

# **Code of Conduct and Ethics**

## **Definitions**

1. The following terms will have these meanings in this Policy:

- a) “Individuals”- All categories of membership defined in the EOMAC Bylaws, as well as all individuals engaged in activities with EOMAC, including but not limited to, board members, swimmers and coaches
- b) “Sportsmanship”- Respect for one’s opponent and graciousness in playing, training, competing, winning or losing.
- c) “EOMAC” – Refers to Etobicoke Olympium Masters Aquatic Club.

## **Preamble**

2. Membership in EOMAC and participating in its activities brings with it many benefits and privileges that are balanced by an Individual’s responsibilities and obligations. This Policy defines the parameters for these responsibilities and obligations, and thus identifies a standard of behaviour that is expected of all Individuals.

## **Purpose**

3. The purpose of this Code of Conduct and Ethics policy is to ensure a safe and positive environment within EOMAC programs, activities and events, by making all Individuals aware that there is an expectation of appropriate behaviour, consistent with the values of EOMAC, at all times.

4. Conduct that violates this Code of Conduct and Ethics policy may be subject to disciplinary action and/or dismissal from the club.

## **Application of this Policy**

5. This policy applies to an Individual’s conduct that may arise during the course of EOMAC’s business, activities and events, including but not limited to, competitions, practices, training camps, travel and meetings.

6. This policy applies to conduct that may occur outside of EOMAC’s business and events when such conduct adversely affects relationships within EOMAC’s sport environment and is detrimental to the image and reputation of EOMAC.

## **Responsibilities**

7. EOMAC is committed to providing an environment in which all Individuals are treated with respect. All Individuals have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of all Individuals by:
  - i. Demonstrating respect to Individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation,

- age, marital status, religion, religious beliefs, political beliefs, disability, economic status or any other reason;
  - ii. Focusing comments or criticism appropriately and avoiding public criticism of Individuals;
  - iii. Consistently demonstrating spirit of Sportsmanship, sports leadership and ethical conduct;
  - iv. Caring and respecting the property and assets of EOMAC and all Individuals;
  - v. Consistently treating Individuals fairly, reasonably and with respect; and
  - vi. Ensuring that the rules of Masters Swimming, and the spirit of such rules, are adhered to.
- b) Refrain from any behaviour 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 behaviour 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, innuendos or taunts;
  - iv. Leering or other suggestive or obscene gestures;
  - v. Condescending or patronizing behaviour 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; or
  - ix. Retaliation or threats of retaliation against an Individual who reports harassment.
- c) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
  - i. Sexist jokes;
  - ii. Display of sexually offensive material;
  - iii. Sexually degrading words used to describe a person;
  - iv. Inquiries or comments about a person's sex life;
  - v. Unwelcome sexual flirtations, advances or propositions;
  - vi. Persistent unwanted contact; or
  - vii. Sexual assault.
- d) Refrain from the use of power or authority in an attempt to coerce another person to engage in any inappropriate activities.

- e) Take reasonable steps to manage the responsible consumption of alcoholic beverages and/or tobacco products in social situations associated with EOMAC events.
- f) Not be impaired by alcohol or drugs at any pool workout be it with EOMAC or another Masters club.
- g) Abstain from the non-medical use, control or possession of drugs or performance-enhancing drugs or methods.
- h) Comply at all times with the Bylaws, policies, rules and regulations of EOMAC as adopted and amended from time to time, with any contracts or agreements executed with or by EOMAC, and any directives or sanctions imposed by EOMAC.