

DODGEBALL CANADA
POL-25 CODE OF CONDUCT AND ETHICS



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| Original Date: April 28, 2021 | Reviewed/Last Modified Date: May 25, 2021 |
| Approved By: Dodgeball Canada Board Vote | |
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Purpose

1. The purpose of this Code of Conduct ("Code") is to ensure a safe and positive environment within Dodgeball Canada 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 Dodgeball Canada, as set out in section 2 of this Code. The Universal Code of Conduct to Prevent and Address Maltreatment in Sport serves as a foundational document for this Code (Appendix A).
2. Dodgeball Canada is committed to providing an environment in which all individuals are treated with respect. Dodgeball Canada supports equal opportunity and prohibits discriminatory practices. Individuals are expected to conduct themselves at all times in a manner consistent with Dodgeball Canada values that includes accountability, excellence, collaboration, intentionality, sustainability, integrity & respect.

Scope and Application

3. This Code applies to conduct that may arise during Dodgeball Canada business, activities, and events, including but not limited to, office environment, competitions, practices, tournaments, training camps, social media, travel, and any work-related meetings.
4. This Code applies to Participants active in the sport or who have retired from the sport where any claim regarding a potential breach of this Code occurred when the Participant was active in the sport.
5. An Individual who violates this Code may be subject to sanctions pursuant to Dodgeball Canada's By-Laws, section 16 "Discipline of Members". In addition to facing possible sanction pursuant to Dodgeball Canada's By-Laws, section 16 "Discipline of

Members”, an Individual who violates this code during a competition may be ejected from the competition, playing area, or venue, the official may delay competition until the Individual complies with the ejection, and the Individual may be subject to additional discipline associated with the competition.

6. An employee of Dodgeball Canada found to have engaged in acts of violence or harassment against any other employee, worker, contractor, member, customer, supplier, client or other third party during business hours, or at any event of Dodgeball Canada, will be subject to appropriate disciplinary action subject to the terms of Dodgeball Canada’s Human Resources Policy, as available, as well as the employee’s Employment Agreement (if applicable).

7. This Code also applies to the conduct of Individuals that may occur outside of Dodgeball Canada’s business, activities, events, and meetings when such conduct adversely affects relationships within Dodgeball Canada (and its work and sport environment) and is detrimental to the image and reputation of Dodgeball Canada. Such applicability will be made by Dodgeball Canada in its sole discretion.

Definitions

8. The following terms have these meanings in this Code:

- a) “**Abuse**” – Includes Psychological Maltreatment, Physical Maltreatment, Neglect, and/or Grooming of Vulnerable Participants by Persons in Authority. Child / Youth Abuse or Vulnerable Adult Abuse is described in Appendix B.
- b) “**Discrimination**” – Differential treatment of an individual based on one or more prohibited grounds which include race, citizenship, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability.
- c) “**Harassment**” – A course of vexatious comment or conduct against an Individual or group, which is known or ought to reasonably be known to be unwelcome. Types of behavior that constitute Harassment include, but are not limited to:
 - i. Written or verbal abuse, threats or outbursts;
 - ii. The display of visual material which is offensive or which one ought to know is offensive in the circumstances;
 - iii. Persistent unwelcome remarks, jokes, comments, innuendo or taunts;

- iv. Racial harassment, which is racial slurs, jokes, name calling, or insulting behavior or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin;
 - v. Leering or other suggestive or obscene gestures;
 - vi. Condescending or patronizing behavior, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - vii. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
 - viii. Hazing, which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual's positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individuals willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any team-mate or group member based on class, number of years on the team, or ability;
 - ix. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
 - x. Deliberately excluding or socially isolating a person from a group or team;
 - xi. Persistent sexual flirtations, advances, requests, or invitations;
 - xii. Physical or sexual assault;
 - xiii. Behaviors such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment; and
 - xiv. Retaliation or threats of retaliation against a person who reports harassment to Dodgeball Canada.
- d) **"Individuals"** – All categories of membership defined in Section 8 of Dodgeball Canada By-laws, as well as, all individuals engaged in activities with Dodgeball Canada, including but not limited to, leagues, clubs, athletes, coaches, officials, volunteers, committee members, directors and officers of Dodgeball Canada, spectators of Dodgeball Canada events and parents of Dodgeball Canada members.
- e) **"Minor"** – Any Participant who is under the age of majority at the time and in the jurisdiction where the alleged Maltreatment has occurred. Adults are responsible for knowing the age of a Minor. For the purpose of protection in each Canadian province and territory, a Minor is a child younger than following age:
- 16 years old: Newfoundland and Labrador; Saskatchewan; Northwest Territories; Nunavut

- 18 years old: Prince Edward Island; Quebec; Ontario; Manitoba; Alberta
- 19 years old: Nova Scotia; New Brunswick; British Columbia; Yukon

- f) **“Neglect”** – Any pattern or a single serious incident of lack of reasonable care, inattention to a Participant’s needs, nurturing or well-being, or omissions in care. Neglect is determined by the objective behaviour but the behaviour must be evaluated with consideration given to the Participant’s needs and requirements, not whether harm is intended or results from the behaviour. (Neglect is also a prohibited behaviour listed under the definition of Maltreatment)
- g) **“Participants”** – All categories of individual membership defined in Dodgeball Canada’s Bylaws, as well as all individuals engaged in activities with Dodgeball Canada, including but not limited to, National Participants, athletes, coaches, officials, directors, officers, volunteers, committee members, parents and spectators, managers and administrators.
- h) **“Person in Authority”** – Any Participant who holds a position of authority within Dodgeball Canada including, but not limited to, coaches, instructors, officials, managers, support personnel, chaperones, committee members, and Directors and Officers.
- i) **“Physical Maltreatment”** – Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the physical well-being of the Participant. Physical Maltreatment includes, without limitation, contact or non-contact infliction of physical harm. Physical Maltreatment is determined by the objective behaviour, not whether harm is intended or results from the behaviour.
- j) **“Psychological Maltreatment”** – Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the psychological well-being of the Participant. Psychological Maltreatment includes, without limitation, verbal conduct, non-assaultive physical conduct, and conduct that denies attention or support. Psychological Maltreatment is determined by the objective behaviour, not whether harm is intended or results from the behaviour.
- k) **“Power Imbalance”** – A Power Imbalance may exist where, based on the totality of the circumstances, a Participant has supervisory, evaluative, a duty of care, or other authority over another Participant. A Power Imbalance may also exist between an Athlete and other adults involved in sport in positions such as high-performance directors, sport specific health-care providers, sport science support staff, care or support persons, guides or pilots. Maltreatment occurs when this

power is misused. Once a coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the coach-Athlete relationship, regardless of age, and is presumed to continue for Minor Athletes after the coach-Athlete relationship terminates or until the Athlete reaches 25 years of age. A Power Imbalance may exist, but is not presumed, where an intimate relationship existed before the sport relationship commenced (e.g., a relationship between two spouses or life partners, or a sexual relationship between consenting adults that preceded the sport relationship).

- l) **“Reporting (or Report)”** - The provision of information in writing by any person or a Participant to a relevant independent authority (the independent person or position, such as a Case Manager, charged with receiving a report and determining next steps) regarding Maltreatment. Reporting may occur through either: (i) the Complainant (of any age) or the one who experienced the Maltreatment, or (ii) a witness – someone who witnessed the Maltreatment or otherwise knows or suspects Maltreatment. In either case, the intention of Reporting is to initiate an independent investigative process, which could result in disciplinary action being taken against the Respondent.

- m) **“Sexual Harassment”** – A course of vexatious comment or conduct against an Individual because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome; or making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advance to the Individual and the person knows or ought reasonably to know that the solicitation or advance is unwelcome. Types of behavior that constitute sexual harassment include, but are not limited to:
 - i. Sexist jokes;
 - ii. Threats, punishment, or denial of a benefit for refusing a sexual advance;
 - iii. Offering a benefit in exchange for a sexual favour;
 - iv. Demanding hugs;
 - v. Bragging about sexual ability;
 - vi. Leering (persistent sexual staring);
 - vii. Sexual assault;
 - viii. Display of sexually offensive material
 - ix. Distributing sexually explicit messages or attachments such as pictures or video files;
 - x. Sexually degrading words used to describe an Individual;
 - xi. Unwelcome inquiries into or comments about an Individual’s gender identity or physical appearance;

- xii. Inquiries or comments about an Individual's sex life;
- xiii. Persistent unwanted attention after a consensual relationship ends;
- xiv. Persistent unwelcome sexual flirtations, advances or propositions; and
- xv. Persistent unwanted contact.

- n) **"Sport Environment"** – Any place where Dodgeball Canada business or activities are conducted. The sport environment includes but is not limited to Dodgeball Canada competitions, sanctioned events, practices, tryouts, training camps, meetings, travel associated with Dodgeball Canada, and Dodgeball Canada office environment.
- o) **"Workplace"** – Any place where business or work-related activities are conducted. Workplaces include but are not limited to, Dodgeball Canada's offices, work-related travel, the training and competition environment, and work-related conferences or training sessions.
- p) **"Workplace Harassment"** – Vexatious comment or conduct against a worker in a Workplace that is known or ought reasonably to be known to be unwelcome. Workplace harassment should not be confused with legitimate, reasonable management actions that are part of the normal work/training function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions. Types of behavior that constitute Workplace Harassment include, but are not limited to:
 - i. Bullying;
 - ii. Workplace pranks, vandalism, bullying or hazing;
 - iii. Repeated offensive or intimidating phone calls or emails;
 - iv. Inappropriate sexual touching, advances, suggestions or requests;
 - v. displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
 - vi. Psychological abuse;
 - vii. Excluding or ignoring someone, including persistent exclusion of a person from work-related social gatherings;
 - viii. Deliberately withholding information that would enable a person to do their job, perform or train;
 - x. Sabotaging someone else's work or performance;
 - x. Gossiping or spreading malicious rumours;
 - xi. Intimidating words or conduct (offensive jokes or innuendos); and
 - xii. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning.

- q) **“Workplace Violence”** – the use of or threat of physical force by a person against a worker in a Workplace that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker in a Workplace that could cause physical injury to the worker; or a statement or behavior that is reasonable for a worker to interpret as a threat to exercise physical force against the worker in a Workplace that could cause physical injury to the worker. Types of behavior that constitute Workplace Violence include, but are not limited to:
- i. Verbal or written threats to attack;
 - ii. Sending to or leaving threatening notes or emails;
 - iii. Physically threatening behavior such as shaking a fist at someone, finger pointing, destroying property, or throwing objects;
 - iv. Wielding a weapon in a Workplace;
 - v. Hitting, pinching or unwanted touching which is not accidental;
 - vi. Dangerous or threatening horseplay;
 - vii. Physical restraint or confinement;
 - viii. Blatant or intentional disregard for the safety or wellbeing of others;
 - ix. Blocking normal movement or physical interference, with or without the use of equipment;
 - x. Sexual violence; and
 - xi. Any attempt to engage in the type of conduct outlined above.

Responsibilities

9. All Individuals have a responsibility to:
- a) Maintain and promote an inclusive sport environment for all Dodgeball Canada members and other individuals 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 and members;
 - iii. Consistently demonstrating the spirit of integrity, 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 dodgeball and the spirit of those rules;
 - b) Refrain from any behavior that constitutes Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, Abuse, or Discrimination;

- c) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Dodgeball Canada 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 Dodgeball Canada By-Laws, section 16 “Discipline of Members”.. Dodgeball Canada will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Dodgeball Canada or any other sport organization;
- d) 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 dodgeball, 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 Canadian Centre for Ethics in Sport (CCES);
- e) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
- f) Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in Dodgeball Canada’s Sporting Environment:
 - i. In the case of minors, not consume alcohol, tobacco, or cannabis in Dodgeball Canada Sporting Environment;
 - ii. In the case of adults, avoid consuming alcohol, tobacco, or cannabis 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 Dodgeball Canada events;
- g) Respect the property of others and not willfully cause damage;
- h) Promote dodgeball in the most constructive and positive manner possible;
- i) Adhere to all federal, provincial, municipal and host country laws;
- j) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition;
- k) Always comply with the bylaws, policies, procedures, rules and regulations of Dodgeball Canada, as adopted and amended from time to time;
- l) Report any ongoing criminal investigation, conviction, or existing bail conditions involving an Individual to Dodgeball Canada, including, but not limited to, those for violence, child pornography, or possession, use or sale of any illegal substance.

Directors, Committee Members, and Staff

10. In addition to section 9 of Dodgeball Canada Code of Conduct (above), Board and Committee Members and Staff of Dodgeball Canada will:

- a) Function primarily as a member of the board and/or committee(s) of Dodgeball Canada; not as a member of any other particular member or constituency;
- b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Dodgeball Canada business and the maintenance of Member confidence;
- c) Ensure that the financial affairs of Dodgeball Canada are conducted in a responsible and transparent manner with due regard for their fiduciary responsibilities;
- d) Conduct oneself transparently, professionally, lawfully and in good faith in the best interests of Dodgeball Canada;
- e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism;
- f) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate and honest in all dealings with others;
- g) Keep informed about the activities of Dodgeball Canada, the sport community, and general trends in the sectors in which it operates;
- h) Exercise the degree of care, diligence and skill required in the performance of their duties pursuant to the laws under which Dodgeball Canada is incorporated;
- i) Respect the confidentiality appropriate to issues of a sensitive nature;
- j) Ensure that all Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;
- k) Respect the decisions of the majority and resign if unable to do so;
- l) Commit the time to attend meetings and to be diligent in preparation for, and participation in, discussions at such meetings;
- m) Have a thorough knowledge and understanding of all Dodgeball Canada governance documents;
- n) Conforms to the bylaws and policies approved by Dodgeball Canada, in particular this Code of Conduct, as well as, Dodgeball Canada Conflict of Interest Policy.
- o) Adhere to the Athlete Protection Guidelines approved by Dodgeball Canada

Leagues, Clubs, and Grassroots programs

11. In addition to section 9 of Dodgeball Canada Code of Conduct (above), Leagues, Clubs, and Grassroots programs of Dodgeball Canada will:

- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of the involved athletes;
- b) Deliver their services in compliance with the, bylaws, policies, rules, regulations and procedures of Dodgeball Canada, and, where necessary, amend their own rules to comply with those of Dodgeball Canada;
- c) Ensure that all athletes and coaches participating in sanctioned competitions are registered Members, in Good Standing, of their respective organizations;
- d) Ensure all applicable members have been screened as per Dodgeball Canada Screening Policy, as available, prior to participating;
- e) Engage only authorized coaches and sanctioned athletes.
- f) Adhere to the Athlete Protection Guidelines approved by Dodgeball Canada

Coaches

12. In addition to section 9 of Dodgeball Canada Code of Conduct (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:

- a) Ensure a safe and positive environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes;
- b) 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;
- c) 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;
- d) Support the coaching staff of a training camp, regional/provincial team, or national team; should an athlete qualify for participation with one of these programs;
- e) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate;
- f) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to facilitate informed decisions that affect the athlete;
- g) Act in the best interest of the athlete's development as a whole person;

- h) Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by Dodgeball Canada's Screening Policy, so that the dodgeball community is satisfied it has minimized the risk of an unsafe environment;
- i) Comply with Dodgeball Canada's Screening Policy and not participate until all screening requirements complete;
- j) Report any ongoing criminal investigation, conviction or existing bail conditions, including those for violence; child pornography; or possession, use or sale of any illegal substance;
- k) 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, cannabis and/or tobacco;
- l) 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;
- m) 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;
- n) Disclose any sexual or intimate relationship with an athlete over the age of majority to Dodgeball Canada and immediately discontinue any coaching involvement with that athlete;
- o) 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;
- p) 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;
- q) Dress professionally, neatly and inoffensively;
- r) Use inoffensive language, considering the audience being addressed.
- s) Adhere to the Athlete Protection Guidelines approved by Dodgeball Canada

Athletes

13. In addition to section 9 of Dodgeball Canada Code of Conduct (above), athletes will have additional responsibilities to:

- a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete;

- b) 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;
- c) Properly represent oneself and not attempt to enter a competition for which one is not eligible, by reason of age, classification, or other reason;
- d) Adhere to Dodgeball Canada's rules and requirements regarding clothing and equipment;
- e) Never ridicule a participant for a poor performance or practice;
- f) Act with integrity and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators;
- g) Dress in a manner representative of Dodgeball Canada 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 Dodgeball Canada's policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones;
- i) Every athlete and other person participating in the sport shall reasonably cooperate with the Canadian Centre for Ethics in Sport (CCES) or another anti-doping organization investigating anti-doping rule violations and a failure to do so may be the basis for disciplinary action within the sport.

Officials

14. In addition to section 9 of Dodgeball Canada Code of Conduct (above), officials will have additional responsibilities to:

- a) Maintain and update their knowledge of the rules and rules changes;
- b) Work within the boundaries of their position's description while supporting the work of other officials;
- c) Act as an ambassador of Dodgeball Canada by agreeing to enforce and abide by national and provincial rules and regulations;
- d) Take ownership of actions and decisions made while officiating;
- e) Respect the rights, dignity, and worth of all Individuals;
- f) Not publicly criticize other officials, coaches or any Individuals;
- g) Assist with the development of less-experienced officials;
- h) Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of Dodgeball Canada, athletes, coaches, other officials, and parents;
- i) Accept an assignment to officiate at a match only if one intends to honour that commitment. If, for any reason, one is unable to attend, let the person in charge of officials know as soon as possible

- j) Be fair, equitable, considerate, independent, honest, and objective;
- k) Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals;
- l) When writing reports, set out the facts;
- m) Avoid situations in which a conflict of interest may arise;
- n) Be as impartial, unobtrusive and inconspicuous as possible;
- o) Conduct all events according to the rules of Dodgeball Canada;
- p) Dress in proper attire for officiating.
- q) Adhere to the Athlete Protection Guidelines approved by Dodgeball Canada

Parents/Guardians and Spectators

15. Spectators, including parents and coaches, are an integral part of dodgeball. Our community works diligently to ensure the best possible experience for both competitors and spectators at our events. While our goal is to maximize the spectator experience, we must also ensure that the integrity of the competition is always preserved. The following parent and spectator guidelines have been developed to ensure everyone's safety and to preserve the authenticity and integrity of our events. In any case, spectators should not take any action deemed detrimental to the athlete environment and/or experience.

16. Anyone watching a particular athletic activity or event is considered a spectator. A spectator may be a parent, a relative, or friend not directly involved in the event. Spectators are an important part of any athletic activity; however, they are not essential. Spectators should never influence the outcome of an event and must never pose a distraction to athletes, other spectators or officials.

17. In addition to section 9 of Dodgeball Canada Code of Conduct (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) Condemn the use of violence in any form;
- c) Never ridicule a participant for a poor performance or practice;
- d) Provide positive comments that motivate and encourage participants' continued effort;
- e) Respect the decisions and judgments of officials and encourage athletes to do the same;

- f) Never question the judgment or honesty of an official or an Dodgeball Canada staff member;
- g) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm;
- h) Respect and show appreciation to all competitors and to the coaches, officials, and other volunteers who give their time to the sport;
- i) Not harass competitors, coaches, officials, parents/guardians, or other spectators;
- j) Keep off the competition area and not interfere with events or calls.

Provincial/Territorial Organizations and Clubs

18. In addition to section 9 of Dodgeball Canada Code of Conduct (above), Provincial/Territorial Organizations and Clubs will have additional responsibilities to:
- a) Adhere to all of Dodgeball Canada's governing documents and, where necessary, amend their own rules to comply or align with those of Dodgeball Canada
 - b) Pay all required dues and fees by the prescribed deadlines;
 - c) Recognize that their websites, blogs and Social Media accounts may be seen as extensions of Dodgeball Canada and must reflect the Dodgeball Canada's mission, vision and values
 - d) Ensure that all Athletes and coaches participating in sanctioned competitions and events of Dodgeball Canada are registered and in good standing
 - e) Have well-defined hiring practices and standards in place including interviews, reference checks, and screening procedures to ensure Participants have a healthy and safe sport environment
 - f) Ensure that any possible or actual misconduct is investigated promptly and thoroughly
 - g) Impose appropriate disciplinary or corrective measures when misconduct has been substantiated, regardless of the position or authority of the offender
 - h) Advise Dodgeball Canada immediately of any situation where a complainant has publicized a complaint in the media
 - i) Provide Dodgeball Canada with a copy of all decisions rendered pursuant to the organization's policies for complaints and appeals
 - j) Adhere to the Athlete Protection Guidelines approved by Dodgeball Canada

Review and Approval

19. The policy was approved and reviewed by the Dodgeball Canada Board of Directors as noted in the Governance Review Schedule.

APPENDIX A - Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), version 5.1

Canada's national sport community is dedicated to creating a safe and welcoming sport environment. On behalf of the national sport organizations (NSOs), multisport service organizations (MSOs), and Canadian Olympic and Paralympic Sport Institute (COPSI) Network members, we are pleased to provide version 5.1 of a Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). The UCCMS will provide the foundation for the development of a coordinated implementation strategy to prevent and address maltreatment across all levels of the Canadian sport system, and for all participants (athletes, coaches, officials, administrators, practitioners, etc.). The UCCMS is a result of an extensive consultation process that sought insight and expertise from within the sport system and from external subject matter experts.

Key documents:

- Universal Code of Conduct to Prevent and Address Maltreatment in Sport, v5.1 (2019) | [Download UCCMS & Context Document](#)
- [Safe Sport Training](#) – Coaching Association of Canada
- Canadian Sport HELPLine – 1-888-83SPORT (77678) or www.abuse-free-sport.ca
- Prevalence of Maltreatment Among Current and Former National Team Athletes (2019) – AthletesCAN and the University of Toronto | [Press Release & Final Report](#)
- Para-Athletes' Experiences of Maltreatment (2019) – Canadian Paralympic Committee, AthletesCAN and the University of Toronto | [Final Report](#)
- For a list of other safe sport related organizations, reports and policies, [click here](#)

Appendix B - Child/Youth Abuse and Vulnerable Adult Abuse

1. DO is committed to a sport environment free from abuse and has zero tolerance for any type.
2. Vulnerable Individuals can be abused in different forms.
3. The following description of Child/Youth Abuse has been modified and adapted from Ecclesiastical's Guidelines for Developing a Safety & Protection Policy for Children / Youth / Adults [1]: Child / Youth Abuse
4. "**Child abuse**" refers to the violence, mistreatment or neglect that a child or adolescent may experience while in the care of someone they depend on our trust. There are many different forms of abuse and a child may be subjected to more than one form:
 - a. Physical Abuse involves a single or repeated instance of deliberately using force against a child in such a way that the child is either injured or is at risk of being injured. Physical abuse includes beating, hitting, shaking, pushing, choking, biting, burning, kicking or assaulting a child with a weapon. It also includes holding a child under water, or any other dangerous or harmful use of force or restraint.
 - b. Sexual Abuse and exploitation involve using a child for sexual purposes. Examples of child sexual abuse include fondling, inviting a child to touch or be touched sexually, intercourse, rape, incest, sodomy, exhibitionism, or involving a child in prostitution or pornography.
 - c. Neglect is often chronic, and it usually involves repeated incidents. It involves failing to provide what a child needs for their physical, psychological or emotional development and well-being. For example, neglect includes failing to provide a dependent child with food, clothing, shelter, cleanliness, medical care, or protection from harm.
 - d. Emotional Abuse involves harming a child's sense of self-worth. It includes acts (or omissions) that result in, or place a child at risk of, serious behavioural, cognitive, emotional, or mental health problems. For example, emotional abuse may include aggressive verbal threats, social isolation, intimidation, exploitation, or routinely making unreasonable demands. It also includes exposing the child to violence.
5. An abuser may use several different tactics to gain access to children, exert power and control over them, and prevent from telling anyone about the abuse or seeking support. The abuse may happen once, or it may occur in a repeated and escalating pattern over a period of months or years. The abuse may change from over time.
6. Abuse of children or youth in sport can include emotional maltreatment, neglect, physical maltreatment and grooming.
 - a. **Emotional Maltreatment** – A coach's failure to provide a developmentally appropriate supportive environment. Emotional abuse is at the foundation of all other forms of maltreatment (sexual, physical and neglect). In sports, this conduct has the potential to cause emotional or psychological harm to an athlete when it is persistent, pervasive or

patterned acts (i.e. yelling at an athlete once does not constitute maltreatment).
Examples of emotional maltreatment include but are not limited to:

- i. Refusal to recognize an athlete's worth or the legitimacy of an athlete's needs (including complaints of injury/pain, thirst or feeling unwell)
- ii. Creating a culture of fear, or threatening, bullying or frightening an athlete
- iii. Frequent name-calling or sarcasm that continually "beats down" an athlete's self-esteem
- iv. Embarrassing or humiliating an athlete in front of peers
- v. Excluding or isolating an athlete from the group
- vi. Withholding attention
- vii. Encouraging an athlete to engage in destructive and antisocial behavior, reinforcing deviance, or impairing an athlete's ability to behave in socially appropriate ways
- viii. Over-pressuring; whereby the coach imposes extreme pressure upon the athlete to behave and achieve in ways that are far beyond the athlete's capabilities
- ix. Verbally attacking an athlete personally (e.g. belittling them or calling them worthless, lazy, useless, fat or disgusting)
- x. Routinely or arbitrarily excluding athletes from practice
- xi. Using conditioning as punishment
- xii. Throwing sports equipment, water bottles or chairs at, or in the presence of, athletes
- xiii. Body shaming – making disrespectful, hurtful or embarrassing comments about an athlete's physique

b. **Neglect** – acts of omission (i.e., the coach should act to protect the health/well-being of an athlete but does not). Examples of neglect include but are not limited to:

- i. Isolating an athlete in a confined space or stranded on equipment, with no supervision, for an extended period
- ii. Withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep
- iii. Ignoring an injury
- iv. Knowing about sexual abuse of an athlete but failing to report it

c. **Physical Maltreatment** – involves contact or non-contact behavior that can cause physical harm to an athlete. It also includes any act or conduct described as physical abuse or misconduct (i.e. child abuse, child neglect and assault). Almost all sports involve strenuous physical activity. Athletes regularly push themselves to the point of exhaustion. However, any activity that physically harms an athlete- such as extreme disciplinary actions or punishment – is unacceptable. Physical maltreatment can extend to seemingly unrelated areas including inadequate recovery times for injuries and restricted diet. Examples of physical maltreatment include but are not limited to:

- i. Punching, beating, biting, striking, choking or slapping an athlete
- ii. Intentionally hitting an athlete with objects or sporting equipment

- iii. Providing alcohol to an athlete under the legal drinking age
- iv. Providing illegal drugs or non-prescribed medications to any athlete
- v. Encouraging or permitting an athlete to return to play prematurely or without the clearance of a medical professional, following a serious injury (e.g., a concussion)
- vi. Prescribed dieting or other weight-control methods without regard for the nutritional well-being and health of an athlete
- vii. Forcing an athlete to assume a painful stance or position for no athletic purpose, or excessive repetition of a skill to the point of injury
- viii. Using excessive exercise as punishment (e.g., stretching to the point of causing the athlete to cry, endurance conditioning until the athlete vomits)

d. **Grooming** – a slow gradual and escalating process of building comfort and trust with an athlete and/or parents/guardian that is often very difficult to recognize. The process allows for inappropriate conduct to become normalized. It is often preceded by building confidence and comfort that an individual can be trusted with the care of the athlete.

Examples of grooming include but are not limited to:

- i. Nudity or exposure of genitals in the presence of an athlete;
- ii. Sexually oriented conversation or discussions about personal sexual activities;
- iii. Excessive discussions about a coach's or person in authority's personal life outside of coaching (i.e., family, work, medical challenges);
- iv. Spending time with an individual athlete and/or their family outside of team activities;
- v. Excessive gift-giving to an individual athlete;
- vi. Socially isolating an athlete;
- vii. Restricting an athlete's privacy;
- viii. Providing drugs, alcohol or tobacco to an athlete;
- ix. Becoming over-involved in an athlete's personal life;
- x. Making sexual or discriminatory jokes or comments to an athlete
- xi. Displaying material of a sexual nature in the presence of an athlete
- xii. Mocking or threatening an athlete;
- xiii. Putting the coach's needs above the needs of the athlete and/or going to an athlete to have a coach's needs met.

7. Importantly, emotional and physical maltreatment does not include professionally accepted coaching methods (per the NCCP) of skill enhancement, human development, physical conditioning, team building, discipline, or improving athletic performance.

8. Potential warning signs of abuse of children or youth can include [2][3]:

- a. Recurrent unexplained injuries
- b. Alert behavior; child seems to always be expecting something bad to happen
- c. Often wears clothing that covers up their skin, even in warm weather
- d. Child startles easily, shies away from touch or shows other skittish behavior
- e. Constantly seems fearful or anxious about doing something wrong

- f. Withdrawn from peers and adults
- g. Behavior fluctuates between extremes (i.e., extremely cooperative or extremely demanding)
- h. Acting either inappropriately beyond their age (like an adult; taking care of other children or inappropriately younger than their age (like an infant; throwing tantrums))
- i. Acting out in an inappropriate sexual way with toys or objects
- j. New adult words for body parts and no obvious source
- k. Self-harm (e.g. cutting, burning or other harmful activities)
- l. Not wanting to be alone with a particular child, young person or adult Vulnerable Adult Abuse

11. Although individuals may be abused at virtually any life stage – childhood, adolescence, young adulthood, middle age, or old age – the nature and consequences of abuse may differ depending on an individual’s situation, disability, or circumstance.

12. The following description of Vulnerable Adult Abuse has been modified and adapted from Ecclesiastical’s Guidelines for Developing a Safety & Protection Policy for Children / Youth / Vulnerable Adults [1].

13. Abuse of vulnerable adults is often described as a misuse of power and a violation of trust. Abusers may use several different tactics to exert power and control over their victims. Abuse may happen once, or it may occur in a repeated and escalating pattern over months or years. The abuse may take many different forms, which may change over time:

- a. Psychological abuse includes attempts to dehumanize or intimidate vulnerable adults. Any verbal or non-verbal act that reduces their sense of self-worth or dignity and threatens their psychological and emotional integrity abuse. This type of abuse may include, but is not limited to, for example:
 - i. Threatening to use violence
 - ii. Threatening to abandon them
 - iii. Intentionally frightening them
 - iv. Making them fear that they will not receive the food or care they need
 - v. Lying to them
 - vi. Failing to check allegations of abuse against them
- b. Financial abuse encompasses financial manipulation or exploitation, including theft, fraud, forgery, or extortion. It includes using a vulnerable adult’s money or property in a dishonest manner or failing to use a vulnerable adult’s assets for their welfare. Abuse occurs any time someone acts without consent in a way that financially or personally benefits one person at the expense of another. This type of abuse against a vulnerable adult may include, but not limited to, for example:
 - i. Stealing their money, disability cheques, or other possessions
 - ii. Wrongfully using a Power of Attorney
 - iii. Failing to pay back borrowed money when asked

c. Physical abuse includes any act of violence – whether or not it results in physical injury. Intentionally inflicting pain or injury that results in either bodily harm or mental distress is abuse. Physical abuse may include, for example:

- i. Beating
- ii. Burning or scalding
- iii. Pushing or shoving
- iv. Hitting or slapping
- v. Rough handling
- vi. Tripping
- vii. Spitting.

d. All forms of sexual abuse are also applicable to vulnerable adults.

14. Potential warning signs of abuse of vulnerable adults can include:

- a. Depression, fear, anxiety, passivity
- b. Unexplained physical injuries
- c. Dehydration, malnutrition, or lack of food
- d. Poor hygiene, rashes, pressure sores
- e. Over-sedation
- f. Not wanting to be alone with a particular person.

[1] Retrieved from: <https://ecclesiastical.ca/riskcontrolkit/guidelines-for-developing-a-safety-andprotection-policy-for-children-youth-and-vulnerable-adults/>

[2] Adapted from <https://www.all4kids.org/2014/03/04/warning-signs-child-abuse-neglect/>

[3] Adapted from: <https://www.parentsprotect.co.uk/warning-signs-in-children-and-adults.htm>