



Code of Conduct

The Scarborough Sharks Girls Hockey Association has identified the standard of behaviour which is expected and has implemented the following code of conduct for all members, including players, coaches, staff, parents, volunteers and executive members. Members will refrain from comments and behaviours that are disrespectful, offensive, abusive, racist or sexist. In particular, behaviour that constitutes harassment, abuse, bullying or cyber-bullying will not be tolerated.

The Association has adopted this Code of Conduct for the guidance of the members and to assist in avoiding situations that might undermine the confidence in objectivity and impartiality in promoting a safe, respectful, fair and responsible environment in support of women's hockey.

During the course of all League activities and events, members shall avoid behaviour which brings association members or the sport of hockey into disrepute, including but not limited to the abuse of alcohol, non-medical use of drugs and illegal substances.

Members shall not use unlawful or unauthorized drugs/narcotics or performance enhancing drugs or methods.

Members shall not engage in activity or behaviour that endangers the safety of others.

The Code of Conduct does not stand alone. It is complimentary to and supports the Association's Constitution, By-laws, Regulations, Rules and policies. It is recognized that the Code cannot anticipate all possible fact situations in which members may be called upon to exercise judgement as to the appropriate standard of conduct. Compliance with this Code of Conduct will determine whether the affected member(s) remain(s) in good standing with the Association. Failure to comply with the Code of Conduct may result in disciplinary action in accordance with the discipline policy of the Association. Such action may result in the loss of privileges that come with membership, including the opportunity to participate in Association activities.

The Code is founded on the recognition that the conduct of members must be governed by the requirements of fairness, integrity and respect as specified by the Association's governing authorities, Hockey Canada, the Ontario Hockey Federation, and the Ontario Women's Hockey Association (OWHA).

Principles

1. A Safe Place to Play

The Association executive committee members, coaches, staff and those members in an assigned leadership capacity have an obligation to ensure that the sport environment promotes equality and prohibits discriminatory practices. Harassment and abusive behaviour, including bullying and cyber-bullying will not be tolerated; incidents will be reported, and dealt with effectively in accordance with the policies, guidelines and provisions within the rules and regulations of the Association, its governing authorities and the law.

2. Fairness

The Association executive committee members, coaches, staff and those members in an assigned leadership capacity have an obligation to perform their respective roles in an impartial, unbiased and just manner, adhering to the Code of Conduct and Conflict of Interest guidelines.

3. Conflict of Interest

A conflict of interest arises when a member's private or personal interests, including financial, takes precedence over or compete with the member's responsibilities in an elected or selected role in the Association.

A conflict of interest will exist when a members has an interest that may be affected by the resolution or treatment of a matter before the Association. The interest may be that of the member or other person with whom the member has a close personal or professional relationship.

A member will not accept money or gifts if a gift is, or may be perceived to be, offered because of status in the Association.

4. Confidentiality and the Protection of Personal Information

The Association will implement internal policies which adhere to the guidelines established in the SSGHA and OWHA Privacy Policies.

**RULES OF CONDUCT
CONFLICT OF INTEREST**

1. Members shall not accept a gift from persons or entities who may, or have dealings with or seek to do business with the Association, if a reasonable person might conclude that the gift could influence the member in the performance of his/her duties to the Association.
2. Where it is reasonable to do so in the circumstances, a member will be allowed to accept a gift of nominal value given as an expression of courtesy. Where a member receives a gift in the circumstances described in Rule 1, he/she must disclose the conflict to the League Executive or appointed Ethics Executive.
3. Members shall not disclose confidential information obtained while performing duties within their capacity in the Association unless authorized to do so by law or by the Association.
4. Members shall not use confidential information in a business or undertaking outside his/her work for the Association, or accept a gift directly or indirectly in exchange for disclosing confidential information.
5. Members who hire a person on behalf of the Association shall ensure that the person does not report to, or supervise the work of the person. A member who reports to, or supervises the work of the person shall notify the League Executive or designate, to disclose the conflict.
6. Members shall not participate in decision making by the Association with respect to a matter that the member is able to influence in the course of his/her duties, if he/she could benefit from the decision.