

## ROWONTARIO

CODE OF CONDUCT - organizers, team managers, volunteers, medical and paramedical personnel, employees and other members of ROWONTARIO

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 organizers, coaches, umpires, athletes, team managers, volunteers, medical and paramedical personnel, employees and other members of ROWONTARIO (excepting the Board of Directors which is covered under a separate policy), are involved in a ROWONTARIO activity, this Code of Conduct, Discipline Policy and Dispute Resolution process will apply.
4. All organizers, team managers, volunteers, medical and paramedical personnel, employees and other members of ROWONTARIO (excepting the Board of Directors, which is covered under separate policies) have a responsibility to:
5. Maintain and enhance the dignity and self-esteem of members and participants of ROWONTARIO by:
  - a. 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
  - b. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory
  - c. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, umpires, organizers, volunteers, employees and members
  - d. Consistently demonstrating the spirit of fair play, sport leadership and ethical conduct and practices
  - e. Maintaining and protecting members' and participants' right to privacy
  - f. Interacting with others in a way that enables all individuals to maintain their dignity and respect
  - g. Consistently treating individuals fairly and reasonably
  - h. Ensuring that the RCA Rules of Racing, and the spirit of such Rules, are adhered to.
6. Adhere to ROWONTARIO's policy with respect to the use of tobacco while participating in ROWONTARIO events.
7. 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.

8. 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.
9. 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.
10. Refrain from bullying defined as the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
11. 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.
12. Keep confidential any information believed to be considered confidential by those persons
13. Adhere to ROWONTARIO’s requirements regarding clothing and equipment.
14. This policy will be reviewed annually.

APPROVED BY: \_\_\_\_\_

JANUARY , 2017.