



TITLE	Safe Sport Code of conduct policy
TYPE	Policy
ENTRY IN FORCE	July 15, 2025
DATE OF LAST REVIEW	June 8, 2026
FREQUENCY OF REVIEW	Annually
TARGET COMPONENT	Pickleball NB- All members
RESPONSIBLE SECTOR	Pickleball NB-General
DISTRIBUTION	<ul style="list-style-type: none"> - Executive & Directors - Affiliated Clubs - Members
ADOPTED ON	July 5, 2025

1. SUMMARY

Pickleball New Brunswick (“PBNB”) is committed to providing a safe, inclusive, and positive environment within its programs, activities, and events. This Code of Conduct establishes clear expectations for appropriate behaviour, respect, and integrity, and outlines the potential consequences for conduct that violates these standards.

2. APPLICATIONS

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

This Code also applies to the conduct of PBNB Members outside of PBNB programs, activities, and events where such conduct, including conduct on social media, is detrimental to the image, reputation, or integrity of PBNB or its Members.

3. ELEMENTS OF THE POLICY

3.1 Roles and responsibilities | Individuals

All 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 others by:
 - Demonstrating respect for every person regardless of physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, creed, disability, family status, economic or marital status, gender identity or expression, or sexual orientation.
 - Directing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or Members.
 - Consistently demonstrating sportsmanship, leadership, and ethical conduct.
 - Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory.
 - Treating all Individuals fairly and reasonably and respecting the rules and spirit of pickleball.

- 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 offensive language.
 - The misuse of power or authority to coerce another person.
 - Knowingly associating with any person who is serving a sanction under the Canadian Anti-Doping Program or the World Anti-Doping Code.

- c) Refrain from:
 - Wagering or attempting to wager anything of value on events in which they are participating.
 - Offering, soliciting, or accepting anything of value intended to influence the outcome of a match.
 - Using or sharing non-public information for wagering purposes or assisting with such activities.
 - The non-medical use of illegal drugs or the use of performance-enhancing drugs or methods.

- d) Respect the property of others and refrain from willful damage.
- e) Promote the sport of pickleball in a positive and constructive manner.
- f) Comply with all applicable federal, provincial, municipal, and host-country laws.
- g) Adhere to all PBNB bylaws, policies, procedures, rules, and regulations.
- h) Conduct themselves in a manner consistent with the highest standards of behaviour associated with PBNB.
- i) Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in PBNB or Member programs, activities, competitions, or events.
- j) Minors must not consume alcohol, tobacco, or cannabis at any competition or event.
- k) Adults must not consume cannabis in the workplace or at PBNB-related events, must not consume alcohol during competitions or when minors are present, and must manage alcohol responsibly at adult-oriented social events.
- l) (l) Report any ongoing criminal or anti-doping investigation, conviction, or bail conditions to PBNB or a Member, including matters involving violence, child pornography, or prohibited substances.
- m) When driving a vehicle in connection with PBNB activities:
 - Hold a valid driver's licence.
 - Not be under the influence of alcohol, cannabis, or illegal substances.
 - Maintain valid vehicle insurance.
 - Refrain from using mobile devices while driving.

3.2 Roles and responsibilities | Board of Directors, Committee

Members, and members of the executive committee of affiliated clubs:

In addition to the responsibilities outlined in Section 2.1, Board, Committee Members, and executive committee of affiliated clubs shall:

- Act honestly, ethically, independently, and in the best interests of PBNB.

- Fulfill fiduciary responsibilities with care, diligence, and skill.
- Ensure financial transparency and accountability.
- Respect confidentiality and collective decision-making.
- Disclose conflicts of interest and relevant criminal matters.
- Commit adequate time and preparation to meetings and governance duties.
- Act in accordance with PBNB governance documents and the True Sport Principles.

3.3 Roles and responsibilities | Coaches

In addition to Section 2.1 and NCCP requirements, Coaches shall:

- Provide a safe and appropriate training environment.
- Act in the best interests of athletes' holistic development.
- Avoid methods that may harm athletes physically or psychologically.
- Communicate and cooperate with medical professionals when required.
- Respect athletes, officials, volunteers, and other coaches.
- Comply with screening requirements.
- Refrain from sexual or intimate relationships with athletes where a position of trust or authority exists.
- Dress and communicate professionally.

3.4 Roles and responsibilities | Athletes

Athletes shall:

- Adhere to any Athlete Agreement.
- Report medical conditions affecting participation.
- Participate fully, punctually, and to the best of their abilities.
- Compete only when eligible and follow equipment and uniform rules.
- Comply with applicable policies, procedures, and team rules.

3.5 Roles and responsibilities | Parents /Guardians and Spectators

Parents, guardians, and spectators shall:

- Encourage fair play and respectful conflict resolution.
- Condemn violence and abusive behaviour.
- Respect officials' decisions.
- Support positive sport experiences for all participants.
- Refrain from harassment or intimidation of any Individual.

3.6 Roles and responsibilities | Clubs

Clubs shall:

- Comply with PBNB governing documents.
- Ensure safe and ethical environments through screening and hiring practices.
- Register Athletes and Coaches in good standing.
- Investigate misconduct promptly and impose appropriate discipline.

- Provide PBNB with copies of disciplinary and appeal decisions.

3.7 Roles and responsibilities | Officials

Officials shall:

- Maintain knowledge of rules and rule changes.
- Act impartially, professionally, and in good faith.
- Respect confidentiality and report accurately.
- Support the development of less experienced officials.

3.8 Subjecting an Individual to Maltreatment

Any Person in Authority who places an Individual in a situation that exposes them to maltreatment is in violation of this Code. PBNB has zero tolerance for abuse of any kind. All suspected or actual abuse must be reported and will be addressed under the Discipline and Complaints Policy.

4. UPDATE OF THE POLICY

The policy will be reviewed on an annual base, or as operational needs dictate.

5. ENTRY IN FORCE

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