



# CONDUCT AND ETHICS POLICY

## 1. POLICY STATEMENT

This Policy shall delineate conduct and ethical behaviour expectations for all VRPA members, employees and contractors.

## 2. CONTEXT/BACKGROUND

VRPA is committed to ensuring a safe and positive environment within its programs, activities and events by advising members that there is an expectation of appropriate behaviour and of potential consequences for violating this Conduct and Ethics Policy.

## 3. APPLICATION

This Policy applies to all members participating in programs, activities and events.

This Policy also applies to VRPA members outside of its programs, activities and events when such conduct, including conduct on social media, is detrimental to the image and reputation of VRPA or its members.

## 4. ROLES/RESPONSIBILITIES

### 4.1. Individual Member Responsibilities

Members participating in VRPA programs, activities and events have a responsibility to:

#### 4.1.1. Create and maintain respectful relationships with all VRPA members and other involved individuals by:

- Demonstrating respect for every person regardless of physical characteristics, athletic ability, age, colour, race, citizenship, ethnic origin, creed, disability, economic or marital status, gender identity or expression or sexual orientation.
- Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees or members.
- Demonstrating the spirit of sportsmanship, sport leadership and ethical conduct.
- Acting to correct or prevent practices that are unjust and discriminatory.
- Treating individuals fairly and reasonably.
- Adhering to the rules of pickleball and the spirit of those rules.



#### 4.1.2. Refrain from:

- Verbally or physically abusing opponents, officials, spectators, or sponsors.
- Using any form of harassment
- Using profane, insulting or other language generally considered to be offensive.
- Using authority to coerce another person.
- 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 and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or the World Anti-Doping Code.
- Offering, soliciting, or accepting anything of value that is intended to or may be perceived as trying to cause influence on the outcome of a match or game.
- Using or providing insider (non-public) information to any person where it might reasonably be expected the information could be used for wagering purposes.
- Helping with covering up or otherwise being complicit in any illicit or untoward behaviour.
- Using illegal or performance enhancing drugs.

4.1.3. Respect the property of others and not wilfully cause damage.

4.1.4. Promote the sport of pickleball in the most constructive and positive manner possible.

4.1.5. Adhere to all federal, provincial, municipal and host country laws.

4.1.6. Comply with VRPA's Bylaws, Policies, procedures, rules and regulations, as adopted and amended from time to time.

4.1.7. Conduct themselves in a manner one would expect of others when engaging in the business, activities or events of VRPA.

#### 4.2. Board of Directors and Committee Members

In addition to the member responsibilities described in Section 4.1 of this Policy, Board of Directors (the Board) and committee members will have additional responsibilities to:

4.2.1. Function primarily as a member of the Board and/or committee(s) of VRPA, not as a member of any other pickleball association or constituency. A potential conflict of interest circumstance must be brought forward either orally or via Conflict of Interest Policy procedures. If the majority of the Board deems a real or perceived conflict of interest exists. The Board member shall be asked to recuse themselves from related discussions and voting.



- 4.2.2. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of VRPA's business.
- 4.2.3. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism.
- 4.2.4. Ensure that VRPA's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
- 4.2.5. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of VRPA.
- 4.2.6. Self-report any criminal investigation, conviction, or existing bail condition.
- 4.2.7. Keep informed about VRPA's activities, the provincial sport community and general trends in the sectors in which they operate.
- 4.2.8. Exercise the degree of diligence required in the performance of their duties pursuant to the laws under which VRPA is incorporated.
- 4.2.9. Maintain confidentiality appropriate to issues of a sensitive nature.
- 4.2.10. Ensure that all individuals are given an opportunity to express opinions and that all opinions are given due consideration and weight.
- 4.2.11. Respect the decisions of the majority of the Board and resign if unable to do so.
- 4.2.12. Commit the time to attend meetings and be diligent in preparation for and participation in discussions at such meetings.
- 4.2.13. Have knowledge and understanding of VRPA governance documents.

### **4.3. Coaches**

In addition to any responsibilities described by the National Coaching Certification Program, coaches will:

- 4.3.1. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of the involved athletes.
- 4.3.2. Prepare athletes systematically and progressively by using appropriate time frames and by monitoring physical and psychological adjustments, while refraining from using training methods or techniques that may harm athletes.



- 4.3.3. Communicate and cooperate with medical personnel in the diagnosis, treatment and management of athletes' medical and psychological treatments.
- 4.3.4. Support the coaching staff of a training camp, provincial team, or national team, should an athlete qualify for participation in one of these programs.
- 4.3.5. Provide athletes and the parents or guardians of minor athletes with the information necessary to be involved in decisions that affect the athlete.
- 4.3.6. Act in the best interest of the athlete's development as a whole person.
- 4.3.7. Respect other coaches, officials, administrators and volunteers.
- 4.3.8. Meet or exceed the standards of credentials, integrity and suitability for the tasks assigned.
- 4.3.9. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances, alcohol, or tobacco.
- 4.3.10. 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 first receiving approval from the coaches who are responsible for the athletes.
- 4.3.11. Not engage in an intimate or sexual relationship with an athlete under the age of 18 years 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.
- 4.3.12. 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.
- 4.3.13. Avoid publicly criticizing fellow coaches, athletes, officials and volunteers especially when speaking to the media.

#### **4.4. Officials**

In addition to the member responsibilities described in Section 4.1 of this Policy, officials have the following additional responsibilities to:



- 4.4.1. Maintain and update their knowledge of the International Rules of Pickleball and all changes.
- 4.4.2. Work within the boundaries of their position's description while supporting the work of other officials.
- 4.4.3. Take responsibility for all actions and decisions made while officiating
- 4.4.4. Respect the rights, dignity and worth of all individuals.
- 4.4.5. Not publicly criticize other officials, any club or association or athlete.
- 4.4.6. Assist with the development of less-experienced referees and minor officials.
- 4.4.7. Conduct themselves openly, impartially, professionally, lawfully and in good faith in the best interests of Pickleball BC athletes, coaches, other officials and parents.
- 4.4.8. Be fair, equitable, considerate, independent, honest and impartial in all dealings with others.
- 4.4.9. Respect the confidentiality required for issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals and specific information or data about individuals.
- 4.4.10. Honour all assignments unless unable to do so by virtue of illness or personal emergency and in these cases inform the assignor.

## **5. IMPLEMENTATION**

The Board of VRPA is responsible for communicating this Conduct and Ethics Policy to all individual members. All Affiliates, Associates and individual members are to familiarize themselves with and abide by this Conduct and Ethics Policy.

## **6. RESULTS**

All those participating in VRPA activities, programs and events are familiar with and abide by their responsibilities under this Conduct and Ethics Policy.

Members will feel respected, safe and free from discrimination while participating in VRPA activities, programs and events.

## **7. COMING INTO FORCE -September 18, 2023**