

# MISSISSAUGA FIGURE SKATING CLUB

## CODE OF CONDUCT

This Code of Conduct replaces and supersedes all pre-existing alternate codes of conduct and synonymous documents approved and/or published by Mississauga Figure Skating Club (MFSC) prior to November 16, 2021.

### 1. PURPOSE

The purpose of this Code of Conduct is to outline the expectations of MFSC with regards to providing a safe sport environment in which all individuals and groups are treated with respect and dignity with the expectation of appropriate behaviours consistent with the values of MFSC.

### 2. Definition of Applicable Stakeholders

Stakeholders included in this policy include but are not limited to: Members of the MFSC Board of Directors; MFSC committee members; MFSC staff; all SC member coaches residing in and/or coaching within the Province of Ontario; volunteers; all athletes registered with an Ontario SC Member Club; all parents and guardians of those Ontario athletes and all consultants and contractors.

### 3. Application of this Code

This MFSC Code applies to conduct of its stakeholders as defined, that may arise during the course of MFSC business and activities including but not limited to its office environment; meetings; competitions and practices; tryouts and travel as a member of a MFSC team or on MFSC related business. MFSC may also consider activities outside of those listed if there is conduct that is deemed to be detrimental to the image or reputation of MFSC and/or its stakeholders.

### 4. Responsibilities

It is expected that all stakeholders as defined, have a responsibility to:

- a) demonstrate respect to all individuals and groups:
  - i. act when appropriate, to prevent or correct practices that are unjustly discriminatory
  - ii. demonstrate the spirit of sportsmanship, sport leadership and ethical conduct
  - iii. avoid public criticism of any Ontario stakeholder as defined (in particular its athletes, coaches and officials) and promote the sport in a positive, constructive manner. When necessary, use appropriate channels to communicate concerns
- b) ensure the adherence to the rules of the sport
- c) refrain from any behaviour that constitutes harassment, where harassment is defined as negative comment or conduct directed towards an individual or group (including the LGBTQI2S community) which is offensive, abusive, racist, sexist, degrading or malicious as defined in the Skate Ontario Harassment Policy.
- d) respect the property of others and not willfully cause damage
- e) adhere to all federal, provincial, municipal laws
- f) comply at all times with MFSC by-laws, policies, procedures, rules and regulations as adopted and amended from time to time.
- g) promote the sport of figure skating in a positive manner

## 5. MFSC Board and Committee Members

In addition to the responsibilities as defined in Section 4 of this Code, Board and committee members are obligated to:

- a) be familiar with MFSC Vision, Mission and Values
- b) be familiar with MFSC By-laws
- c) be familiar and comply with the legislation and government policies under which MFSC is governed including:
  - i. the Ontario Corporations Act
  - ii. the Ontario Sport Recognition Policy
- d) be aware of any conflicts of interest and place the interests of MFSC ahead of any interest they may have in any individual
- e) respect and support all decisions made by the Board/committee whether or not they may have had a dissenting opinion
- f) unless otherwise authorized by the President, refrain from speaking publicly in a manner which may be perceived as a formal representation of the organization
- g) maintain confidentiality on all matters discussed during meetings (including votes) except as disclosed in the minutes of any such meeting or otherwise made public
- h) not engage in activities or accept appointments or elections to an office in any organization whose activities are likely to be in conflict with MFSC

## 6. Coaches

In addition to those responsibilities as defined in Section 4 of this Code, coaches must:

- a) be familiar with and conduct oneself in accordance with the standards of Skate Canada and accept responsibility for delivering coaching services in a safe and professional manner
- b) maintain membership with Skate Canada
- c) be familiar with and abide by the SO Accreditation at Events Policy and all on-site security protocols
- d) at all times, accurately represent one's technical, education and professional credentials and resumes
- e) negotiate all contracts (including with clubs/ schools and skaters/parents) accurately and in good faith and invoice only for services rendered (not anticipated)
- f) understand that a coach becomes the base coach of an athlete from the moment that an athlete contracts that coach, whether individually or in a group and that other coaches must initiate discussion about an athlete's training only through the base coach – a coach may not solicit or cause an athlete to be solicited
- g) respect that a coach may respond directly to athletes or parents who approach them to inquire about their services, experience, qualifications, philosophy/methods
- h) respect the fact that an athlete/parent may have the right to contract the services of another coach to replace or supplement an athlete's instruction
- i) be a positive role model and demonstrate the characteristics of respect, courtesy, honesty, integrity, fairness and dependability
- j) encourage skaters to learn and uphold the rules of the sport
- k) maintain the best interests (including physical and emotional) of each individual athlete at all times and not disadvantage one skater to promote another
- l) communicate regularly with the skater and their parents/guardians with regards to realistic goals and progress as well as any other matters concerning the skater's participation in the sport
- m) may participate in any self-promotional activities that do not violate other clauses of this Code

## 7. Athletes

In addition to the responsibilities as defined in Section 4 of this Code:

- a) any athlete representing Ontario on a team or in a competition or other activity shall:
  - i. report in a timely manner, any injury or medical condition that would affect their performance or ability to compete, travel or train
  - ii. appear on time, well-nourished with clothing and equipment as required, in order to participate to the best of their ability
  - iii. accurately represent oneself when applying for entry to a competition, training camp or other activity
  - iv. dress in a manner representative of Skate Ontario the focus being on neatness, cleanliness and discretion. Designated clothing, if applicable, must be worn when travelling to and from a competition.
- b) for those on provincial teams, abide by any additional policies that may be imposed by coaches or team managers (chaperones)
- c) keep confidential any such information about fellow athletes or others gained through skating activities

## 8. Parents/Guardians and Spectators

Should, in addition to those responsibilities as defined in Section 4 of this Code:

- a) be respectful and supportive of all athletes, coaches, officials, volunteers and staff
- b) accept and respect the decisions and judgements of the officials and encourage the athletes to do the same
- c) encourage athletes to obey all rules and regulations; have respect for others and resolve any conflicts in an appropriate manner
- d) stress the importance of participation and remember that athletes are involved for their own enjoyment and development and not any other purpose
- e) maintain a supportive and constructive atmosphere for other stakeholders (e.g. club and skating school volunteers, staff members, event volunteers)