

# NOVA SCOTIA DODGEBALL CODE OF CONDUCT POLICY



## 1. PURPOSE

The purpose of this Code of Conduct is to ensure a safe and positive environment within Nova Scotia Dodgeball leagues, programs and events by ensuring all athletes express appropriate behaviour that is reflective of Nova Scotia Dodgeball values. Nova Scotia Dodgeball is committed to an environment in which all individuals are treated with respect. Nova Scotia Dodgeball supports a diverse and inclusive environment with equal opportunity and prohibits discriminatory practices. Conduct that violates this Code may be subject to sanctions pursuant to Nova Scotia Dodgeball's Discipline & Complaints policy. All violations will be discussed with the Nova Scotia Dodgeball Board of Directors.

## 2. SCOPE AND APPLICATION OF THIS POLICY

This policy applies to conduct that may arise during Nova Scotia Dodgeball business, activities, events including, leagues, competitions, tournaments, training sessions, social media and any other related items. This policy applies to all members of Nova Scotia Dodgeball, including athletes, coaches, officials (referees), team staff, program and tournament directors, spectators, administrators, volunteers, directors of the Board and members of the public when conduct adversely affects relationships, image and reputation of Nova Scotia Dodgeball.

### *Review and Approval*

This policy was approved by the Nova Scotia Dodgeball Board of Directors and adopted in January 2023; it will be reviewed annually and updated accordingly.

## 3. EXPECTED RESPONSIBILITIES OF ALL MEMBERS

All Members of Nova Scotia Dodgeball are expected to:

- Maintain and promote an inclusive sport environment for all Nova Scotia Dodgeball Members and other individuals by:
  - Treating each other with respect and integrity
  - Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers etc.
  - Acting, when appropriate, to prevent or correct practices that are discriminatory
  - Ensuring adherence to the rules of dodgeball and the spirit of those rules
- Demonstrate through words and actions the spirit of sportsmanship, sports leadership and ethical conduct;
- Treat others with respect and refrain from negative or disparaging remarks or conduct;
- Not knowingly place themselves in a situation that could give rise to a conflict between personal interests and the interests of Nova Scotia Dodgeball;

- Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious;
- Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature, when submitting to or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidating, hostile or offensive environment;
- Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
- Respect the property of others and not willfully cause damage;
- Always comply with the by-laws, policies, procedures, rules and regulations of Nova Scotia Dodgeball, as adopted and amended from time to time, including contracts or agreements executed with or by Nova Scotia Dodgeball;
- Adhere to all federal, provincial and municipal host country laws. Report any ongoing criminal investigations, convictions or existing bail conditions involving an individual to Nova Scotia Dodgeball, including violence, possession, use or sale of illegal substances etc.;
- Ensure matters that are private and confidential do not become public knowledge without the full consent of the Board; and
- Refrain from consuming any alcoholic/cannabis products, or recreational drugs while participating in Nova Scotia Dodgeball sporting environments:
  - In the case of adults in social situations associated with Nova Scotia Dodgeball events, take reasonable steps to manage responsible consumption.

#### **4. EXPECTED RESPONSIBILITIES OF ATHLETES**

In addition to section 3 of Nova Scotia Dodgeball's Code of Conduct (above), all athletes are expected to:

- Athletes are expected to abide by the honour system. The honour system expects all players to abide by the highest level of honesty and sporting conduct at all times during competitive play;
- Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete;
- Participate and appear on time, well nourished and prepared to participate to one's best abilities in all competitions, practices, training sessions, events, activities, or projects;
- Properly represent oneself and not attempt to enter a competition for which one is not eligible, by reason of age, classification, or other reason;
- Never ridicule a participant for a poor performance or practice;
- Act with integrity and do not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators;
- Dress in a manner representative of Nova Scotia Dodgeball with focus on cleanliness and discretion. Designated official clothing, if applicable, must be worn when competing;
- Act in accordance with Nova Scotia Dodgeball's policies and procedures and, when applicable, additional rules as outlined by coaches; and

- Every athlete and other person participating in the sport shall reasonably cooperate with the Canadian Centre for Ethics in Sport (CCES) or another anti-doping organization investigating anti-doping rule violations and a failure to do so may be the basis for disciplinary action within the sport.

## **5. EXPECTED RESPONSIBILITIES OF LEAGUES & PROGRAMS**

In addition to section 3 of Nova Scotia Dodgeball's Code of Conduct (above), all leagues and programs are expected to:

- 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;
- Deliver their services in compliance with the, bylaws, policies, rules, regulations and procedures of Nova Scotia Dodgeball, and, where necessary, amend their own rules to comply with those of Nova Scotia Dodgeball;
- Ensure that all athletes and coaches participating in sanctioned competitions are registered Members, in Good Standing, of their respective organizations; and
- Engage only authorized coaches and sanctioned athletes.

## **6. EXPECTED RESPONSIBILITIES OF BOARD OF DIRECTORS**

In addition to section 3 of Nova Scotia Dodgeball's Code of Conduct (above), all Board members of Nova Scotia Dodgeball are expected to:

- Function primarily as a member of the board of Nova Scotia Dodgeball; not as a member of any other particular member or constituency;
- Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Nova Scotia Dodgeball business and the maintenance of Member confidence;
- Ensure that the financial affairs of Nova Scotia Dodgeball are conducted in a responsible and transparent manner with due regard for their fiduciary responsibilities;
- Conduct oneself transparently, professionally, lawfully and in good faith in the best interests of Nova Scotia Dodgeball;
- Be independent and impartial and not be influenced by self-interest, outside pressure expectation of reward or fear of criticism;
- Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate and honest in all dealings with others;
- Keep informed about the activities of Nova Scotia Dodgeball, the sport community, and general trends in the sectors in which it operates;
- Exercise the degree of care, diligence and skill required in the performance of their duties pursuant to the laws under which Nova Scotia Dodgeball is incorporated;
- Respect the confidentiality appropriate to issues of a sensitive nature;
- Ensure that all members are given sufficient opportunities to express opinions, and that all opinions are given due consideration and weight;
- Respect the decisions of the majority and resign if unable to do so;

- Commit the time to attend meetings and to be diligent in preparation for, and participation in, discussions at such meetings;
- Have a thorough knowledge and understanding of all Nova Scotia Dodgeball policies and governance documents;
- Conforms to the bylaws and policies approved by Nova Scotia Dodgeball, in particular this Code of Conduct.

## 7. EXPECTED RESPONSIBILITIES OF OFFICIALS (REFS)

In addition to section 3 of Nova Scotia Dodgeball's Code of Conduct (above), all officials will be expected to:

- Maintain and update their knowledge of the rules and rules changes;
- Work within the boundaries of their position's description while supporting the work of other officials;
- Act as an ambassador of Nova Scotia Dodgeball by agreeing to enforce and abide by national and provincial rules and regulations;
- Take ownership of actions and decisions made while officiating;
- Respect the rights, dignity, and worth of all individuals;
- Not publicly criticize other officials, coaches or any individuals;
- Assist with the development of less-experienced officials;
- Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of Nova Scotia Dodgeball, athletes, coaches, other officials, and parents;
- Accept an assignment to officiate at a match only if one intends to honour that commitment. If, for any reason, one is unable to attend, let the person in charge of officials know as soon as possible
- Be fair, equitable, considerate, independent, honest, and objective;
- 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;
- When writing reports, set out the facts;
- Avoid situations in which a conflict of interest may arise;
- Be as impartial, unobtrusive and inconspicuous as possible; and
- Conduct all events according to the rules of Nova Scotia Dodgeball.

## 8. TYPES OF INFRACTIONS

Failure by a member to achieve the expected standard set out above may result in an infraction and the imposition of discipline. Infractions are divided into two types, minor infractions and major infractions, which are dealt with using different procedures.

- **Minor infractions** are single incidents of breaching the Code of Conduct that generally do not result in harm to others. Examples of minor infractions include, but are not limited to:
  - Any conduct considered offensive
  - Single instances of unsportsmanlike behaviour

- Single instances of non-compliance with the policies and rules of Nova Scotia Dodgeball
- Activities or behaviours such as pranks, jokes, or any behaviour that would typically be considered as bullying
- **Major infractions** are instances of misconduct that result or have the potential to result, in harm to other persons, to Nova Scotia Dodgeball or to the sport. Examples of major infractions include, but are not limited to:
  - Repeated minor infractions
  - Activities or behaviors such as pranks, jokes or other activities that clearly endanger the safety of others
  - Complete disregard for the policies and rules of Nova Scotia Dodgeball
  - Misappropriation of Nova Scotia Dodgeball funds
  - Conduct that intentionally damages the image, credibility or reputation of Nova Scotia Dodgeball
  - Behaviour that Nova Scotia Dodgeball would consider as harassment, sexual harassment or sexual misconduct
  - Abusive use/consumption of alcohol or cannabis in a Nova Scotia Dodgeball sporting environment or irresponsible consumption at an event
  - Use of banned performance enhancing drugs.

All minor and major infractions that occur will be dealt with immediately by the Nova Scotia Dodgeball Board.

## 9. REPORTING AN INFRACTION

- Any individual may report to a Nova Scotia Dodgeball board member or Nova Scotia Dodgeball directly with a complaint of an infraction. Such complaint must be in writing/email/messenger and must be sent within 5 days of the alleged infraction
- The record of this infraction is then sent to Nova Scotia Dodgeball directly via email (if submitted to a Director)
- Nova Scotia Dodgeball may determine that an alleged infraction is of such seriousness as to warrant suspension of the member pending investigation and a disciplinary committee meeting is required.
- Upon receiving a complaint of a major infraction, The Disciplinary Committee will review the complaint and may:
  - Dismiss the complaint if they consider it to be minor or trivial;
  - Determine that the complaint does not fall within the jurisdiction of this policy, and refer it the appropriate body having jurisdiction;
  - Direct that the infraction be dealt with informally as a minor infraction;
  - Pass a sanction against the individual or group

## **10. DISCIPLINARY SANCTIONS**

The following are examples of disciplinary sanctions that may be applied where it is found that a major infraction or multiple minor infractions have occurred:

- Require a verbal or written apology. Not complying will result in removal of certain privileges or membership
- Written warning
- Service or other voluntary contribution to Nova Scotia Dodgeball
- Removal of certain privileges of membership
- Suspension from certain events, which may include suspension from current competition or from future teams or competitions
- Suspension from certain activities such as competing, coaching or officiating for a designated period of time
- Removal of Nova Scotia Dodgeball funding and/or support
- Suspension from all Nova Scotia Dodgeball activities for a designated period of time
- Expulsion from membership

It is understood that the above are representative penalties only and that they may be modified to fit the circumstances of the infraction.

## **11. APPEALS**

Members have the right to appeal any disciplinary sanction imposed on them as a result of infractions. A formal written appeal letter must be submitted to the Nova Scotia Dodgeball Board of Directors clearly explaining the appeal reason.

If you have any further questions on the Nova Scotia Dodgeball Code of Conduct Policy, please reach out to [novascotiadodgeball@gmail.com](mailto:novascotiadodgeball@gmail.com).