



## Code of Conduct and Ethics

### Code of Conduct

Synchro Ontario is committed to providing an environment in which all individuals are treated with respect. Further, Synchro Ontario supports equal opportunity and prohibits discriminatory practices. Members of Synchro Ontario, parents/guardians of Synchro Ontario competitors, participants in Synchro Ontario programs and activities, and spectators at Synchro Ontario's events are expected to conduct themselves at all times in a manner consistent with the values of Synchro Ontario.

Conduct that violates this Code of Conduct may be subject to sanctions pursuant to Synchro Ontario's policies related to discipline and complaints.

### Purpose

The purpose of this Code of Conduct is to ensure a safe and positive environment within Synchro Ontario programs, activities and events, by making all individuals aware that there is an expectation of appropriate behavior, consistent with the values of Synchro Ontario, at all times.

### Definitions

1. The following terms have these meanings in this Policy:
  - a) "CASSA" – will mean the Canadian Amateur Synchronized Swimming Association Inc.
  - b) "Individuals" - Synchro Ontario Representative, parents/guardians of Synchro Ontario Representatives, other participants in Synchro Ontario programs and activities, and spectators at Synchro Ontario events.
  - c) "Synchro Ontario" – Ontario Amateur Synchronized Swimming Association.
  - d) "Synchro Ontario Representative" - Any director, officer, committee member, employee, staff, contractor, volunteer, coach, athlete, official, referee, manager and member within Synchro Ontario.

### Application of this Policy

2. This policy applies to Individuals relating to conduct that that may arise during the course of Synchro Ontario's business, activities and events, including but not limited to, the office environment, competitions, practices, training camps, travel associated with competitive activities, and any meetings of staff, committees or the Board of Directors.
3. This policy applies to conduct that may occur outside of Synchro Ontario's business and events when such conduct adversely affects relationships within Synchro Ontario's work and sport environment.
4. Conduct arising within the business, activities and events of clubs or other organizations affiliated with Synchro Ontario will be dealt with using the policies and mechanisms of such organizations.

### Responsibilities

5. **All** Individuals have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of Synchro Ontario Representatives and other Individuals by:
- i. Demonstrating respect to individuals regardless of body type, athletic ability, gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
  - 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 sportsmanship, sports leadership and ethical conduct and practices;
  - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
  - v. Interacting with others in a way that enables all individuals to maintain their dignity and respect;
  - vi. Consistently treating individuals fairly and reasonably;
  - vii. Ensuring that the rules of the sport of synchronized swimming, and the spirit of such rules, are adhered to.
- b) Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. 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;
  - iii. Unwelcome remarks, jokes, comments, innuendo or taunting about a person's looks, body, attire, age, race, religion, sex or sexual orientation;
  - iv. Leering or other suggestive or obscene gestures;
  - v. Condescending, paternalistic or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
  - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
  - vii. Any form of hazing;
  - viii. Unwanted physical contact including touching, petting, pinching or kissing;
  - ix. Unwelcome sexual flirtations, advances, requests or invitations;
  - x. Physical or sexual assault;
  - xi. Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
  - xii. Retaliation or threats of retaliation against an individual who reports harassment.
- c) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments, advances or conduct of a sexual nature, when submitting to or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidating, hostile or offensive environment;
- d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- e) 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 Synchro Ontario events.
- f) Respect the property of others and not willfully cause damage.

- g) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
- h) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of FINA, CASSA and Synchro Ontario, as adopted and amended from time to time, including complying with any contracts or athlete agreements executed with Synchro Ontario.

## Coaches

6. In addition to paragraph 5 above, **Coaches** have additional responsibilities. 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) 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;
- 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 problems;
- d) Under no circumstances promote or condone the use of drugs or performance-enhancing substances;
- e) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise;
- f) Encourage and facilitate athletes to be responsible for their own behavior, performance and decisions;
- g) Give athletes the opportunity to discuss and contribute to proposed training and performance standards as appropriate. 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 as appropriate;
- h) At no time engage in an intimate or sexual relationship with an athlete of under the age of 18 years and at no time engage in 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 the athlete.
- i) Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a synchronized swimming coach;
- j) Act in the best interest of the athlete's development as a whole person;
- k) Where an athlete has qualified for a training camp, provincial team, national team, etc., the Coach will support the program, applicable coaching staff, Synchro Ontario and CASSA.
- l) Recognize the power inherent in the position of coach.

- a. Do not make some participants more or less worthy as a person than others on the basis of body type, gender, race, place of origin, athletic potential, color, sexual orientation, religion, political beliefs, socio-economic status, marital status, age or any other conditions.
- b. Have a responsibility to 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 rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
- c. Interact with others in a manner that enables all participants in sport to maintain their dignity.
- d. Build mutual support among fellow coaches, officials, athletes and their family members.

### **Athletes**

7. In addition to paragraph 5 above, **Athletes** who have been selected to a representative team of Synchro Ontario 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 in all competitions, practices, training sessions, events, activities or projects to which the athlete has made a commitment;
  - c) Properly represent themselves as affiliated to their respective club and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons.
  - d) Act in a sportsmanlike manner and not display appearances of violence, foul language or gestures to other players, officials, coaches or spectators.
  - e) Adhere to Synchro Ontario's rules and requirements regarding clothing and equipment.

### **Parents/Guardians and Spectators**

8. In addition to paragraph 5 above, **Parents/Guardians** of Synchro Ontario Representatives and **Spectators** at events will:
  - a) Encourage athletes to play by 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 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. Feedback on competition performances is provided by officials only to the coaching staff, so parents are encouraged to discuss any questions with your athletes coach;

- f) Recognize that officials, executives and staff act in good faith, and in the best interests of the athletes and sport as a whole.
- g) Respect the decisions and judgments of officials, and encourage athletes to do the same;
- h) Never question an officials' or Synchro Ontario staffs' judgment or honesty.
- i) Support all efforts to remove verbal and physical abuse, coercion, intimidation and sarcasm from the sport of synchronized swimming;
- j) Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers who give their time to the sport;
- k) Refrain from the use of bad language, nor harass competitors, coaches, officials, parents/guardians or other spectators.