

# Manitoba Wheelchair Sports Association (MWSA)

## CODE OF CONDUCT POLICY

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Approved by the MWSA Board of Directors: December 18, 2013

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## Principles

Manitoba Wheelchair Sport Association (MWSA) is committed to being a well-known, vibrant, and dynamic (evolving) organization providing a broad range of sport and leisure activities to individuals with a physical disability. MWSA will provide a sport environment which is characterized by the values of excellence, fairness, integrity, open communication and in which all individuals are treated with respect. Further, MWSA supports equal opportunity and prohibits discriminatory practices. In addition, MWSA believes that membership and participation privileges come with certain responsibilities and obligations, including but not limited to, complying with this Code of Conduct, and all other policies, rules and regulations of MWSA.

## Definitions

- **Code of Conduct:** means the basic rules and regulations that reflect the standard of behavior which is expected of all Members.
- **Disciplinary Sanctions:** means the penalties or sanction identifies within this policy which are applied to Members who do not meet the standard of behavior contained within the Code of Conduct.
- **Member:** any person who has applied for and been granted an Association membership, as well as all individuals engaged in activities with or employed by MWSA, including but not limited to, athletes, participants in any MWSA event or program, coaches, officials, volunteers, directors, team managers, team captains, organizers, chaperones, medical and paramedical personnel, administrators, and authorized agents of MWSA.
- **Days:** means total calendar days, irrespective of weekends or holidays.

## Scope

All members are expected to conduct themselves at all times in a manner with the values of MWSA. Conduct that violates these values may be subject to sanctions pursuant to MWSA's Discipline Policy. Contact the MWSA office for a copy of the Discipline Policy.

## Code of Conduct

**4.1 Self Esteem Related Matters:** At all times, all Members have a responsibility to maintain and enhance the dignity and self-esteem of all other Members by:

1. Demonstrating to all other Members regardless of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political beliefs, disability or economic status;
2. Focusing comments or criticisms of all other Members in a constructive and appropriate manner;
3. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practices;
4. Taking all reasonable steps to ensure that the rules of the sports, and the spirit of such rules, are adhered to by all Members.

**4.2 Consumption of Alcoholic Beverages:** Members have a responsibility to take reasonable steps to manage their responsible consumption of alcoholic beverages in social situations associated with MWSA events. Further, any member who chooses to consume alcoholic beverages at competitions shall do so in a means that will not impact their performance at the competition.

**4.3 Drug Use:** Members have a responsibility to abstain from the non-medical use of drugs or the use of performance-enhancing drugs and procedures. MWSA recognizes the Canadian Policy on Penalties for Doping in Sport. All athletes shall be made aware that they may be subject to drug testing at any time.

**4.4 Harassment:** Members must have a responsibility to refrain from any behavior that constitutes Harassment as that term is defined in the MWSA Harassment and Abuse Policy, and which includes all forms of sexual harassment. Contact the MWSA office for a copy of the Harassment and Abuse Policy.

**4.5 Compliance:** Members have a responsibility to comply at all times with the Constitution, Bylaws, policies, rules and regulations of MWSA, as adopted and amended from time-to-time, including complying with any contract or agreement executed by a Member with MWSA.

## Additional Coaching Specific Provisions

In addition to the general conduct outlined in this policy, all Members who are coaches, assistant coaches, equipment managers, or athlete specialists, or any others who serve in any other position of influence or authority in any of MWSA's programs have a responsibility to:

1. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the applicable athletes/participants;

2. Avoid compromising the present and future health of athletes by communicating and cooperating with registered medical practitioner in their diagnosis, treatment and management;
3. Educate athletes about the dangers of drugs and performance-enhancing substances;
4. Accept and promote the athlete's personal goals and refer to other coaches and athlete specialists as opportunities may arise;
5. Communicate and cooperate with the parent or guardians of athletes who are minors and involve them in decisions pertaining to the athlete's development;
6. Consider the academic pressure placed on students and athletes, and conduct practices and events in a manner that supports academic success; and
7. Ensure that at all times their conduct would not be construed as embarrassing to or bring the reputation of MWSA into disrepute.

### **Additional Athlete Specific Provisions**

Athletes who have been selected to participate in a representative team of MWSA will have the responsibility to:

1. Report any medical problems they experience in a timely fashion, where such problems may limit the athlete's ability to train or compete;
2. Participate in all competitions, events or projects to which the athlete has made a commitment;
3. Adhere to MWSA's requirements regarding clothing and equipment;
4. Abide by all established team specific policies and requirements, including without limitation, the adherence to any team curfews implemented at or during a competition;
5. Refrain from committing any act which would be considered an offense under federal or provincial law or the laws of the country in which the team may be traveling;
6. Comply when traveling with all decisions made by any coaches, managers, chaperones, or anyone officially designated by the national or provincial association to assist the team during the travel;
7. Consult with MWSA when arranging individual sponsorship (material or financial) to ensure such additional individual sponsorship does not conflict with any MWSA sponsorship agreement; and
8. Ensure that at all times their conduct would not reasonably be construed as embarrassing to or bringing the reputation of MWSA into disrepute.

### **Board/Committee Members and Staff**

Board and Committee Members and Staff will:

1. Function primarily as a member of the board and/or committee(s) of MWSA; not as a member of any other particular member or constituency;
2. Act with honesty and integrity and conduct himself or herself in a manner consistent with the nature and responsibilities of MWSA business and the maintenance of Member confidence;

3. Ensure that the financial affairs of MWSA are conducted in a responsible and transparent manner with due regard for his or her fiduciary responsibilities;
4. Conduct oneself openly, professionally, lawfully and in good faith in the best interest of MWSA;
5. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism;
6. Behave with decorum appropriate to both circumstances and position and be fair, equitable, considerate and honest in all dealings with others;
7. Keep informed about the activities of MWSA;
8. Respect the confidentiality appropriate to issues of a sensitive nature;
9. Respect the decisions of the majority and resign if unable to do so;
10. Commit the time to attend meetings and to be diligent in preparation for, and participation in, discussions at such meetings;
11. Have thorough knowledge and understanding of all MWSA governance documents;
12. Conform to the bylaws and policies approved by MWSA.

## **Discipline**

Individuals who are in violation of the Code of Conduct will be subject to sanctions per MWSA's Discipline and Complaints Policy. Contact the office for a copy.