

Bandy Code of Conduct

1. Principles

Bandy Manitoba is committed to providing a sport environment, which is characterized by values of excellence, fairness, integrity, open communication and in which all individuals are treated with respect. Further, Bandy Manitoba supports equal opportunity and prohibits discriminatory practises.

Bandy Manitoba believes that membership and participation privileges comes with certain responsibilities and obligations, including but not limited to, complying with the Code of Conduct, policies, rules and regulations of Bandy Manitoba.

1.2. Definitions

These terms will have these meanings in this policy:

- a) *Code of Conduct*: Basic rules and regulations that reflect the standard of behaviour which is expected of all Bandy Manitoba members and participants.
- b) *Disciplinary sanctions*: penalties or sanctions identified within this policy which are applied to Bandy Manitoba members, participants who do not meet the standard of behaviour contained within the Code of conduct
- c) *Member*: refers to all categories of members of Bandy Manitoba, as well as to all individuals engaged in activities with or employed by Bandy Manitoba, including, but not limited to, athletes, participants, coaches, officials, volunteers, directors, officers, team managers, team captains, medical and paramedical personnel, administrators and employees (including contract personnel)
- d) *Days*: will mean total days, irrespective of weekends or holidays.

1.3. Scope

All Members of Bandy Manitoba and participants in Bandy Manitoba's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of Bandy Manitoba. Conduct that violates these values may be subject to sanctions pursuant to Bandy Manitoba's Discipline Policy. The Discipline policy can be viewed at www.canadabandy.ca .

1.4. Provisions

All members of Bandy Manitoba have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of members and participants of Bandy Manitoba by:

- Demonstrating respect to individuals regardless of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
 - Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, staff and members;
 - Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practises;
 - Ensuring that the rules of the sport, and the spirit of such rules are adhered to.
- b) Take reasonable steps to manage the responsible consumption of alcoholic beverages in social situation associated with Bandy Manitoba events.
- c) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. Bandy Manitoba recognizes the Canadian Policy on Penalties for Doping in Sport. Athletes must be aware that they are subject to drug testing at any time.
- d) 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.
- e) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual 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;
- f) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of Bandy Manitoba, as adopted and amended from time to time, including complying with any contract or agreements executed with Bandy Manitoba.

1.5. Additional Coaching Provisions

In addition to the above, Coaches will have a responsibility to:

- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of athletes;
- b) Avoid compromising the present and future health of athletes by communicating and cooperating with registered medical practitioner in their diagnosis, treatment and management;
- c) Educate athletes about the dangers of drugs and performance-enhancing substances,

- d) Accept and promote the athlete's personal goals and refer to other coaches and athlete specialists as opportunities arise;
- e) Communicate and cooperate with the parents/guardians of athletes who are minors and involve them in decisions pertaining to their child's development;
- f) Consider the academic pressure placed on student –athletes and conduct practices and events in a manner that supports academic success.

1.6. Additional Athlete Provisions

Athletes who have been selected to a representative team of Bandy Manitoba will have an additional responsibility to:

- a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to train or compete;
- b) Participate in all competitions, events or projects to which the athletes has made a commitment;
- c) Adhere to Bandy Manitoba's requirements regarding clothing and equipment.
- d) Abide by all established curfews on trips.
- e) Athletes shall not commit any act which would be considered an offense under federal or provincial law or the laws of the country in which they are traveling.
- f) When traveling, athletes shall comply with decisions made by the coach or manager, or anyone officially designated by the National or Provincial association to assist the team.
- g) Consult with Bandy Manitoba when arranging individual sponsorships (material or financial) to ensure no conflicts with Provincial association sponsors.**

1.7 Discipline

Individuals who are in violation of the Code of Conduct will be subject to sanctions as per Bandy Manitoba's Discipline Policy.