

ROWONTARIO

CODE OF CONDUCT - COACHES

1. ROWONTARIO is committed to providing an environment in which all individuals are treated with respect. Further, ROWONTARIO supports equal opportunity and prohibits discriminatory practices. Members of ROWONTARIO and participants in ROWONTARIO's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of ROWONTARIO (Excellence, Integrity, Respect, Leadership, Inclusion).
2. Behaviour that violates this Code of Conduct may be subject to sanctions pursuant to ROWONTARIO's Discipline Policy.
3. ROWONTARIO recognizes the independence of Member Clubs, and the authority of Clubs to establish their own Codes of Conduct, Discipline Policies and Dispute Resolution processes. When coaches are involved in a ROWONTARIO activity, this Code of Conduct will apply.
4. 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:
 - a. Maintain and enhance the dignity and self-esteem of members and participants of ROWONTARIO by:
 - b. Demonstrating 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
 - c. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory
 - d. Focusing comments or criticism appropriately and avoiding public criticism of athletes, umpires, organizers, volunteers, employees and members
 - e. Consistently demonstrating the spirit of fair play, sport leadership and ethical conduct and practices
 - f. Maintaining and protecting members' and participants' right to privacy
 - g. Interacting with others in a way that enables all individuals to maintain their dignity and respect
 - h. Consistently treating individuals fairly and reasonably
 - i. Ensuring that the RCA Rules of Racing, and the spirit of such Rules, are adhered to.
5. Adhere to ROWONTARIO's policy with respect to the use of tobacco while participating in ROWONTARIO events.
6. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods, as set out in ROWONTARIO's Anti-Doping Policy.

7. 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.
8. Refrain from any behavior that constitutes hazing or initiation rites that would be required to ensure inclusion in a group or activity within the ROWONTARIO organization.
9. Refrain from bullying - the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
10. Comply at all times with the Constitution, policies, rules and regulations of ROWONTARIO, as adopted and amended from time to time, including complying with any contracts or athlete agreements executed with ROWONTARIO.
 - i. In addition to the above, **COACHES** will have additional responsibilities. 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
 - ii. 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
 - iii. 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
11. Inform athletes about the dangers of illicit drugs and performance-enhancing substances and under no circumstances promote or condone their use
12. Accept and promote athletes’ personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise
13. Encourage and facilitate athletes to be responsible for their own behaviour, performance and decisions

14. 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
15. Consider the academic pressures placed on student-athletes and conduct training and events in a manner that supports academic success
16. At no time engage in an intimate or sexual relationship with an athlete with whom the coach has a coach/athlete relationship
17. Refrain from intervening inappropriately in private matters that are outside the generally accepted jurisdiction of a rowing coach
18. Keep confidential any information about athletes or others gained through coaching activities believed to be considered confidential by those persons
19. Act in the best interests of the athlete's development as a whole person.
20. Adhere to ROWONTARIO's requirements regarding clothing and equipment as required.

This policy will be approved annually

APPROVED BY:

JANUARY , 2017.