberta that include fairness, integrity, accountability, excellence, accessibility, innovation and respect.
4. Conduct that violates this policy may be subject to sanctions pursuant to Softball Alberta’s Discipline Policy.

Application of this Policy

5. This policy applies to conduct that may arise during the course of Softball Alberta business, activities and events, including but not limited to: its environment, competitions, practices, training camps, tryouts, travel and any meetings of Softball Alberta.
6. The policy also applies to the conduct of individuals that may occur outside of Softball Alberta’s business, activities, events and meetings when such conduct adversely affects relationships with Softball Alberta (and its work and sport environment) and is detrimental to the image and reputation of Softball Alberta. Such applicability will be made by Softball Alberta in its sole discretion.

Responsibilities

7. All individuals have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of Softball Alberta members and other individuals by:
 - i) Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual



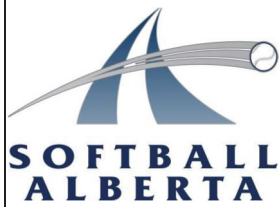
SECTION FOUR: OPERATING POLICIES

POLICY 4002 – CODE OF CONDUCT

Effective date: March 12, 2016

Revision date: March 12, 2016

- orientation, age, marital status, religion, religious belief, political belief, disability or economic status.
- ii) Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, and members.
 - iii) Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct.
 - iv) Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory.
 - v) Consistently treating individuals fairly and reasonably.
 - vi) Ensuring adherence to the rules of softball and the spirit of those rules.
- b) Refrain from any behavior that constitutes harassment, where harassment is defined as comments or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Refer to the **Harassment Policy** for types of behavior that constitute harassment herein.
 - c) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcomed sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Refer to the **Harassment Policy** for types of behavior that constitute sexual harassment.
 - d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Softball Alberta adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and shall be subject to disciplinary action, and possible sanction, pursuant to the Softball Alberta's Discipline Policy. Softball Alberta will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Softball Alberta or any other sport organization.
 - e) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development or supervision of the sport of competitive softball, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canada Center for Ethics in Sport (CCES).
 - f) Refrain from the use of power or authority in an attempt to coerce another person to engage in appropriate activities.
 - g) In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with Softball Alberta events.
 - h) Respect the property of others and not willfully cause damage.
 - i) Promote softball in the most constructive and positive manner possible.
 - j) Adhere to all federal, provincial, municipal and host country laws.
 - k) Comply at all times with the By-Laws, policies, procedures, rules and regulations of Softball Alberta, as adopted and amended from time to time.



SECTION FOUR: OPERATING POLICIES

POLICY 4002 – CODE OF CONDUCT

Effective date: March 12, 2016

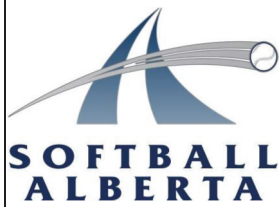
Revision date: March 12, 2016

Coaches

8. In addition to responsibilities in section 7 above, coaches have 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, consciously or unconsciously. Coaches will:
- Meet the highest standards of credentials, integrity and suitability, including, but not limited to, such considerations established by the **Volunteer Screening Policy**, so that the softball community is satisfied it has minimized the risk of an unsafe environment.
 - Report any ongoing criminal investigation, conviction or existing bail conditions, including those for violence, child pornography, or possession, use or sale of an illegal substance.
 - Under no circumstances provide, promote or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcoholic beverages and/or tobacco.
 - Respect all other teams and athletes from other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of coaching, unless first receiving approval from the coach who is responsible for the team or athlete(s) involved.
 - Not engage in a sexual relationship with an athlete of under the age of 18 years, or an intimate or sexual relation with an athlete over the age of 18 if the coach is in a position of power, trust or authority over such athlete.
 - 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 right of participants who are in a vulnerable or dependent position and less able to protect their own rights.
 - Dress professionally, neatly and inoffensively.
 - Use inoffensive language, taking into account the audience being addressed.

Athletes

9. In addition to responsibilities in section 7 above, athletes will have additional responsibilities to:
- Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
 - Participate and appear on time, well-nourished and prepared to participate to one's best abilities in all competitions, practices, training sessions, events, activities, or projects.
 - Properly represent oneself and not attempt to enter a competition for which one is not eligible, by reason of age, classification or other reason.



SECTION FOUR: OPERATING POLICIES

POLICY 4002 – CODE OF CONDUCT

Effective date: March 12, 2016

Revision date: March 12, 2016

- d) Adhere to Softball Alberta's rules and requirements regarding clothing and equipment.
- e) Never ridicule a participant for a poor performance or practice.
- f) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches or spectators.
- g) Dress in a manner representative of Softball Alberta with focus being on neatness, cleanliness, and discretion. Designated official clothing, if applicable, must be worn when traveling and competing.
- h) Act in accordance with Softball Alberta's policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones.

Parents, Guardians and Spectators

10. In addition to responsibilities in section 7 above, parents/guardians of individuals and spectators at events will:
- a) Encourage athletes to play by the rules and resolve conflicts without resorting to hostility or violence.
 - b) Never ridicule a participant for a poor performance or practice.
 - c) Respect the decisions and judgment of officials and encourage athletes to do the same.
 - d) Not question the judgment or honesty of an official or a Softball Alberta supervising member.
 - e) Respect and show appreciation to all competitors and to the coaches, officials, and other volunteers who give their time to the sport.
 - f) Keep off of the competition area while a game is in progress and not interfere with events or calls.