

Code of Conduct and Ethics Policy

Approved and date: March 9, 2026

Effective date: April 1, 2026

Scheduled review date: December 2028

Purpose

1. The purpose of this policy is to ensure a safe and positive environment within the Organization's programs, activities, and Events by outlining the Organization's expectations that all Participants will refrain from any behavior that constitutes Maltreatment and comply with the additional expectations set out in this policy at all times.

Application of this Policy

2. This policy applies to any Participant's behavior during the business, programs, activities, and Events of the Organization including, but not limited to competitions, practices, evaluations, tryouts, treatment or consultations (e.g., massage therapy), training camps, travel associated with organizational activities, the office environment, and any meetings or social Events.

3. This policy applies to Participants' behavior outside of the business, programs, activities, and Events of the Organization when such conduct adversely affects the Organization's relationships (and the work and sport environment) and/or is detrimental to the image and reputation of the Organization. Such applicability will be determined by the Organization or Independent Third Party (ITP), at its sole discretion.

4. This policy applies to Participants active in the sport or who have retired from the sport where any claim regarding a potential breach of this policy occurred when the Participant was active in the sport.

5. This policy applies to breaches that occurred when the Participants involved in the breach interacted due to their mutual involvement in the sport or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the Participant(s).

Maltreatment

6. All Participants must refrain from any behavior that constitutes Maltreatment.

7. Participants are responsible for knowing what actions or behaviors constitute Maltreatment.

8. Maltreatment includes, but is not limited to:

- a. Psychological Maltreatment
- b. Physical Maltreatment
- c. Neglect
- d. Sexual Maltreatment
- e. Grooming
- f. Boundary Transgressions
- g. Discrimination
- h. Subjecting a Participant to the Risk of Maltreatment
- i. Aiding and Abetting
- j. Failure to Report

- k. Intentionally Reporting a False Allegation
- l. Interference with or Manipulation of Process
- m. Retaliation

Duty to Report

9. In Manitoba, it is the legal responsibility and duty of anyone who reasonably believes that a child is, or might be, in need of protection or suffering from child abuse, to Report the information to a Child & Family Services (CFS) agency or, if deemed appropriate, to a parent or guardian.

Violations of Maltreatment

10. It is a violation of this policy for a Participant to engage in any behavior that constitutes Maltreatment as outlined in this policy.

11. Any Participant who violates this policy by engaging in Maltreatment may be subject to the applicable procedures and sanctions pursuant to the Organization's Discipline and Complaints Policy.

Additional Expected Behaviors

12. In addition to refraining from behavior that constitutes Maltreatment, this policy sets out additional expected standards of behavior and conduct for all Participants. Any failure to respect these expected standards of behavior by a Participant may constitute a breach of this policy and be subject to the Organization's Discipline and Complaint Policy. Participants are expected to:

- a. Maintain and enhance the dignity and self-esteem of other Participants by:
 - i. Treating each other with the highest standards of fairness, honesty, 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; and
 - v. Ensuring adherence to the rules of the sport and the spirit of those rules.
- b. 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 Organization adopts and adheres to the Canadian Anti-Doping Program. The Organization 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
- c. 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
- d. Reasonably cooperate with the Sport Integrity Canada or another anti-doping organization that is investigating anti-doping rule violations

- e. Not harass, intimidate or otherwise conduct themselves offensively towards a doping control official or other individual involved in doping control
- 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 Organization
- h. In the case of minors, not consume alcohol, tobacco, or cannabis at any competition or Event
- i. In the case of adults, not consume cannabis in the workplace or in any situation associated with the Events of the Organization (subject to any requirements for accommodation), not consume alcohol during training, competitions, or in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations
- j. When driving a vehicle:
 - i. Have a valid driver's license;
 - ii. Not be under the influence of alcohol, drugs, or substances;
 - iii. Have valid car insurance;
 - iv. Refrain from holding a mobile device; and
 - v. Abide by all laws and requirements under the Manitoba Drivers and Vehicles Act and the Manitoba Highway Traffic Act.
- k. Respect the property of others and not wilfully cause damage
- l. Promote sport in the most constructive and positive manner possible
- m. Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a para-classification; or competition and/or not offer or receive any benefit which is intended to manipulate the outcome of a competition. A benefit includes the direct or indirect receipt of money or anything else of value, including but not limited to bribes, gains, gifts, preferential treatment, and other advantages
- n. Adhere to all federal, provincial/territorial, municipal and host country laws
- o. Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of the Organization, as applicable and as adopted and amended from time to time
- p. Report any ongoing criminal or anti-doping Investigation, conviction, or existing bail conditions involving a Participant to the Organization, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or Prohibited Substance or Prohibited Method
- q. Comply with the applicable Screening Policy

Directors, Committee Members, and Staff

13. In addition to the "Additional Expected Behaviors" (above), directors, committee members, and staff of the Organization will have additional responsibilities to:

- a. Function primarily as a Director or Committee Member or staff member of the Organization (as applicable) and not as a member of any other organization or constituency, and refrain from

engaging in any activity or behavior that could constitute a Conflict of Interest

- b. Ensure their loyalty prioritizes the interests of the Organization
- c. Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
- d. Conduct themselves openly, professionally, lawfully and in good faith
- 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
- g. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws
- h. Maintain confidentiality of private organizational information
- i. Respect the decisions of the majority and resign if unable to do so
- j. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
- k. Have a thorough knowledge and understanding of all governance documents

Athlete Support Personnel

14. In addition to the “Additional Expected Behaviours” (above), Athlete Support Personnel have many additional responsibilities. The relationship between Athletes and Athlete Support Personnel is a privileged one and plays a critical role in the personal, sport, and athletic development of the Athlete. Athlete Support Personnel 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. Athlete Support Personnel will:

- a. Avoid any behaviour that abuses the Power Imbalance inherent in the Athlete Support Personnel position to (i) establish or maintain a sexual or intimate relationship with an Athlete of any age, or (ii) encourage inappropriate physical or emotional intimacy with an Athlete, regardless of the Athlete’s age
- b. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athletes
- c. 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
- d. 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
- e. Support the Athlete Support Personnel of a training camp, provincial/territorial team, or national team, should an Athlete qualify for participation with one of these programs

- f. Comply with all established responsibilities and obligations set out by the Athlete Support Personnel's professional governing association or order, if any
- g. Accept and promote Athletes' personal goals and refer Athletes to other Coaches and sport specialists as appropriate
- h. Provide Athletes (and the parents/guardians of minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete
- i. Act in the best interest of the Athlete's development as a whole person
- j. Report any ongoing criminal or anti-doping Investigation, conviction, or existing bail conditions to the Organization (as applicable), including those for violence, child pornography, or possession, use, or sale of any illegal or Prohibited Substance or method
- k. Not coach, train, or otherwise support Athletes if they use methods or substances prohibited by the Canadian Anti-Doping Program without valid and acceptable justification
- l. 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
- m. 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
- n. Disclose to the Organization any sexual or intimate relationship with an Athlete over the age of majority and immediately discontinue any coaching involvement with that Athlete
- o. Recognize the power inherent in the Athlete Support Personnel position 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. Athlete Support Personnel 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
- p. Dress professionally and use appropriate language

Athletes

15. In addition to the "Additional Expected Behaviours" (above), Athletes will have additional responsibilities to:

- a. Adhere to their Athlete agreement (if applicable)
- b. Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete
- c. Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations
- d. 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
- e. Adhere to any rules and requirements regarding clothing and equipment

- f. Dress to represent the sport and themselves with professionalism
- g. Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by Coaches or managers

Officials

16. In addition to the “Additional Expected Behaviours” (above), Officials will have additional responsibilities to:

- a. Maintain and update their knowledge of the rules and rules changes
- b. Not publicly criticize other Officials or Participants
- c. Work within the boundaries of their position’s description while supporting the work of other Officials
- d. Act as an ambassador of the sport by agreeing to enforce and abide by national and provincial/territorial rules and regulations
- e. Take ownership of actions and decisions made while officiating
- f. Respect the rights, dignity, and worth of all Participants
- g. Act openly, impartially, professionally, lawfully, and in good faith
- h. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
- i. Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Participants
- j. Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform a supervisor at the earliest possible time
- k. When writing Reports, set out the actual facts to the best of their knowledge and recollection

Parents/Guardians and Spectators

17. In addition to “Additional Expected Behaviours” (above), parents/guardians and spectators at Events will:

- a. Encourage Athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence
- b. Condemn the use of violence in any form
- c. Never ridicule a Participant for making a mistake during a competition or practice
- d. Respect the decisions and judgments of Officials, and encourage Athletes to do the same
- e. Support all efforts to stop and prevent verbal and physical abuse, coercion, intimidation, and sarcasm

f. Respect and show appreciation to all competitors, and to Coaches, Officials and other volunteers

g. Never harass competitors, Coaches, Officials, parents/guardians, or other spectators

Retaliation, Retribution or Reprisal

18. It is a breach of the policy for any Participant to engage in any act that threatens or seeks to intimidate another Participant with the intent of discouraging that Participant from filing, in good faith, a Report pursuant to any Organization policy. It is also a breach of this policy for Participants to remove opportunities, privileges, or any other benefit from a Participant who has filed a Report against them or to file a Report for the purpose of retaliation, retribution, or reprisal against any other Participant. Any Participant found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

Privacy

19. The collection, use, and disclosure of any personal information pursuant to this policy is subject to the Organization's usual policies and practices regarding private and/or confidential information.