

Rationale

Pickleball Ontario is committed to providing a sport environment that reflects the Association's core values of respect, fairness, integrity, honesty, transparency and safety. This policy outlines Pickleball Ontario expectations of conduct from all who have any connection with Pickleball Ontario including Board members, individuals, coaches, and officials.

Policy Guidelines

1. The purpose of this Code of Conduct (the "Code") is to ensure a safe and positive environment (within Pickleball Ontario's programs, activities, and events) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with Pickleball Ontario's core values. Pickleball Ontario supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with equity and respect.
2. The Board of Pickleball Ontario is responsible for communicating this Code of Conduct policy to those who are governed by this policy.

3. Roles/Responsibilities

a) Individuals

Individuals participating in Pickleball Ontario programs, activities and events have a responsibility to:

- i. Maintain and enhance the dignity and self-esteem of Pickleball Ontario members and other individuals by:
 - a. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation
 - b. Focusing comments or criticism appropriately and avoiding public criticism of players, coaches, officials, organizers, volunteers, employees, or members
 - c. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
 - d. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
 - e. Consistently treating individuals fairly, equitably and reasonably
 - f. Ensure adherence to the rules of the sport and the spirit of those rules

- ii. Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, including
 - a. verbally or physically abusing opponents, officials, spectators or sponsors;
 - b. any form of harassment, including sexual harassment;
 - c. the use of profane, insulting, or otherwise offensive language; the use of power or authority in an attempt to coerce another person
 - d. consuming alcohol, tobacco products or recreational drugs while participating in Pickleball Ontario authorized sport activities and
 - e. knowingly associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation

- iii. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Pickleball Ontario adopts and adheres to the Canadian Anti-Doping Program.

- iv. Abstain from:
 - a. wagering or attempting to wager anything of value in connection with an event which one will be or is competing;
 - b. offering, soliciting or accepting anything of value intended to influence the outcome of a match;
 - c. using or providing insider (non-public information) to any person where it might reasonably be expected the information could be used for wagering purposes and
 - d. knowingly helping with, covering up or otherwise being complicit in the activities listed in the three bullets above.

- v. Respect the property of others and not wilfully cause damage;

- vi. Promote the sport of Pickleball in the most constructive and positive manner possible;

- vii. Adhere to all federal, provincial, municipal and host country laws;

- viii. Comply, at all times, with Pickleball Ontario's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time; and

- ix. Conduct themselves in a manner that reflects the highest standard of behaviour arising within the business, activities or events of Pickleball Ontario.

b) Board of Directors and Committee Members.

In addition to the individual responsibilities described in section 1 of this policy Pickleball Ontario's Board of Directors (the "Board"), and Committee Members will have additional responsibilities to:

- i. Function primarily as a member of the Board and/or committee(s) of Pickleball Ontario; not as a member of any other particular member or constituency;
 - a) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Pickleball Ontario's business and the maintenance of individuals' confidence;
 - b) Ensure that Pickleball Ontario's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
 - c) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Pickleball Ontario;
 - d) Self-report any ongoing criminal investigation, conviction or existing bail conditions, including those for violence, child pornography or possession, use or sale of any illegal substance;
 - e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
 - f) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others;
 - g) Keep informed about Pickleball Ontario's activities, the provincial sport community, and general trends in the sectors in which they operate;
 - h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Pickleball Ontario is incorporated;
 - i) Respect the confidentiality appropriate to issues of a sensitive nature;

- j) Ensure that all Individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;
- k) Respect the decisions of the majority and resign if unable to do so;
- ii. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings;
- iii. Have knowledge and understanding of Pickleball Ontario governance documents; and
- iv. Conform to the bylaws and policies approved by Pickleball Ontario.

c) Coaches

In addition to individual responsibilities described in Section 3. a) of this policy, and in addition to any responsibilities described by the National Coaching Certification Program, coaches 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 involved players;
- ii. Prepare players systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm players;
- iii. Avoid compromising the present and future health of players by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of players' medical and psychological treatments;
- iv. Support the coaching staff of a training camp, provincial team, or national team; should a player qualify for participation with one of these programs;
- v. Provide players (and the parents/guardians of minor players) with the information necessary to be involved in the decisions that affect the player;
- vi. Act in the best interest of the player's development as a whole person;
- vii. Respect other coaches, officials, administrators and volunteers;
- viii. Meet the highest standards of credentials, integrity and suitability,
- ix. Self-report any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance;

- x. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco;
- xi. Respect athletes playing with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes;
- xii. Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over the athlete;
- xiii. Recognize the power inherent in the position of coach and 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;
- xiv. Follow the Rule of Two <https://www.coachesontario.ca/articles/rule-of-two/> when engaging with players
- xv. Dress professionally, neatly, and inoffensively;
- xvi. Use inoffensive language, taking into account the audience being addressed; and
- xvii. Avoid public criticism, including making derogatory or misleading statements of fellow coaches, athletes, officials and volunteers especially when speaking to the media.

d) Officials

In addition to individual responsibilities described in Section 3.a) of this policy, Pickleball Ontario officials have the following additional responsibilities to:

- i. Maintain and update their knowledge of the rules and rules changes;
- ii. Work within the boundaries of their position's description while supporting the work of other officials;
- iii. Act as an ambassador of Pickleball Ontario by agreeing to enforce and abide by national and provincial rules and regulations;
- iv. Take ownership of actions and decisions made while officiating;

- v. Respect the rights, dignity, and worth of all Individuals;
 - vi. Not publicly criticize other officials, any club or association or athlete;
 - vii. Assist with the development of less-experienced referees and minor officials;
 - viii. Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of Pickleball Ontario, athletes, coaches, other officials, and parents;
 - ix. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
 - x. Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals; and
 - xi. Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time.
4. Any infraction under this Program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction, pursuant to Pickleball Ontario's Discipline and Dispute Resolution Policy.
 5. An Individual who violates this Code may be subject to sanctions pursuant to Pickleball Ontario's Complaints and Discipline Policy (PAO-008). In addition to facing possible sanction pursuant to Pickleball Ontario's Complaints and Discipline Policy (PAO-008). An Individual who violates this Code during a competition may be ejected from the competition or the playing area, the official may delay the competition until the Individual complies with the ejection, and the Individual may be subject to any additional discipline associated with the particular competition.
 6. This Code also applies to Individuals' conduct outside Pickleball Ontario's business, activities, and events when such conduct adversely affects relationships within Pickleball Ontario (and its work and sport environment) and is detrimental to the image and reputation of Pickleball Ontario. Such applicability will be determined by Pickleball Ontario at its sole discretion.

