

FITSET NINJA

CODE OF CONDUCT WITH DISCIPLINARY PROCEDURES

“Participants” refers to: athletes, parents/guardians, coaches/staff, spectators, and volunteers

CODE OF CONDUCT

All Participants are required to:

a) Refrain from the following behaviour:

i. Bullying

a. Offensive behaviour and/or abusive treatment of a Participant that typically, but not always, involves an abuse of power. ‘Bullying’ includes spreading malicious rumours, gossip or innuendos with the intent of causing harm or suffering to a Participant; excluding or isolating a Participant socially with the intent of causing them harm or suffering; making offensive jokes or derogatory comments to a Participant or to others; yelling, verbally berating or using profanity; assigning unreasonable duties or workload which are unfavourable to a Participant; and cyber-bullying

ii. Discrimination

a. Differential treatment of an individual based on one or more prohibited grounds which include race, citizenship, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability

iii. Harassment

- a. A course of vexatious comment or conduct against a Participant or group, which is known or ought reasonably to be known to be unwelcome. Harassment includes written or verbal abuse, threats, or outbursts
- b. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts
- c. Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin
- d. Leering or other suggestive or obscene gestures
- e. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
- f. Practical jokes which endanger a person’s safety, or may negatively affect performance
- g. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
- h. Deliberately excluding or socially isolating a person from a group or team
- i. Persistent sexual flirtations, advances, requests, or invitations
- j. Physical or sexual assault
- k. Contributing to a poisoned sport environment

iv. Hazing

a. Any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual’s positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual’s willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years with the group, or ability

b) Maintain and enhance the dignity and self-esteem of other Participants by:

- i. Treating each other with fairness, honesty, respect and integrity;
- ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or other Participants;
- iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct; and
- iv. Ensuring adherence to the rules of the sport and the spirit of those rules.

c) Refrain from:

- i. the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- ii. consuming alcohol, tobacco products, cannabis, or recreational drugs while participating in the programs,

activities, competitions, or events of FITSET NINJA

- iii. intentionally causing property damage, including damage arising from the intentional misuse of equipment iv. the inappropriate use of cameras, cell phones, tablets or any other recording device in change rooms or bathrooms
- v. engaging in deliberate cheating which is intended to manipulate the outcome of a competition vi. violating this Code outside of FITSET NINJA's events/facilities; especially while wearing FITSET NINJA apparel

In addition to the above, coaches, volunteers and staff are required to:

- a) Avoid any behaviour that abuses the power imbalance inherent in their position
- 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) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
- d) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances or prohibited methods and, in the case of minors, alcohol, cannabis, and/or tobacco
- e) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the athlete
- f) Dress professionally and use appropriate language
- g) Adhere to their employment contract (when applicable) and the human resources policies of FITSET NINJA (when applicable)

In addition to the above, parents/guardians and spectators are required to:

- a) Encourage athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence
- b) Never ridicule a Participant for making a mistake during a session or competition
- c) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm
- d) Respect and show appreciation to all athletes, coaches, staff and volunteers

DISCIPLINE PROCEDURE

A Participant who violates the Code of Conduct may be subject to discipline. Participants can report potential violations of the Code of Conduct to the Fitset Ninja Management Team who will review the report and determine if sanctions should be applied. The Fitset Ninja Management Team will determine the discipline level at their discretion and may apply multiple sanctions. Multiple sanctions, over time, can lead to expulsion from FITSET NINJA.

<u>Participant</u>	LEVEL ONE SANCTIONS	LEVEL TWO SANCTIONS	LEVEL THREE SANCTIONS
Athlete	a) review/read the Code b) verbal apology	a) written apology b) discussion with parents c) removal from session	a) suspension b) removal from future competition(s) c) expulsion
Coaches, Volunteers, and Staff	a) verbal apology b) discussion with supervisor	a) written apology b) written reprimand c) removal from session	a) suspension b) removal from position c) dismissal for cause
Parents/Guardians and Spectators	a) verbal apology b) discussion with staff	a) written apology b) written reprimand c) removal from session	a) suspension from attending future sessions/competitions b) expulsion of athlete

The Participant (and the Participant's parent/guardian, if applicable) acknowledges that they have read, understood, and agree to be bound by the Code of Conduct with Disciplinary Procedures:

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