



TITLE	Code of conduct policy
TYPE	Policy
ENTRY IN FORCE	July 15, 2025
DATE OF LAST REVIEW	June 15, 2025
FREQUENCY OF REVIEW	Triennial
TARGET COMPONENT	Pickleball NB- All members
RESPONSIBLE SECTOR	Pickleball NB-General
DISTRIBUTION	<ul style="list-style-type: none"><li>- Executive &amp; Directors</li><li>- Affiliated Clubs</li><li>- Members</li></ul>
ADOPTED ON	TBD

## 1. SUMMARY

Pickleball New Brunswick (PBNB as follows) is committed to ensuring a safe and positive environment within PBNB's programs, activities, and events by advising individuals there is an expectation, always, of appropriate behaviour, conduct themselves with respect, and of potential consequences for violating the code of conduct.

## 2. APPLICATIONS

This Code of Conduct applies to all individuals participating in PBNB programs, activities and events.

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

## 3. ELEMENTS OF THE POLICY

### 3.1 Roles and responsibilities | Individuals

Individuals participating in PBNB programs activities and events have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of PBNB members and other individuals by
- demonstrating respect for every person regardless of physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, creed, disability, family, economic or marital status, gender identity or expression, or sexual orientation.
  - Focusing on comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members.
  - Consistently demonstrating the spirit of sportsmanship, sports leadership, and ethical conduct.
  - Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory.
  - Consistently treating individuals fairly and reasonably and ensuring adherence to the rules of pickleball and the spirit of those rules.

b) Refrain from:

- verbally or physically abusing opponents, officials, spectators or sponsors.
- Any form of harassment or maltreatment, including sexual harassment.
- The use of profane, insulting, or otherwise offensive language.
- The use of power or authority to coerce another person
- knowingly associate with any person for the purpose of coaching, training, competition, instruction, administration, management, athletics 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 and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES).

c) Abstain from

- wagering or attempting to wager anything of value in connection with an event which one will be or is competing.
- Offering, soliciting or accepting anything of value intended to influence the outcome of a match.
- Using or providing insiders (non-public information) to any person where it might reasonably be expected the information could be used for wagering purposes and
- knowingly helping with, covering up or otherwise being complicit in the activities listed in the three bullets above.
- The non-medical use of illegal drugs or the use of performance-enhancing drugs or method.

- d) Respect the property of others and not willfully cause damage.
- e) Promote the sport of pickleball in the most constructive and positive manner possible.
- f) Adhere to all federal, provincial, municipal and host country laws.
- g) Always comply with PBNBs bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time; and
- h) Conduct themselves in a manner that reflects the highest standard of behaviour arising within the business, activities or events of PBNB.

### **3.2 Roles and responsibilities | Board of Directors and Committee members**

In addition to the individual responsibilities described in section 5.1 of this policy PBNB Board of Directors (the “Board”), and Committee Members will have additional responsibilities to:

- a) Function primarily as a member of the Board and/or committee(s) of PBNB; not as a member of any other member or constituency.
- b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of PBNB’s business and the maintenance of individuals’ confidence.
- c) Ensure that PBNB’s financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
- d) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of PBNB.
- e) 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.
- f) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
- g) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others.
- h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which PBNB 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.
- l) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
- m) Have knowledge and understanding of PBNB governance documents; and conform to the bylaws and policies approved by Pickleball New Brunswick.

### **3.3 Roles and responsibilities | Coaches**

In addition to individual responsibilities described in Section 3.1 of this policy, and in addition to any responsibilities described by the National Coaching Certification Program, coaches will:

- a) 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.
- b) Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes.
- c) Avoid compromising the present and future health of athletes by communicating and cooperating with sports medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments.
- d) Support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs.
- e) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete.
- f) Act in the best interest of the athlete's development as a whole person.
- g) Respect other coaches, officials, administrators and volunteers.
- h) Meet the highest standards of credentials, integrity and suitability,
- i) 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.
- j) 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.

- k) Respect athletes playing with other teams and, in dealings with them, do 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.
- l) 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.
- m) 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.
- n) Use inoffensive language, considering the audience being addressed; and
- o) avoid public criticism, including making derogatory or misleading statements from fellow coaches, athletes, officials and volunteers especially when speaking to the media.

### **3.4 Roles and responsibilities | Officials**

In addition to individual responsibilities described in section 3.1 of this policy, Pickleball New Brunswick officials have the following additional responsibilities to:

- a) Maintain and update their knowledge of the rules and rule changes.
- b) Work within the boundaries of their position’s description while supporting the work of other officials
- c) Act as ambassador of Pickleball New Brunswick by agreeing to enforce and abide by national and provincial rules and regulations.
- d) Take ownership of actions and decisions made while officiating.
- e) Respect the rights, dignity, and worth of all Individuals.
- f) Not publicly criticizing other officials, any club or association or athlete.
- g) Assist with the development of less experienced referees and minor officials.

- h) Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of Pickleball New Brunswick, athletes, coaches, other officials, and parents.
- i) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
- j) 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
- k) 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. UPDATE OF THE POLICY**

The policy will be reviewed on a triennial base, or as operational needs dictate.

#### **5. ENTRY IN FORCE**

This policy will enter into force on July 15, 2025.