

MSC CODE OF CONDUCT

This Code of Conduct replaces and superseded all pre-existing alternate codes of conduct and synonymous documents approved by the Mississauga Skating Club Inc. (MSC) prior to September 6, 2022.

1. Purpose:

The purpose of this Code of Conduct is to outline the expectations of MSC with regard to providing a safe sport environment in which all individuals and groups are treated with respect and dignity with the expectation of appropriate behaviour consistent with the values of MSC.

2. Definition of Applicable Stakeholders:

Stakeholders included in this policy include but are not limited to: members of the MSC Board of Directors; committee members; staff; contract and guest coaches; volunteers; athletes registered with Skate Canada; parents and guardians of athletes; consultants and contractors.

3. Application of this Code:

This MSC Code applies to conduct of its stakeholders as defined, that may arise during the course of MSC business and activities including but not limited to its arena environment; meetings; competitions and practices; tryouts and travel as a member of a MSC team or on MSC related business. MSC may also consider activities outside of those listed if there is conduct that is deemed to be detrimental to the image or reputation of MSC and/or its stakeholders.

4. Responsibilities:

It is expected that all stakeholders as defined, have a responsibility to:

- a. Demonstrate respect to all individuals and groups:
 - i. act when appropriate, to prevent or correct practices that are unjustly discriminatory
 - ii. demonstrate the spirit of sportsmanship, sport leadership and ethical conduct
 - iii. avoid public criticism in particular of its athletes, coaches and officials
- b. Ensure adherence to the rules of the sport
- c. Refrain from any behaviour that constitutes harassment, where harassment is defined as negative comment or conduct directed towards an individual or group which is offensive, abusive, racist, sexist, degrading or malicious as defined in the Skate Ontario Harassment Policy.

MSC CODE OF CONDUCT

- d. Respect personal property and do not cause willful damage
- e. Adhere to all federal, provincial, and municipal laws
- f. Comply at all times with MSC by-laws, policies, procedures, rules and regulations as adopted and amended from time to time
- g. Promote the sport of skating in a positive, constructive manner

5. MSC Board and Committee Members:

In addition to the responsibilities as defined in Section 4 of this Code, Board and Committee members are obligated to:

- a. Be familiar with MSC Mission Statement and Values
- b. Be familiar with MSC by-laws
- c. Be aware of any conflicts of interest and place the interest of MSC ahead of any interest they may have as an individual
- d. Respect and support all decisions made by the Board/Committee whether or not they may have had a dissenting opinion
- e. Unless otherwise authorized by the President, refrain from speaking publicly in a manner which may be perceived as a formal representation of the organization
- f. Maintain confidentiality on all matters discussed during meetings (including votes) except as disclosed in the minutes of any such meeting or otherwise made public
- g. Not engage in activities or accept appointments or elections to an office in an organization whose activities are likely to be in conflict with MSC

6. Coaches

In addition to the responsibilities as defined in Section 4 of this Code, Coaches must:

- a. Be familiar with and conduct oneself in accordance with the standards of Skate Canada and accept responsibility for delivering coaching services in a safe and professional manner
- b. Maintain membership with Skate Canada
- c. Be familiar with and abide by the SO Accreditation at Events Policy and all on-site security protocols
- d. At all times, accurately represent one's technical, education and professional credentials and resumes
- e. Negotiate all contacts (including with clubs/schools and skaters/parents) accurately and in good faith and invoice only for services rendered (not anticipated)

MSC CODE OF CONDUCT

- f. Understand that a coach becomes the base coach of an athlete from the moment that an athlete contracts that coach, whether individually or in a group and that other coaches must initiate discussion about an athlete's training only through the base coach – a coach may not solicit or cause an athlete to be solicited
- g. Respect that a coach may respond directly to athletes or parents who approach them to inquire about their services, experience, qualifications, philosophy/methods
- h. Respect the fact that an athlete/parent may have the right to contract the services of another coach to replace or supplement an athlete's instruction
- i. Be a positive role model and demonstrate the characteristics of respect, courtesy, honesty, integrity, fairness and dependability
- j. Encourage skaters to learn and uphold the rules of sport
- k. Maintain the best interest (including physical and emotional) of each individual athlete at all times and not disadvantage one skater to promote another
- l. Communicate regularly with the skater and their parents/guardians with regards to realistic goals and progress as well as any other matters concerning the skater's participation in the sport
- m. May participate in any self-promotional activities that do not violate other clauses of this Code