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|  | <p align="center">NSAWA Code of Conduct</p> | <p align="center">Approved: February, 2023</p> | <p align="center">Up for review: May, 2025</p> |
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PURPOSE

The purpose of this Code is to ensure a safe and positive environment within the programs, activities, and events of NSAWA by making Participants aware that there is an expectation, at all times, of appropriate behaviour consistent with NSAWA’s core values. The Nova Scotia sport sector as a whole, including NSAWA, is committed to advancing a respectful sport culture that delivers quality, inclusive, welcoming and safe sport experiences. NSAWA supports equal opportunity, prohibits discriminatory practices and Maltreatment, and is committed to providing an environment in which all individuals are treated with respect and fairness.

APPLICATION

This Code applies to Participants’ conduct during all NSAWA business, activities and events including but not limited to competitions, practices, tryouts, training camps, travel associated with the foregoing activities, office environments and meetings and, for greater certainty, whether or not such conduct occurs within or outside of Nova Scotia. Any practice or other event organized by a Team or Club registered with NSAWA will be considered a NSAWA event.

This Code also applies to Participants active in the sport of wrestling or who have retired from the sport of wrestling where any claim regarding a potential breach of this Code occurred when the Participant was active in the sport. Breaches of this Code may also occur when one or more Participants involved interacted due to their mutual involvement in the sport of wrestling or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on any Participant.

Any Participant who fails to comply with this Code may be subject to sanctions pursuant to the NSAWA’s policies in effect from time to time and pursuant to decisions made by the Board regarding such non-compliance. In addition to such sanctions a Participant who violates this Code during NSAWA business, activities and events may be ejected from the area and may be subject to any additional consequences pursuant to that competition’s policies.

This Code also applies to Participants’ conduct outside of the business, activities, and events of NSAWA when such conduct adversely affects the organization’s relationships (and the work and sport environment) or is detrimental to the image and reputation of NSAWA. Such applicability will be determined by NSAWA, as applicable, at its sole discretion.

GENERAL PRINCIPLES

The Nova Scotia Amateur Wrestling Association participants are defined to include but not limited to: 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:

- A. Maintain and enhance the dignity and self-esteem of members and other individuals by:
 - a. Treating each other with the highest standards of respect and integrity;
 - b. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members;
 - c. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
 - d. Acting, when appropriate, to correct or prevent practices that are discriminatory; v. Consistently treating individuals fairly and reasonably; and
 - e. Ensuring adherence to the rules of the sport and the spirit of those rules.
- B. Refrain from any behaviour that constitutes Abuse, Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, Discrimination or any form of Maltreatment (for greater certainty, as such capitalized terms are defined in this Code).
- C. Abide by the Canadian Anti-Doping Program, which NSAWA has adopted.
- D. Reasonably cooperate with the CCES or another anti-doping organization that is investigating anti-doping rule violations.
- E. Not harass, intimidate or otherwise conduct themselves offensively towards a doping control official or other individual involved in doping control.
- F. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- G. Refrain from consuming recreational drugs while participating in the programs, activities, competitions, or events of NSAWA (as outlined below, Athletes are prohibited from any consumption of cannabis, or any other substance on World Anti-Doping Agency's Prohibited List, even if these drugs are legal in Canada).
- H. In the case of Minor Athletes, not consume alcohol, tobacco, or cannabis at any practice, tryout, competition or event.
- I. In the case of adults, manage consumption of cannabis and alcohol as per these "Responsible Consumption" guiding principles:
 - a. For Athletes:
 - i. No consumption of alcohol until the conclusion of their competition. Consumption of cannabis remains banned during the applicable "in-competition" period.
 - b. For any registered or accredited support staff, including coaches, officials, team leaders, medical staff, volunteers, NSAWA staff and Directors:
 - i. At all times be guided by standards of maintaining Athlete performance.
 - ii. No consumption until the conclusion of the daily competition or training.
 - iii. Be "fit for duty" and sober (in the required physical, mental, and emotional state) when returning to one's tasks.
 - iv. Ensure one's behaviour when consuming is consistent with a professional image and positive reputation.
- J. Respect the property of others and not willfully cause damage.
- K. Promote sport in the most constructive and positive manner possible.
- L. When driving a vehicle with a Participant, comply with all applicable legislation.
- M. Adhere to all federal, provincial, municipal and host country laws.
- N. 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.
- O. Comply, at all times, with the bylaws, policies, procedures, and rules and regulations or NSAWA, as applicable and as adopted and amended from time to time.
- P. Report immediately any ongoing criminal investigation, conviction, or existing bail conditions involving a Participant to NSAWA, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal substance or performance-enhancing drug.
- Q. It is a violation of this Code for any Person in Authority to place a Participant in a situation that makes them

vulnerable to Maltreatment. This includes, but is not limited to, instructing an athlete and a coach to share a hotel room when traveling, or hiring a coach who has a past history of athlete Maltreatment.

- R. To remove the risk of any actual or perceived conflicts, not engage in an Intimate or Romantic Relationship with an Athlete of any age, or with any Participant where a Power Imbalance exists. If a relationship that is not permitted by the Policy exists, immediate steps are to be taken, which may require Participants changing their role(s) so that neither is a Person in Authority relative to the other, or ending the relationship.

SPECIFIC PRINCIPLES

ATHLETES are also expected to:

- A. Adhere to the Athlete's Athlete Agreement (if applicable).
- B. Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete.
- C. Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events.
- D. 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.
- E. Adhere to any rules and requirements regarding clothing and equipment.
- F. Dress to represent the sport and themselves appropriately.
- G. Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers or NSAWA staff.

COACHES/MANAGERS are also expected to:

- A. 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.
- B. 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.
- C. Avoid compromising the present and future health of Athletes by communicating and cooperating with sport science and sport medicine professionals in the diagnosis, treatment, and management of Athletes' medical and psychological treatments when discussing optimal nutritional strategies or weight control methods for junior aged Athletes and above (18 + years of age). Note that dieting and other weight control methods are not permitted for Athletes 17 years of age and younger.
- D. Support the coaching staff of a training camp, provincial team, or national team; should an Athlete qualify for participation with one of these programs.
- E. Accept and promote Athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate.
- F. Provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete.
- G. Act in the best interest of the Athlete's development as a whole person.
- H. Comply with the Screening Policy.
- I. Under no circumstances provide, promote, or condone the use of cannabis or other drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of Minor Athletes, alcohol, cannabis and/or tobacco.
- J. Not coach, train, or otherwise support athletes if they use methods or substances prohibited by the Canadian Anti-Doping Program without valid and acceptable justification.

- K. Respect Athletes competing on 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. 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.
- M. Dress to represent the sport and themselves appropriately.
- N. Use appropriate language, taking into account the audience being addressed.

REFEREES/OFFICIALS are also expected to:

- A. Maintain and update their knowledge of the rules and rules changes.
- B. Not publicly criticize other officials, event organizers, coaches, athletes or other members of the wrestling community.
- C. Work within the boundaries of their position's description while supporting the work of other officials.
- D. Act as an ambassador of the sport by agreeing to enforce and abide by national and provincial rules and regulations.
- E. Take ownership of actions and decisions made while officiating.
- F. Respect the rights, dignity, and worth of all Participants.
- G. Act openly, impartially, professionally, lawfully, and in good faith.
- H. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
- I. Respect the confidentiality required by issues of a sensitive nature, which may include yellow or red card notifications, defaults, forfeits, discipline processes, appeals, and specific information or data about Participants.
- J. Comply with the Screening Policy.
- K. 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.
- L. When writing reports, set out the actual facts to the best of their knowledge and recollection.
- M. Dress appropriately for officiating.

SPECTATORS/PARENTS are also expected to:

- 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 staff members 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, parents/guardians, or other spectators.

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

- A. Ensure that they respect their duty of loyalty to NSAWA and promptly disclose any potential conflict of interest to the Board or Board chair and then refrain from engaging in any decision making, activity or behaviour that could constitute such conflict of interest.
- B. Ensure their loyalty prioritizes the interests of NSAWA as a whole, not any individual or constituent

interests.

- C. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of Participants' confidence.
- D. Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
- E. Comply with the Screening Policy.
- F. Conduct themselves openly, professionally, lawfully and in good faith.
- G. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
- H. Behave with decorum appropriate to both circumstance and position.
- I. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws.
- J. Respect the confidentiality appropriate to issues of a sensitive nature.
- K. Respect and uphold the decisions of the majority and resign if unable to do so (i.e., speak with "one voice").
- L. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
- M. Be knowledgeable and understand all relevant policies and procedures.

Persons In Authority and Maltreatment

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.

Maltreatment can be any of the prohibited behaviours and conduct, provided the Maltreatment occurs in any one or a combination of the following situations (The physical location(s) where the alleged Maltreatment occurred is not determinative):

- A. Within a sport environment;
- B. When the Participant alleged to have committed Maltreatment was engaging in sport activities;

When the Participants involved interacted due to their mutual involvement in sport; or

Outside of the sport environment where the Maltreatment has a serious and detrimental impact on another Participant.

It is a violation of the Code 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 history of Maltreatment, assigning guides and other support staff to a para-Athlete when the guide or support staff has a reputation for Maltreatment or assigning such a guide or support staff to a para-Athlete in the absence of consultation with the para-Athlete. **Retaliation, Retribution or Reprisal**

It is a breach of this Code for any Participant to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging that Individual from filing, in good faith, a complaint pursuant to any NSAWA policy.

Transition Provisions

Understanding that pre-existing Intimate or Romantic Relationships between Participants where a Power Imbalance may exist, NSAWA's Board of Directors will address each occurrence on a case-by- case basis. A transition plan is to be put in place as soon as reasonably practical and transition steps shall begin no later than December 31, 2021. Compliance with such a transition plan may require one or more Participants to change their role(s) so that neither is a Person In Authority relative to the other in order to avoid having to end the relationship to maintain compliance with this Code.

Acknowledgement: This Code of Conduct has been adapted from the Wrestling Canada Lutte Code of Conduct which 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 drawn 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.