



CODE OF CONDUCT

June 2017

TABLE OF CONTENTS

Introduction 3
Application 3
General Principles 3
Specific Principles 5

INTRODUCTION

Wrestling Canada Lutte is committed to delivering its mission professionally and ethically and is guided by the values of integrity, trust, fair play, respect for others and sportsmanship.

The Wrestling Canada Lutte Code of Conduct provides all participants – athletes, parents, coaches, referees/officials, spectators and administrative officials – with some simple rules that assist in delivering a safe and positive environment to everyone involved with the sport.

APPLICATION

This Code of Conduct applies to conduct that may arise during the course of Wrestling Canada Lutte business, activities and events, including but not limited to, its office environment, competitions, practices, training camps, travel and any meetings of, or on behalf of, Wrestling Canada Lutte.

The Code of Conduct also applies to conduct of participants that may occur outside of Wrestling Canada Lutte’s business activities, events and meetings when such conduct adversely affects relationships within Wrestling Canada Lutte and its work and sport environment and is detrimental to the image and reputation of Wrestling Canada Lutte.

GENERAL PRINCIPLES

Wrestling Canada Lutte participants are defined to include: all registered athletes, coaches, referees and officials, Association staff, volunteers and members of the Board of Directors, parents, sponsor representatives and club supporters, members of the general public attending as spectators.

ALL PARTICIPANTS are expected to:

- **Show positive acts of sportsmanship**, discouraging all instances of foul or illegal play, or acts of violence, both during and after competitions and training.
- **Demonstrate the greatest levels of respect**, protecting the rights, dignity and worth of every person regardless of their race, national or ethnic origin, colour, religion, age, gender, gender identity and expression, sexual orientation, marital status, family status, disability and/or a conviction for which a pardon has been granted.
 - Participants are to refrain from any actions or decisions that constitute discrimination. Discrimination is an action or decision that treats a person or a group negatively base on the grounds enumerated above.
 - Participants are to refrain from any behaviour that constitutes harassment, where harassment is defined as improper conduct by an individual during a Wrestling Canada

- Lutte sanctioned or sponsored event or business activity and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable act(s), comment(s), or display(s) that demean, belittle or cause personal humiliation or embarrassment, and any act of intimidation or threat.
- Participants are to refrain from behaviour that constitutes sexual harassment, where sexual harassment is defined to include such activities as, unwelcome sexual comments and advances, requests for sexual favours in return for a promised reward or with an implied threat of reprisal, or conduct of a sexual nature, including posting of offensive material of a sexual nature.
 - Participants shall not have sexual relations, or sexual intimacy of any description, with any other participant he/she has access to in the sport environment if the participant is under the age of 18 years of age. If the participant is 18 years of age or older and if there exists a significant imbalance of power with respect to the relationship between the participants which could reasonably jeopardize effective decision making given the existence or nature of the sexual relations or sexual intimacy, a written disclosure is required to enable assessment and appropriate action.
 - **Use social media responsibly**, and will not author, forward or post vulgar or offensive notes, texts, photographs or other content that reflects negatively on Wrestling Canada Lutte.
 - **Lead by positive example**, and condemn the use of recreational and performance enhancing drugs and doping practices; their use endangers the health of athletes and is contrary to the concept of fair competition.
 - **Demonstrate integrity in all matters involving the sport** by behaving with honesty and transparency.
 - **Resolve any potential conflict of interest situation:**
 - A conflict of interest situation is a situation where a personal or financial interest of a participant could conflict with or be reasonably seen to conflict with the best interests of Wrestling Canada Lutte.
 - To avoid conflict of interests, participants:
 - Shall not accept or solicit any personal gift, favour, or service that might influence the participant in discharging his/her duties;
 - Shall not disclose confidential information acquired conducting business for Wrestling Canada Lutte for personal gain or benefit;
 - Shall not transact any business in his/her official capacity with any business of which the participant is an officer, agent or member in which he/she owns a substantial interest;
 - Must disclose potential conflicts of interest as soon as possible after they realize conflict may have arisen. Should the Board of Directors accept a conflict and, as required, appropriate mitigation, records will be held on file for the appropriate timeframe.
 - **Respect and protect confidential information acquired** in the conduct of his/her role by safeguarding it when it is in use, storing it properly, and discussing it only with those who have legitimate business with Wrestling Canada Lutte and have a need to know.
-

SPECIFIC PRINCIPLES

ATHLETES are also expected to:

- Always respect the referee's decision.
- Never become involved in acts of foul play.
- Honour both the spirit and the letter of the competition rules and live up to the highest ideals of ethics and sportsmanship.
- Never engage in disrespectful conduct of any sort including profanity, obscene gestures, offensive remarks, trash-talking, taunting or other actions that are demeaning to other players, officials or supporters.
- Care for and respect the facilities and equipment made available to you during training and competition.
- Safeguard your health; don't use any illegal or unhealthy substances. More specifically, Wrestling Canada Lutte adopts and adheres to the Canadian Anti- Doping Program.
- Recognize that many officials, coaches and referees are volunteers who give up their time to provide their services. Treat them with the utmost respect.

COACHES are also expected to:

- Actively discourage foul play and/or unsportsmanlike behaviour by athletes.
- Seek to maximize the participation and enjoyment of all athletes regardless of ability.
- Show concern and caution toward all sick and injured athletes. Follow the advice of a physician and/or sports trainer to the letter when determining when an injured athlete is ready to recommence training or competing.
- Maintain appropriate, professional relationships with athletes at all times.
- Maintain a thorough knowledge of the sport and keep abreast of current coaching methods.
- Always consider the health, safety and welfare of athletes.
- As coach, conduct yourself at all times in a manner, and in all situations, that shows leadership, respect for the sport of wrestling and those that are involved with the sport – the players, officials, the fans, the parents, the referees and the media.

REFEREES/OFFICIALS are also expected to:

- Be impartial. Also, be consistent, objective and courteous.
- Place the safety and welfare of the athletes above all else; be alert to minimize dangerous competition, fair or foul.
- Accept responsibility for all actions taken.

- Avoid any form of inappropriate verbal contact with coaches, team officials, parents and spectators during competition.
- Condemn all and every instance of unsportsmanlike, foul or unfair competition.

SPECTATORS/PARENTS are also expected to:

- Respect the referee's decisions – don't complain or argue about decisions during or after a game.
- Unsportsmanlike language, harassment or aggressive behaviour will not be tolerated.
- Never ridicule or scorn an athlete for making a mistake – respect their efforts.
- Participate in positive cheering that encourages athletes you are supporting; do not engage in cheering that taunts or intimidates opponents, their fans or officials.

EMPLOYEES/ ADMINISTRATORS/MEMBERS OF THE BOARD OF DIRECTORS are also expected to:

- Conduct themselves openly, professionally, collaboratively, in good faith and in the collective, best interests of Wrestling Canada Lutte.
- Behave with decorum appropriate to the circumstance and position.
- Exercise due diligence in upholding one's fiduciary responsibility to the Membership of Wrestling Canada Lutte.
- Promote the open exchange of ideas and perspectives. Respect the governance, policies and lawfully taken decisions of Wrestling Canada Lutte.
- Strive to model the general principles outlined in this Code of Conduct thereby setting a positive leadership example for the sport

Acknowledgement: This Code of Conduct incorporates wording and concepts from a cross section of Codes of Conduct available in the public domain with appreciation. The "Australian National Rugby League, National Code of Conduct" served as a guiding framework and was edited and adapted to reflect Wrestling Canada Lutte requirements. Conflict of Interest references drew from the "Good Sports Code of Conduct and Conflicts of Interest Policy". Also informing this Code of Conduct were a cross section of Canadian Sporting Organizational Codes of Conduct as well as University, College and related Associations Codes of Conduct for varsity teams.