



Code of Conduct

Code of Conduct Statement

The purpose of this Code of Conduct is to outline the expectations of Skate Ontario (SO) with regards to providing a safe environment in which all individuals and groups are treated with respect and dignity with a view to valuing diversity, equity, and inclusion. All individuals will be aware that SO has always instituted a zero-tolerance Policy, with the expectation of appropriate behavior consistent with SO's Vision, Mission, and Values.

Scope/Applicability

This SO Code of Conduct applies to all Stakeholders as defined herein.

The application of this Code of Conduct extends to all SO business and activities including but not limited to its office environment, meetings, competitions and practices, training camps, tryouts, and travel as a member of a SO team or representing SO on SO related business. This Code of Conduct may also apply to activities outside of those listed if there is conduct that is deemed, at the sole discretion of SO, to be detrimental to the image or reputation of SO and/or its Stakeholders.

This Code of Conduct has been written to complement the SO social media, Policy. With respect to social media activity, both documents must be applied in the appropriate context.

SO recognizes the independence of all Member Clubs and Skating schools who, as set out in SO's General Dispute Reporting and Resolution Policy, are to make every reasonable effort to pursue and resolve general disputes originating at the club/skating school level in accordance with their own dispute resolution process before escalation of the general dispute to SO. This Code of Conduct shall apply in those instances where a club or skating school has not established such a Code of Conduct and procedure and/or the Code of Conduct and procedure do not meet the standard of this Code of Conduct; or a resolution has not been achieved.

Definitions

Misconduct: means acts, conduct and/or behaviors that result in or have the potential to result in physical or psychological harm, which for the purposes of Code of Conduct includes: maltreatment, behaviors, acts and/or conduct of abuse including physical, psychological, and sexual; neglect; grooming; and interference or manipulation with the processes related to the implementation of this Policy, including retaliation, aiding and abetting, failure to report maltreatment of a minor, failure to report inappropriate conduct, and intentionally filing a false allegation, abuse of authority, bullying, harassment, and discrimination.

Stakeholders:

Stakeholders include athletes, coaches, officials, team managers, contractors, employees, directors, committee members, volunteers, and participants.

General Responsibilities

It is expected that all Stakeholders have a responsibility to:

- a) demonstrate respect to all individuals and groups, which includes:



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- i. acting, when appropriate, to prevent or correct practices that are unjustly discriminatory.
 - ii. demonstrating the spirit of sportsmanship, sport leadership and ethical conduct.
 - iii. avoiding public criticism of any Stakeholder and, when necessary, use appropriate channels to communicate concerns.
- b) ensure the adherence to the rules of the sport.
 - c) refrain from any behavior that constitutes misconduct as defined herein.
 - d) respect the property of others and not willfully cause damage.
 - e) adhere to all federal, provincial, municipal and any applicable host country laws.
 - f) always comply with SO by-laws, policies, procedures, rules, and regulations as adopted and amended from time to time.
 - g) promote the sport of figure skating in a positive and constructive manner.

Member Clubs and Skating Schools

In addition to the responsibilities set out in the General Responsibilities section of this Policy, Member Clubs and Skating Schools shall:

- a) ensure that all athletes and coaches participating in their programs and sanctioned events are registered with Skate Canada.
- b) ensure that volunteers, as appropriate or required, are registered with Skate Canada.
- c) develop a dispute resolution process as per SO's General Dispute Reporting and Resolution Code of Conduct deal with general disputes and complaints concerning registrants and coaches within the jurisdiction of the club/school; and
- d) conduct the organization as an ambassador of SO maintaining a supportive, constructive, and inclusive environment.

Board and Committee Members

In addition to the responsibilities set out in the General Responsibilities section of this Policy, Board and committee members shall:

- a) be familiar with SO's Vision, Mission, and Values.
- b) be familiar with SO By-laws.
- c) be familiar and comply with the legislation and government policies under which SO is governed including:
 - i. the Ontario Not-for-Profit Corporations Act, 2010; and
 - ii. the Ontario Sport Recognition Policy.
- d) be aware of any conflicts of interest and place the interests of SO ahead of any interest they may have in any individual, Member Club/School or other organization.
- e) respect and support all decisions made by the Board/committee whether they may have had a dissenting opinion.
- f) unless otherwise authorized by the Chair or Executive Director of SO, refrain from speaking publicly in a manner which may be perceived as a formal representation of the organization.
- g) maintain confidentiality on all matters discussed during meetings (including votes) except as disclosed in the minutes of any such meeting or as otherwise made public; and
- h) not engage in activities or accept appointments or elections to an office in any organization whose activities are likely to conflict with SO.



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Coaches

In addition to those responsibilities set out in the General Responsibilities section of this Policy, coaches shall:

- a) be familiar with and conduct oneself in accordance with the standards of Skate Canada and the International Skating Union and accept responsibility for delivering coaching services in a safe and professional manner.
- b) maintain membership with Skate Canada.
- c) be familiar with and abide by the SO Accreditation at Events Code of Conduct and all on-site security protocols.
- d) at all times, accurately represent one's technical, education and professional credentials and resumes.
- e) negotiate all contracts (including with Clubs/Skating Schools and skaters/parents) accurately and in good faith and invoice only for services rendered (not anticipated).
- f) understand that a coach becomes the base coach of an athlete from the moment that an athlete contracts that coach, whether individually or in a group and that other coaches must initiate discussion about an athlete's training only through the base coach – a coach may not solicit or cause an athlete to be solicited.
- g) respect that a coach may respond directly to athletes or parents/guardians who approach them to inquire about their services, experience, qualifications, and philosophy/methods.
- h) respect the fact that an athlete/parent/guardian has the right to contract the services of another coach to replace or supplement an athlete's instruction.
- i) be a positive role model and demonstrate the characteristics of respect, courtesy, honesty, integrity, fairness, and dependability.
- j) encourage skaters to learn and uphold the rules of the sport.
- k) maintain the best interests (always including physical and emotional) of each individual athlete and not disadvantage one skater to promote another.
- l) communicate regularly with the skater and their parents/guardians with regards to realistic goals and progress as well as any other matters concerning the skater's participation in the sport; and
- m) participate in any self-promotional activities that do not violate other clauses of this Code of Conduct.

Athletes

In addition to the responsibilities set out the General Responsibilities section of this Policy:

- a) any athlete representing Ontario on a team or in a competition or other activity shall:
 - i. report in a timely manner, any injury or medical condition that would affect their performance or ability to compete, travel or train.
 - ii. appear on time, well-nourished with clothing and equipment as required, to participate to the best of their ability.
 - iii. accurately represent oneself when applying for entry to a competition, training camp or other activity.
 - iv. dress in a presentable manner representative of SO, the focus being on neatness, cleanliness, and discretion. Designated clothing, if applicable, must be worn when travelling to and from a competition.
- b) athletes on provincial teams shall abide by any additional policies that may be imposed by coaches or team managers (chaperones).
- c) athletes shall comply with any contracts or athlete agreements executed with SO – either by the athlete or on their behalf; and
- d) athletes shall keep confidential any such information about fellow athletes or others gained through skating activities.



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Officials

(Judges/Referees, Technical Panels, Data Specialists)

In addition to those responsibilities set out in the General Responsibilities section of this Policy, officials shall:

- a) exhibit the important characteristics of integrity, honesty, objectivity, reliability/dependability, and co-operation when dealing with all participants in the sport.
- b) be knowledgeable of and adhere to, the standards of officiating and reporting requirements as defined by Skate Canada, the International Skating Union and SO.
- c) maintain technical knowledge of figure skating to ensure accuracy and objectivity.
- d) assess performances without bias or prejudice.
- e) assess performances independently and refrain from sharing marks or assessments with others until the completion of the event or as otherwise published.
- f) at a judges' meeting or when otherwise applicable, discuss marks in an impartial and technically sound manner while respecting the assessment of others.
- g) be unobtrusive, inconspicuous, and mindful of the potential influence over skaters, coaches, and parents.
- h) never publicly criticize the marks or assessment of another official or the performance of another skater.
- i) declare a conflict of interest on occasions when applicable and should refrain from officiating where the perception of a conflict of interest may be present.
- j) accept assignments to officiate with the sincere intention of attending; and
- k) immediately upon becoming aware of any breach or breach of ethics by any official, report such breach in writing to the SO Executive Director or designate.

Parents/Guardians and Spectators

In addition to those responsibilities set out in the General Responsibilities section of this Policy, parents/guardians and spectators shall:

- a) be respectful and supportive of all athletes, coaches, officials, volunteers, and staff.
- b) accept and respect the decisions and judgements of the officials and encourage athletes to do the same.
- c) encourage athletes to obey all rules and regulations, have respect for others and resolve any conflicts in an appropriate manner pursuant to the Club/Skating School's General Dispute Reporting and Resolution Policy.
- d) stress the importance of participation and remember that athletes are involved for their own enjoyment and development and not for any other purpose; and
- e) maintain a supportive and constructive atmosphere for other Stakeholders.

Any breach of this code of conduct will be treated as a serious offence. The Stakeholder(s) who breach the code of conduct may be subject to disciplinary action, at the sole discretion of SO, up to and including expulsion from membership in SO and/or Skate Canada.



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Code of Conduct Breach

Any breach of this Code of Conduct will be treated as a serious offence. The Stakeholder(s) who breach this Code of Conduct may be subject to disciplinary action, at the sole discretion of SO, up to and including expulsion from membership in SO and/or Skate Canada.

Contact Us

If you have questions or comments about this Code of Conduct, you may contact us in the following ways: in person, by telephone (905) 212-9991 or by email to info@skateontario.org.

Code of Conduct Administration

SO, maintains and reviews this Code of Conduct every three years at a minimum in accordance with our Policy Management Policy.