

## **Vortex Water Polo**

### **Code of Conduct**

All individuals associated with Vortex Water Polo (“VWP”) and VWP Programs and Events MUST abide this Code of Conduct. “*Individuals*” is defined as all categories of membership defined in the VWP Constitution and By-Laws, as well as all individuals engaged in activities with VWP including, but not limited to, athletes, coaches, volunteers, administrators, committee members, and the Board of Directors.

#### **Purpose**

The purpose of this Code of Conduct is to ensure a safe and positive environment by making individuals aware that there is an expectation of appropriate behaviour consistent with this Code. “VWP supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

#### **Application of this Code**

This Code applies to all conduct during VWP activities, and events including, but not limited to: competitions, practices, camps, travel associated with VWP activities, as well as general meetings involving athletes or their guardians, the Board of Directors and any committees.

This Code also applies to conduct outside of VWP business, activities, and events when such conduct adversely affects relationships within VWP and its members and is detrimental to the image and reputation of VWP.

An individual who violates this Code may be subject to sanctions.

Any person under contract with VWP found to have breached this Code will be subject to appropriate disciplinary action, as applicable. Violations could result in a warning, reprimand, access restrictions, suspension and other disciplinary actions up to and including termination of contract.

VWP adheres to the *Universal Code of Conduct to Prevent and Address Maltreatment in Sport* (UCCMS - [Canadian Safe Sport Program \(sirc.ca\)](http://sirc.ca)).

## **General Code of Conduct:**

- Respect the rights, dignity and worth of every individual as a human being.
- Treat everyone equally regardless of gender, disability, physical characteristics, athletic ability, ethnic origin, religion, family status, socio-economic status, gender identity and sexual orientation.
- Foster a collaborative approach to the management of the team and VWP.
- To follow the rules and policies outlined by Water Polo Canada, the Manitoba Water Polo Association and VWP.
- Do not disclose any confidential information relating to any VWP Members without written prior consent of the Board of Directors and the individual involved.
- Respect the talent, developmental stage and goals of each team member to help them each reach their full potential.
- Display high standards in your language, manner, punctuality, preparation and presentation.
- Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of sport; this includes opponents, coaches, managers, officials, administrators, the media, parents and spectators.

## **Athlete's Code of Conduct:**

- Demonstrate the spirit of good sportsmanship and leadership in sport.
- All team members are deserving of equal attention and opportunities.
- Ensure each team member's time spent with you is a positive experience.
- Be fair, considerate and honest with team members.
- Give your best effort in games and practices;
- Treat equipment and facilities with the utmost respect;
- To accept the Referees' decision;
- To display modesty in victory and graciousness in defeat;
- Be on time for all training sessions and competitions, and be prepared to participate to the best of their ability
- Respect the property of others and not wilfully cause damage;
- Dress in a manner representative of VWP, with a focus on neatness, cleanliness and discretion;
- Not display violence or foul language
- Adhere to all federal, provincial, municipal and host country laws
- Comply, at all times, with VWP's Constitution and By-Laws, policies, procedures, rules and regulations, as adopted and amended from time to time.
- To refrain from any behavior that constitutes harassment, which also includes sexual harassment. Harassment includes, but is not limited to:
  - Written or verbal abuse, threats, or outbursts
  - The display of visual material which is offensive or which one ought to know is offensive
  - Unwelcome remarks, jokes, comments, innuendo, or taunts
  - Leering or other suggestive or obscene gestures
  - Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions

- Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
- Any form of hazing
- Bullying
- Intimidating words or conduct
- Words or actions which are known or should reasonably be known to be embarrassing, humiliating or demeaning
- Discrimination based on race, sex, gender identity, family status, socio-economic status, disability, cultural or religious background
- Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
- Unwelcome sexual flirtations, advances, requests, or invitations
- Persistent unwanted conduct
- Physical or sexual assault
- Displaying or circulating offensive pictures or other materials
- Sexually degrading words used to describe a person
- Inquiries or comments about a person's sex life
- Sexist jokes
- Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
- Retaliation or threats of retaliation against an individual who reports harassment
- To abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. VWP adopts and adheres to the Canadian Anti-Doping Program, and will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by VWP or any other sport association;
- For athletes who have reached the age of majority (which may change depending on the province of the VWP activity), to refrain from consumption or possession of alcohol, cigarettes and cannabis products while engaged in VWP activities. In the case of adults, avoid consuming in situations where minors are present and take reasonable steps to manage the responsible consumption in adult-oriented social situations associated with VWP events;
- Supplying alcohol, tobacco (including vaping products) and cannabis to minors is prohibited by law and if discovered, will be promptly reported to the appropriate authorities;
- The use of any controlled substances as defined in the *Controlled Drugs and Substances Act*, is prohibited, and if found, the appropriate authorities will be promptly notified; and,
- For minor athletes, consumption or possession of alcohol, tobacco (including vaping products) and cannabis products is prohibited by law, and if found, the appropriate authorities will be promptly notified;

All individuals who fail to abide by this Code of Conduct may be subject to disciplinary action as determined by the Board of Directors.

## Coaches

The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:

- 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
- 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
- Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments
- Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate
- Support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs
- Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
- Act in the best interest of the athlete's development as a whole person
- Comply, at all times, with VWP's Constitution and By-Laws, policies, procedures, rules and regulations, as adopted and amended from time to time
- To refrain from any behavior that constitutes harassment, which also includes sexual harassment (see above for additional descriptions on what can constitute harassment)
- Report to the VWP Board of Directors any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance
- 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
- 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
- Dress professionally, neatly, and inoffensively
- Use inoffensive language, taking into account the audience being addressed
- 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
- 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
- Refrain from using their power or authority to coerce another person to engage in or tolerate sexual or harmful activities.

- Refrain from conduct that causes physical or emotional harm to Individuals
- Prevent the use of power or authority in an attempt, successful or not, to coerce another person to engage in or tolerate sexual activity.

**Parents/Guardians and Spectators**

Parents/Guardians and Spectators at events will:

- Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence
- Condemn the use of violence in any form
- Never ridicule a participant for making a mistake during a performance or practice
- Provide positive comments that motivate and encourage participants continued effort
- Respect the decisions and judgments of officials, and encourage athletes to do the same. Feedback on competition performances is provided by officials only to the coaching staff, so parents are encouraged to discuss any questions with your athletes coach
- Recognize that officials, executives and staff act in good faith, and in the best interests of the athletes and sport as a whole.
- Respect the decisions and judgments of officials, and encourage athletes to do the same
- Never question an officials’ or staffs’ judgment or honesty
- Support all efforts to remove verbal and physical abuse, coercion, intimidation and sarcasm
- Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers
- Refrain from the use of bad language, nor harass competitors, coaches, officials, parents/guardians or other spectators

I have read the above code of conduct and agree to the above VWP expectations.

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Athlete’s Signature

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Parent/Legal Guardian Signature  
(if under 18 years of age)

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Coach’s Signature

\_\_\_\_\_  
Vortex Water Polo Stakeholder Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date