



# TWILIGHTER RUGBY CLUB

est. 1975

3760 Sperling Avenue  
Burnaby, BC V5B 4X5

[Twilighterrugby.com](http://Twilighterrugby.com)

## CODE OF CONDUCT AND ETHICS POLICY

\* Indicates a section that has been adapted from the “Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)” Version 6.0.

### 1. PURPOSE

2. The purpose of this *Code of Conduct And Ethics Policy* (CCEP) is to ensure a safe and positive environment (within the Twilighter Rugby Club’s activities, and events) by making participants aware that there is an expectation, at all times, of appropriate behaviour consistent with the Twilighter Rugby Club’s core values. The Twilighter Rugby Club supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

### 2. APPLICATION OF THIS CODE

1. This CCEP applies to participant conduct during the Twilighter Rugby Club’s business, activities, and events including, but not limited to, competitions, practices, training sessions, travel associated with the Twilighter Rugby Club’s activities, the Twilighter Rugby Club’s office environment, and any meetings.
2. Interactions, as described by the CCEP, are not limited to a physical action, and may include indirect/direct communication and that of electronic communications, ie. abusive texting, e-mails to the masses designed to make disparaging remarks, postings on social media etc....
3. A participant who violates this CCEP may be subject to sanctions pursuant to the Twilighter Rugby Club’s *Discipline and Complaints Policy*. A Participant who violates this CCEP during a competition may be ejected from the competition or the playing area, the match official may delay the competition until the participant complies with the ejection, and the participant may be subject to any additional discipline associated with the competition.
4. \* This CCEP applies to participants active in the sport or who have retired from the sport where any claim regarding a potential breach of this CCEP occurred when the participant was active in the sport.
5. An employee of the Twilighter Rugby Club found to have engaged in acts of violence or harassment against any other employee, worker, contractor, member, customer, supplier, client or other third-party during business hours, or at any event of the Twilighter Rugby Club, will be subject to appropriate disciplinary

action subject to the terms of any of the Twilghter Rugby Club's relevant and applicable policies as well as the employee's Employment Agreement (if applicable).

6. This CCEP also applies to participant's conduct outside of the Twilghter Rugby Club's business, activities, and events when such conduct adversely affects relationships with the Twilghter Rugby Club (and its work and sport environment) and is detrimental to the image and reputation of the Twilghter Rugby Club. Such applicability will be determined by the Twilghter Rugby Club at its sole discretion.

### **3. PERSONS IN AUTHORITY AND MALTREATMENT**

1. \* When they are a person in authority, participants are responsible for knowing what constitutes maltreatment. The categories of maltreatment are not mutually exclusive, nor are the examples provided in each category an exhaustive list. Rather, what matters for the assessment of the maltreatment is whether the conduct falls into one or more of the categories, not into which category it falls. Abuse, assault, harassment, bullying, and hazing can be experienced in more than one category of maltreatment.
2. \* Maltreatment can be any of the prohibited behaviours and conduct, provided the maltreatment occurs in any one or a combination of the following situations:
  - a) Within a sport environment.
  - b) When the participant alleged to have committed maltreatment was engaging in sport activities.
  - c) When the participants involved interacted due to their mutual involvement in sport; or
  - d) Outside of the sport environment where the maltreatment has a serious and detrimental impact on another participant.
3. \* It is a violation of the CCEP for sport administrators or other persons in authority to place participants in situations that make them vulnerable to maltreatment. This includes, but is not limited to, instructing an athlete and coach to share a hotel room when traveling, hiring a coach who has a past history of maltreatment, assigning other support staff to an athlete when the support staff has a reputation for maltreatment or assigning such support staff in the absence of consultation with the athlete.

### **4. RESPONSIBILITIES**

1. Participants have a responsibility to:
  - a) Maintain and enhance the dignity and self-esteem of the Twilghter Rugby Club's members and other individuals by:
    - i. Treating each other with the highest standards of respect and integrity.
    - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members.
    - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct.
    - iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory.
    - v. Consistently treating individuals fairly and reasonably; and
    - vi. Ensuring adherence to the rules of the sport and the spirit of those rules.
  - b) \* Refrain from any behaviour that constitutes harassment, workplace harassment, maltreatment, workplace violence, or discrimination
  - c) Abstain from use of performance-enhancing drugs or methods. More specifically, the Twilghter Rugby Club adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this

program shall be considered an infraction of this CCEP and may be subject to further disciplinary action, and possible sanction, pursuant to the Twilghter Rugby Club's *Discipline and Complaints Policy*. The Twilghter Rugby Club will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by the Twilghter Rugby Club or any other sport organization.

- d) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic 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).
- e) Refrain from the use of power or authority in an attempt to coerce another person to engage in an inappropriate activity.
- f) \* Refrain from consuming recreational drugs while participating in the Twilghter Rugby Club's programs, activities, competitions, or at event venues.
- g) \* Take reasonable steps to manage the responsible consumption of cannabis in any situation associated with the Twilghter Rugby Club's events (subject to any requirements for accommodation)
- h) \* Not consume alcohol during games and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with the Twilghter Rugby Club's events.
- i) Respect the property of others and not wilfully cause damage.
- j) Promote the sport in the most constructive and positive manner possible.
- k) In the action of a the Twilghter Rugby Club programs, requiring the operation of a motor vehicle must possess a valid driver's license, and adhere to motor vehicle laws of the region.
- l) Adhere to all federal, provincial, municipal and host country laws.
- m) \* Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition or competitive process.
- n) Comply, at all times, with the Twilghter Rugby Club's bylaws, policies, procedures, and rules and regulations.

## **5. DIRECTORS, COMMITTEE MEMBERS, AND STAFF**

- 1. In addition to the above *Persons in Authority* section, the Twilghter Rugby Club's Directors, Committee Members, and Staff will have additional responsibilities to:
  - a) Function primarily as a director or Committee Member or Staff Member of the Twilghter Rugby Club.
  - b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the Twilghter Rugby Club's business and the maintenance of participants' confidence.
  - c) Ensure that the Twilghter Rugby Club's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
  - d) Conduct themselves transparently, professionally, lawfully and in good faith in the best interests of The Twilghter Rugby Club.
  - e) Be independent, impartial, and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.

- f) Behave with decorum appropriate to both circumstance and position.
- g) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which the Twilghter Rugby Club is incorporated.
- h) Respect the confidentiality appropriate to issues of a sensitive nature.
- i) Conform to the bylaws and policies approved by the Twilghter Rugby Club.

## 6. COACHES AND TRAINERS

1. In addition to the above *Persons in Authority* section, coaches and trainers have many additional responsibilities. 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:
  - a) \* Avoid any behaviour that abuses the Power Imbalance inherent in the coaching position to
    - i. establish or maintain a sexual relationship with an athlete that he or she is coaching, or
    - ii. encourage inappropriate physical or emotional intimacy with an athlete, regardless of the athlete's age.
  - b) 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.
  - c) 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.
  - d) 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.
  - e) Support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs.
  - f) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate.
  - g) Provide athletes with the information necessary to be involved in the decisions that affect the athlete.
  - h) Act in the best interest of the athlete's development as a whole person.
  - i) \* Report to the Twilghter Rugby Club any ongoing criminal investigation, conviction, or existing bail conditions concerning the coach, 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.
  - k) 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.
  - l) Not engage in a sexual relationship with an athlete.
  - m) Disclose any sexual or intimate relationship with an athlete over the age of majority to the Twilghter Rugby Club and immediately discontinue any coaching involvement with that athlete.
  - n) 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.

- o) Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or in a dependent position and less able to protect their own rights.
- p) Use inoffensive language, taking into account the audience being addressed.

## **7. ATHLETES (ACTIVE OR SOCIAL)**

1. In addition to above *Persons in Authority* section, athletes will have additional responsibilities to:
  - a) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete.
  - b) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, tournaments, and events.
  - c) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason.
  - d) Adhere to the Twilghter Rugby Club's rules and requirements regarding clothing and equipment.
  - e) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators.
  - f) Dress to represent the sport and themselves well and with coaches' expectations.
  - g) Act in accordance with the Twilghter Rugby Club's policies and procedures and, when applicable, additional rules as outlined by coaches or managers.

## **8. OFFICIALS**

1. In addition to above *Persons In Authority* section, officials will have additional responsibilities to:
  - a) Maintain and update their knowledge of the rules and rules changes.
  - b) Work within the boundaries of their position's description while supporting the work of other officials.
  - c) Act as an ambassador of the Twilghter Rugby Club by agreeing to enforce and abide by provincial, national and international rules and regulations.
  - d) Respect the rights, dignity, and worth of all Participants
  - e) Not publicly criticize other officials or any club or association
  - f) Act openly, impartially, professionally, lawfully, and in good faith
  - g) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
  - h) 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 Participants
  - i) 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
  - j) When writing reports, set out the actual facts.
  - k) Dress in proper attire for officiating

## **9. SOCIAL PARTICIPANTS, ASSOCIATES, AND SPECTATORS**

1. In addition to above *Persons in Authority* section, Social participants, Associates, and spectators at events will:
  - a) Encourage athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence.
  - b) Condemn the use of violence in any form.

- c) Never ridicule a participant for making a mistake during a performance or practice.
- d) Provide positive comments that motivate and encourage participants' continued effort.
- e) Respect the decisions and judgments of officials and encourage athletes to do the same.
- f) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm.
- g) Respect and show appreciation to all competitors, and to the coaches, officials, and other volunteers.
- h) Not harass competitors, coaches, officials, or other spectators.

## **REVIEW AND APPROVAL**

Version 1.1 of this Policy has been reviewed and approved by the Twilghter Rugby Club executive board on 28/05/2023.

Version 1.0 – 08/05/2023 DAL