



CODE OF CONDUCT

Updated

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1. Application

- 1.1. All individuals participating in speed skating activities in Canada or on behalf of Canada outside of Canada commit themselves to conducting themselves to the standards outlined in this Code of Conduct.
- 1.2. Speed Skating Canada, its Members, and those participating in speed skating activities in Canada or on behalf of Canada outside of Canada are also subject to the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). This Code complements the UCCMS and shall be interpreted and applied in a manner consistent with the UCCMS.

2. Definitions

- 2.1. The terms used in this Code are as defined in Appendix A.

3. Responsibilities

Individuals have a responsibility to and shall:

Best Conduct

- 3.1. Maintain and enhance the dignity and self-esteem of Individuals (including themselves) by:
 - a) Treating each other with the highest standards of respect and integrity;
 - b) Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
 - c) Ensuring adherence to the rules of the sport and the spirit of those rules;
 - d) Consistently treating individuals fairly and reasonably; and,
 - e) Acting, safely and when appropriate, to correct or prevent practices that are in breach of this Code.
- 3.2. Not commit any act of Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, or Discrimination.

Abuse of Power or Authority

- 3.3. Not use one's power, position or authority to coerce another Individual or organization to engage in any activity contrary to this Code.



No Doping

- 3.4. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
- 3.5. Adopt and adhere to the Canadian Anti-Doping Program (an infraction of which shall be an infraction of this Code).
- 3.6. Refrain from associating with any person coaching, training, competing, instructing, administering, managing training or athletic development, who is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES).

Safe and Healthy Training and Competing

- 3.7. Train and compete and support others to train and compete only when it is healthy and safe to do so.
- 3.8. Do not consume alcohol, cannabis, or recreational drugs while participating in a training program, activity or event of SSC or a Member¹.
- 3.9. Do not consume alcohol, cannabis or recreational drugs while competing or officiating at any competition or event of SSC or a Member.
- 3.10. In the case of adults, consume alcohol and cannabis responsibly where and when lawful to do so, and only in adult-oriented social situations.

Respecting the Property and Reputation of Others

- 3.11. Respect the property of others and not willfully or recklessly cause damage.
- 3.12. Promote speed skating and sport generally, and its participants, in the most constructive and positive manner possible.

Responding to Poor Conduct

- 3.13. Avoid public criticism of athletes, coaches, officials, organizers, volunteers, employees, SSC and Members.

¹ Note that consumption of cannabis and alcohol may be subject to CCES anti-doping rules.

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- 3.14. Address comments or criticism in a constructive fashion to the appropriate person with responsibility in speed skating for that field of activity.
 - 3.15. Report to the appropriate person all instances of behaviour by others that can reasonably be interpreted as:
 - a) Constituting Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, or Discrimination; or,
 - b) A breach of the rules of the sport or the spirit of those rules.

Adhering to Legal Obligations

- 3.16. Adhere to all federal, provincial, municipal and host country laws in activities involving SSC, its Members, and Individuals.
- 3.17. When driving or when a passenger in a private vehicle:
 - a) Do not allow an individual to drive without a valid driver's license and all insurance required by law; and,
 - b) Do not allow an individual whose judgment or ability is impaired by alcohol, cannabis, illegal drugs or other reason to drive.
- 3.18. Do not exercise care or supervision of minors while your judgment or ability is impaired by alcohol, cannabis or illegal drugs.
- 3.19. Comply, at all times, with the bylaws, policies, procedures, rules and regulations of SSC and its Members, as applicable and as adopted and amended from time to time.
- 3.20. Report to the appropriate person any ongoing criminal investigation, conviction, or existing bail conditions involving an Individual of a nature that would bear on that Individual's adherence to this Code of Conduct.

4. Further Specific Duties

- 4.1. Appendix B sets out further specific duties for:
 - a) Directors, Committee Members and Staff
 - b) Coaches
 - c) Athletes
 - d) Officials
 - e) Parents/Guardians and Spectators



APPENDICES

Appendix A: Definitions

- 1.1. For illustration and guidance in ensuring compliance with the letter and spirit of this Code and for the benefit of any person conducting an investigation or making a decision upon a complaint concerning an alleged breach of this Code, further information on many of the terms used within the Code of Conduct is provided below.
- 1.2. By reference, these definitions incorporate the definition of the corresponding term contained in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS).
- 1.3. For the purposes of assessing whether a breach of the Code has occurred, the following forms part of this Code and is part of the Code's establishment of the parameters of appropriate and inappropriate conduct.
 - a) *"Discrimination"* – Differential treatment of an individual based on one or more prohibited grounds which include race, citizenship, national or ethnic origin, colour, religion, age, sexual orientation, marital status, family status, disability or (except to the extent required by the applicable rules of competition) sex, gender identity or expression, or genetic characteristics.
 - b) *"Harassment"* – Types of behaviour that constitute Harassment include, but are not limited to:
 - i. Written or verbal abuse, threats, or outbursts;
 - ii. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;
 - iii. 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;
 - iv. Leering or other suggestive or obscene gestures;
 - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - vi. Practical jokes which endanger a person's safety, or may negatively affect performance;
 - vii. Hazing, which is 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 on the team or with the group, or ability;

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- viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
 - ix. Deliberately excluding or socially isolating a person from a group or team;
 - x. Persistent sexual flirtations, advances, requests, or invitations;
 - xi. Physical or sexual assault;
 - xii. Behaviours such as those described above that are not directed towards a specific person or group but have the same effect of creating a negative or hostile environment; and,
 - xiii. Retaliation or threats of retaliation against a person who reports harassment to SSC or to a Member.
- c) *“Sexual Harassment”* – Types of behaviour that constitute Sexual Harassment include, but are not limited to:
- i. Sexist jokes;
 - ii. Threats, punishment, or denial of a benefit for refusing a sexual advance;
 - iii. Offering a benefit in exchange for a sexual favour;
 - iv. Demanding hugs;
 - v. Bragging about sexual ability;
 - vi. Leering (persistent sexual staring);
 - vii. Sexual assault;
 - viii. Display of sexually offensive material;
 - ix. Distributing sexually explicit messages or attachments such as pictures or video files;
 - x. Sexually degrading words used to describe an Individual;
 - xi. Unwelcome inquiries into or comments about an Individual’s gender identity or physical appearance;
 - xii. Inquiries or comments about an Individual’s sex life;
 - xiii. Persistent, unwanted attention after a consensual relationship ends;
 - xiv. Persistent, unwelcome sexual flirtations, advances, comments or propositions; and,
 - xv. Persistent unwanted contact.
- d) *“Workplace”* – Workplaces include but are not limited to:
- i. Any office of SSC or a Member;
 - ii. Any training venue of SSC or a Member;
 - iii. Any work-related social functions;
 - iv. Any work assignments outside offices or training venues;
 - v. Any work-related travel, including the accommodation, dining and social environment when working, training, or competing away from the regular setting;
 - vi. The training and competition environment; and,
 - vii. Work-related conferences or training sessions.

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- e) *“Workplace Harassment”* – Types of behaviour that constitute Workplace Harassment include, but are not limited to:
- i. Bullying;
 - ii. Workplace pranks, vandalism, bullying or hazing;
 - iii. Repeated offensive or intimidating phone calls or emails;
 - iv. Inappropriate sexual touching, advances, suggestions or requests;
 - v. Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
 - vi. Psychological abuse;
 - vii. Excluding or ignoring someone, including persistent exclusion of a person from work-related social gatherings;
 - viii. Deliberately withholding information that would enable a person to do his or her job, perform or train;
 - ix. Sabotaging someone else’s work or performance;
 - x. Gossiping or spreading malicious rumours;
 - xi. Intimidating words or conduct (offensive jokes or innuendos); and,
 - xii. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning.
- f) *“Workplace Violence”* – Types of behaviour that constitute Workplace Violence include, but are not limited to:
- i. Verbal or written threats to attack;
 - ii. Sending to or leaving threatening notes or emails;
 - iii. Physically threatening behaviour such as shaking a fist at someone, finger pointing, destroying property, or throwing objects;
 - iv. Wielding a weapon in a Workplace;
 - v. Hitting, pinching or unwanted touching which is not accidental;
 - vi. Dangerous or threatening horseplay;
 - vii. Physical restraint or confinement;
 - viii. Blatant or intentional disregard for the safety or wellbeing of others;
 - ix. Blocking normal movement or physical interference, with or without the use of equipment;
 - x. Sexual violence; and,
 - xi. Any attempt to engage in the type of conduct outlined above.

Appendix B: Further Specific Responsibilities

- 1.1. For illustration and guidance in ensuring compliance with the letter and spirit of this Code and for the benefit of any person conducting an investigation or making a decision upon an allegation concerning an alleged breach of this Code, additional information on further specific responsibilities of Individuals in certain roles is provided below.
- 1.2. The responsibilities of Individuals below are in addition to or elaboration upon, and not in derogation of, the general duties under the Code.
- 1.3. Those Individuals who are employees of SSC or a Member may be under obligations to adhere to additional workplace rules, guidelines, policies, or expectations. The following does not replace or derogate from those.
- 1.4. For the purposes of assessing whether a breach of the Code has occurred, the following forms part of this Code.

Directors, Committee Members and Staff

- 1.5. Directors, Committee Members, and Staff of SSC and its Members have additional responsibilities to:
 - a) Act honestly, with integrity and in good faith, conducting themselves in a manner consistent with the True Sport principles, adhering to the Code of Conduct, and in the best interests of SSC or its Member, as the case may be, above any other interests.
 - b) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws.
 - c) Function primarily as a Director or Committee Member or Staff Member of SSC or a Member (as applicable); not as a representative of any other Member, constituency or stakeholder group.
 - 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) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
 - g) Behave with decorum appropriate to both circumstance and position.
 - h) Respect the confidentiality appropriate to issues of a sensitive nature.
 - i) Respect and support the decisions of the majority and resign if unable to do so.
 - j) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
 - k) Have a thorough knowledge and understanding of all governance documents.

Coaches

- 1.6. Coaches at any level have additional responsibilities to:
 - a) Recognize that the coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete.
 - b) Understand and respect the inherent power imbalance that exists in the coach-athlete relationship and be extremely careful not to abuse it, consciously or unconsciously.
 - c) 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.
 - d) Act in the best interest of the athlete's development as a whole person.
 - e) Conduct themselves in a manner consistent with the True Sport principles.
 - f) 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.
 - g) Avoid compromising the present and future health of athletes and, in the case of high performance athletes, by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological needs.
 - h) Support the coaching staff of a training camp, provincial team, or national team, should an athlete qualify for participation in one of these programs.
 - i) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate.
 - j) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete.
 - k) Comply with the *Screening Policy*.
 - l) Report any ongoing criminal investigation, conviction, or existing bail conditions to SSC or a Member, as applicable, of a nature that would bear on that Individual's adherence to this Code of Conduct or these additional responsibilities, including those for violence, child pornography, or possession, use, or sale of any illegal substance.
 - m) Under no circumstances provide, promote, or condone:
 - i. the use of drugs (other than properly prescribed medications);
 - ii. the use of performance-enhancing substances or methods; or,
 - iii. in the case of minors, alcohol, cannabis, and/or tobacco.
 - n) Respect athletes competing with other clubs, provinces, territories or international 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.
 - o) Not engage in a sexual or intimate relationship with an athlete of any age in which the coach is in a position of trust or authority.
 - p) Respect and promote the rights of all participants in sport.
 - q) Respect the athlete's right to confidentiality (privacy), informed participation, and fair and reasonable treatment.

- r) Respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
- s) Dress professionally, neatly, and inoffensively.
- t) Refrain from using offensive, crude, or sexualized language, taking into account the audience being addressed.

Athletes

- 1.7. Athletes have additional responsibilities to:
- a) Adhere to the athlete's Athlete Agreement (if applicable) and any training centre or other local statement of expectations or conduct.
 - b) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, train, or compete.
 - c) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, and events.
 - d) Conduct themselves in a manner consistent with the True Sport principles, including acting with positive sporting conduct to all involved in the competition or training activity.
 - e) Refrain from the display of violence, foul language, or gestures to other athletes, officials, coaches, or spectators.
 - f) 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.
 - g) Adhere to the rules of the competition or the training environment, including any rules and requirements regarding clothing and equipment.
 - h) Dress to represent the sport, their team, and themselves well and with professionalism.
 - i) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers.

Officials

- 1.8. Officials have additional responsibilities to:
- a) Act openly, impartially, professionally, lawfully, and in good faith.
 - b) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
 - c) Act in a manner consistent with the True Sport principles.
 - d) Refrain from the display of violence, foul language, or gestures to athletes, other officials, coaches, or spectators.
 - e) Maintain and update their knowledge of the rules and rule changes and adhere to those rules presently in effect.
 - f) Not publicly criticize other officials, athletes, or competition organizers.
 - g) Provide constructive feedback on the conduct of fellow officials, of meet organizers, and on the matter of the development of improved rules and organization of competitions.

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- h) Work within the boundaries of their position's description while supporting the work of other officials.
 - i) Act as an ambassador of speed skating.
 - j) Take ownership of actions and decisions made while officiating.
 - k) Respect the rights, dignity, and worth of all Individuals.
 - l) Respect confidentiality required by issues of a sensitive nature, and specific information or data about Individuals.
 - m) Comply with the *Screening Policy*.
 - n) Honour all assignments unless unable to do so by virtue of illness or personal emergency and, in these cases, inform the assignor or organization at the earliest possible time.
 - o) When writing reports, set out the actual facts.
 - p) Dress in proper attire for officiating.

Parents/Guardians and Spectators

- 1.9. Parents/guardians, other family members and all other spectators at events will:
 - a) Encourage athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence.
 - b) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm from speed skating.
 - 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 judgements of officials and encourage athletes to do the same.
 - f) Never question an official's or staff member's good intentions or honesty.
 - g) Respect and show appreciation to all competitors, and to the coaches, officials, meet organizers and other volunteers.
 - h) Not harass competitors, coaches, officials, parents/guardians, or other spectators.
 - i) Never interfere with the competition.
 - j) Conduct themselves in a manner consistent with the True Sport principles.