



## **Code of Conduct**

### **Pictou County Recreation & Athletics Society**

Pictou County Recreation & Athletics Society (PCRAS) including its affiliates; Pictou County Athletics (PCA) and Pioneer Coal Athletics Field are committed to providing an environment in which all individuals are treated with respect. PCRAS supports equal opportunity and prohibits discriminatory practices.

Members of Pictou County Athletics and participants in Pictou County Athletics' programs and activities are expected to conduct themselves at all times in a manner consistent with the values of Pictou County Athletics. Conduct that violates these values may be subject to sanctions pursuant to Pictou County Athletics's Discipline Policy as well as Athletics Nova Scotia and Athletics Canada Policies.

All organizers, coaches, officials, athletes, managers, volunteers, staff, members, and parent/guardians of PCRAS and PCA have a responsibility to:

- 1. Maintain and enhance the dignity and self-esteem of members and participants of Pictou County Athletics as well as all other Athletics Canada Affiliates by:**
  - ❖ Demonstrating respect to individuals regardless of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
  - ❖ Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, staff and members;
  - ❖ Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practices;
  - ❖ Ensure that the rules of the sport, and the spirit of such rules are adhered to.
- 2. Abstain from the use of alcohol and tobacco/marijuana/illegal substances while participating at events hosted by Pictou County Athletics as well as any events at which you are representing Pictou County Athletics.**
- 3. Take reasonable steps to manage the responsible consumption of alcoholic beverages in social situations associated with Pictou County Athletics special events.**
- 4. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.**

5. Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct, directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious.
6. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature when submitting to or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidating, hostile or offensive environment.
7. Comply at all times with the PCRAS Mission in addition to its rules and regulations of PCA, as adopted and amended from time to time, including complying with any contracts or agreements executed with Pictou County Athletics;
8. In addition to the above, Coaches will have a responsibility to:
  - a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes;
  - b) Avoid compromising the present and future health of athletes by communicating and cooperating with registered medical practitioners in their diagnosis, treatment and management;
  - c) Educate athletes about the dangers of drugs and performance-enhancing substances;
  - d) Accept and promote athletes' personal goals and refer to other coaches and sports specialists as opportunities arise;
  - e) Communicate and cooperate with the parents/guardians of athletes who are minors and involve them in decisions pertaining to their child's development;
  - f) Consider the academic pressures placed on student-athletes and conduct practices and events in a manner that supports academic success.
  - g) Follow the Rule of Two by following Good Rule of Two Implementation Practices, that include:
    - The coach is never alone and out of sight with a participant without another screened coach or screened adult (parent or volunteer) present.
    - Allow the training environment to be open to observation.
    - Ensure a participant rides in a coach's vehicle with another adult present.
    - Consider the gender of the participant(s) when selecting the screened coaches and volunteers who are present.
    - Eliminate one-to-one electronic messaging. Ensure that all communications are sent to the group and/or include parents.
9. Adhere to the Pictou County Athletics Safe Sport Policy.

