



**Climbing Escalade Canada ("the CEC")
Community Code of Conduct**

1. Definitions

1.1 The following terms have these meanings in this Policy:

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| <i>Discrimination</i> | Differential treatment of an individual based on one or more prohibited grounds which include, but are not limited to, race, citizenship, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability |
| <i>Harassment</i> | <p>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 behaviour that constitute Harassment include, but are not limited to:</p> <ol style="list-style-type: none">i. Written or verbal abuse, threats, or outbursts;ii. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;iii. Racial Harassment;iv. Sexual Harassment;v. Workplace Harassment;vi. Leering or other suggestive or obscene gestures;vii. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;viii. Practical jokes which endanger a person's safety, or may negatively affect performance;ix. Hazing, which includes but is not limited to, any form of conduct which exhibits potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which is required or expected to be accepted as part of a team or group, regardless of the junior-ranking individual's willingness to participate. Hazing includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability;x. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;xi. Deliberately excluding or socially isolating a person from a group or team;xii. Persistent sexual flirtations, advances, requests, or invitations;xiii. Physical or sexual assault;xiv. Contributing to a poisoned sport environment, which can include, but is not limited to: |

- a. Locations where material that is discriminatory is displayed (e.g., sexually explicit posters and racial/racist cartoons);
- b. Groups where harassing behaviour is part of the normal course of activities; or
- c. Behaviour that causes embarrassment, awkwardness, endangers a person's safety or negatively affects performance;
- xv. Behaviours such as those described above that are not directed towards a specific person or group but have the same effect of creating a negative or hostile environment; and
- xvi. Retaliation or threats of retaliation against a person who reports Harassment.

Racial Harassment

Includes but is not limited to, racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin;

Sexual Harassment

A course of vexatious comment or conduct against an Individual because of sex, sexual orientation, gender identify 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 behaviour that constitute Sexual Harassment include, but are not limited to:

- i. Making 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. Displays of sexually offensive material;
- ix. Distributing sexually explicit messages or attachments such as pictures or video files;
- x. Using sexually degrading words to describe an Individual;
- xi. Making 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, comments or propositions; and
- xv. Persistent unwanted contact;

Workplace

Any place where business or work-related activities are conducted. Workplaces include but are not limited to, the office of CEC, work-related social functions, work assignments outside offices, work-related travel, the training and competition environment, and work-related conferences or training sessions;

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 behaviour 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 physical 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 his or her job, perform or train;
- ix. 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.

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 behaviour that it 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 behaviour 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 behaviour such as shaking a fist at someone, aggressive finger pointing, destroying property, or throwing objects;
- iv. Wielding a weapon;
- 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.

Capitalized terms not otherwise defined herein, shall have the meaning ascribed to them in the CEC's Interpretation Policy.

2. Purpose

2.1 This Policy forms part of the CEC's Safe Sport Manual. The purpose of this Policy is to ensure a safe and positive environment within the programs, activities, and events of Climbing Escalade Canada (CEC) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the organization's core values and policies. CEC supports equal opportunity, prohibit discriminatory practices, and is committed to providing an environment in which all individuals can safely participate in sport and are treated with respect and fairness.

3. Application of this Policy

3.1 This Policy applies to any Individual's conduct during the course of any CEC business, activities or events including, but not limited to, competitions, practices, evaluations, training camps, travel associated with CEC activities, the CEC's office environment, and any CEC meetings.

3.2 This Policy also applies to Individuals' conduct outside of CEC business, activities or events when such conduct adversely affects the sporting or working environment of the CEC or if such conduct has a serious and detrimental impact on an Individual. Such applicability will be determined by CEC at its sole discretion.

3.3 If a claim is brought against a person regarding a potential breach of this Policy and the alleged breach occurred while such person was an Individual, this Policy shall apply regardless of whether such person was an Individual at the time the claim is brought.

3.4 Any Individual who violates this Policy may be subject to sanctions pursuant to the CEC's *Discipline and Complaints Policy*. In addition to facing possible sanctions pursuant to the CEC's *Discipline and Complaints Policy*, an Individual who violates this Policy during a competition may be removed from the competition or training area, and the Individual may be subject to further sanctions, at the discretion of CEC.

4. General Responsibilities

4.1 Each Individual shall:

4.1.1 Adhere to the sporting or competition rules that may be applicable to the Individual from time to time;

4.1.2 Maintain and enhance the dignity and self-esteem of other Individuals by:

- i. Treating each other with the highest standards of respect and integrity;
- ii. Focusing comments or criticism appropriately and avoiding unwarranted public criticism of Individuals;
- 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;
- v. Consistently treating Individuals fairly and reasonably; and
- vi. Ensuring adherence to the applicable rules of the sport and the spirit of those rules;

4.1.3 Refrain from any behaviour that constitutes Discrimination, Harassment or Workplace Violence;

4.1.4 Adhere to CEC's Anti-Doping Policies, as such policies may be amended from time to time;

4.1.5 Refrain from the use of power or authority in an attempt to coerce another person to engage in Discrimination, Harassment or Workplace Violence;

- 4.1.6 In the case of minors, not consume alcohol, tobacco, or cannabis;
- 4.1.7 In the case of adults, abide by the Reasonable Consumption Guidelines attached hereto as Appendix A;
- 4.1.8 Respect the property of others and not wilfully cause damage to the property of others;
- 4.1.9 Promote the sport in a constructive and positive manner;
- 4.1.10 Adhere to all applicable federal, provincial, municipal and host country laws;
- 4.1.11 Use social media in a responsible manner consistent with the CEC's *Social Media Policy*;
- 4.1.12 Refrain from engaging in cheating;
- 4.1.13 Not offer or receive any bribe;
- 4.1.14 Comply with the bylaws, policies, procedures, and rules and regulations of CEC, as adopted or amended from time to time; and
- 4.1.15 Act as an ambassador of the sport.

5. Directors, Officers, Staff and Committee Members

5.1 In addition to Section 4 (above), Directors, Officers, Staff and Committee Members of CEC will:

- I. Conduct themselves openly, professionally, lawfully and in good faith;
- II. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
- III. Behave with decorum appropriate to both circumstance and position;
- IV. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws;
- V. Respect the confidentiality appropriate to issues of a sensitive nature;
- VI. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings; and
- VII. Have a thorough knowledge and understanding of all CEC's governance documents.

6. Coaches and Trainers

6.1 The coach-Athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the Athlete. Coaches and Trainers 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. In addition to Section 4 (above), Coaches and Trainers will:

- I. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athlete;
- II. 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 the Athlete;
- III. Communicate and cooperate with sport medicine professionals in the diagnosis, treatment, and management of Athletes' medical and psychological treatments to avoid compromising the present and future health of the Athlete;

- IV. Communicate and cooperate with the coaching and training staff of an Athlete including, applicable local, Provincial and National level coaches and trainers;
- V. Accept and promote the Athlete's personal goals and refer the Athlete to other coaches and sport specialists as appropriate;
- VI. Provide the Athlete (and the parents/guardians of minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete;
- VII. Act in the best interest of the Athlete's development as a whole person;
- VIII. Under no circumstances provide, promote, or condone the use of prohibited substances (other than properly prescribed medications) or prohibited methods and, in the case of minors, alcohol, cannabis, tobacco or e-cigarettes;
- IX. 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', without first receiving approval from the coaches who are responsible for such Athlete;
- X. Not engage in a sexual or intimate relationship with an Athlete, regardless of age, in respect of whom the Coach or Trainer is in a position of trust or authority;
- XI. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport by establishing and following the procedures for confidentiality, informed participation, and fair and reasonable treatment.
- XII. Respect and promote the rights of Athletes who are in a vulnerable or dependent position and less able to protect their own rights;
- XIII. Conduct themselves openly, professionally, lawfully and in good faith;
- XIV. Behave with decorum appropriate to both circumstance and position; and
- XV. Use appropriate language, taking into account the audience being addressed.

7. Athletes

7.1 In addition to Section 4 (above), Athletes will:

- I. Adhere to their applicable Athlete Agreement, (if applicable);
- II. Maintain and update their knowledge of CEC rules and policies;
- III. Report medical problems to their appropriate Coach in a timely fashion, when such problems may limit their ability to travel, practice, or compete;
- IV. Properly represent themselves and not attempt to participate in a competition for which they are not eligible; and
- V. Ensure adherence to the applicable rules of the sport and the spirit of those rules.

8. Officials and Volunteers

8.1 In addition to Section 4 (above), Officials and CEC volunteers will:

- I. Adhere to their applicable Officials and Volunteer Agreement, (if applicable);
- II. Maintain and update their knowledge of CEC rules and policies;
- III. Work within the boundaries of their position's description while supporting the work of other CEC officials;
- IV. Take ownership of actions and decisions made while officiating;
- V. Conduct themselves openly, professionally, lawfully and in good faith;
- VI. Behave with decorum appropriate to both circumstance and position;
- VII. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with Individuals;
- VIII. Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Individuals; and

- IX. Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform a supervisor or CEC at the earliest possible time.

9. Parents/Guardians and Spectators

9.1 In addition to Section 4 (above), parents, guardians and spectators will:

- I. Encourage Athletes to compete within the rules;
- II. Resolve conflicts without resorting to hostility or violence;
- III. Condemn the use of violence in any form;
- IV. Respect and show appreciation to all Individuals;
- V. Be considerate, honest, and respectful in all dealings with Individuals;
- VI. Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Individuals; and
- VII. Respect the decisions and judgments of Officials, and encourage other Individuals to do the same.

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Appendix A – Reasonable Consumption Guidelines

Alcohol

The CEC recognizes there may be benefits to having alcohol available at certain CEC related events. In order to limit any negative consequences associated with the presence of alcohol, it is CEC's expectation that there will only be "reasonable consumption" of alcohol during CEC related events.

The following scenarios are examples of "reasonable consumption" for individuals who are of the age of majority or older:

- Athletes should refrain from drinking immediately prior to a competition.
- Individuals may drink in moderation. Drinking in moderation could mean, for example, enjoying a drink or two at dinner or at post-event gathering. When drinking, individuals are encouraged not wear CEC-branded gear. Coaches, Staff and chaperons must be able to respond to urgent needs of athletes and others. It is recognized that Coaches, Staff and chaperons need downtime but, while engaged on CEC business, this should not take the form of getting impaired.
- Coaches and Staff may socialize and enjoy drinks with athletes following an event provided it occurs in a public setting such as a restaurant and not in a private setting such as one Coach and one athlete in a hotel room, and the actions of the Coach follow the CEC's *Athlete Protection Policy*.
- When at one's home location (i.e., when not travelling for competition or training), drinking among Coaches or Staff and athletes should be limited to special events such as banquets and should not be a regular occurrence.

Cannabis

With the 2018 legalization of cannabis in Canada, some restrictions on cannabis use remain the same while others have changed. It is important for all Individuals to understand that cannabis remains banned in sport, and a positive test for cannabis may still result in a sanction. Cannabis will remain banned in sport in Canada because the Canadian Anti-Doping Program (CADP) follows the World Anti-Doping Agency's (WADA) Prohibited List, an international standard that is not affected by changes in Canadian law. Cannabis is just one of many substances that is legal in Canada yet prohibited in sport.

Cannabis is banned "in-competition" only. Having a trace of cannabis (over the threshold limit) in your urine or blood sample during the "in-competition" period is prohibited. This should be emphasized as many Individuals think that consuming the product on the day of competition is the only prohibition. Athletes who choose to use cannabis do so at their own risk. If you use cannabis for therapeutic purposes, you are encouraged to talk to your doctor about non-prohibited alternatives. If cannabis is the only treatment that works for a diagnosed ailment, then Athletes are encouraged to apply for a medical exemption.

With the changing legislation, reasonable use of cannabis by Coaches and Staff is permitted. The following scenarios are examples of "reasonable consumption" for Coaches and Staff who are of the age of majority or older:

- "Reasonable use" means infrequent use that is not habitual or abusive.
- Coaches and Staff should not be under the influence of cannabis while carrying out CEC duties or while interacting with athletes or minors.
- Coaches and Staff are encouraged not to use using e-cigarettes/vaporizers in the presence of athletes or minors.

Cannabis is not legal in many other countries. An individual is not allowed to take legally purchased cannabis from Canada to another country even if cannabis is legal in that country. Individuals must always follow the local laws and be very careful about procuring and consuming cannabis in a country where it is legal. As with the use of reasonable use of alcohol, Coaches, Staff and chaperons should remain "fit for duty" so that they can respond to urgent needs of athletes and others.