



Cowichan Valley Football Association

CODE OF CONDUCT

Purpose

1. The purpose of this Code of Conduct is to ensure a safe and positive environment within CVFA by making all Parents and Players aware that there is an expectation of appropriate behaviour at all times.
2. Conduct that violates this Code of Conduct may result in the removal or suspension of the Parent or Player.

Application of this Policy

3. This Code of Conduct applies to all Players and Parents relating to conduct that may arise during the course of CVFA business, activities and events, including but not limited to, office environment, competitions, practices, games, tournaments, training camps, travel, and any meetings.
4. This policy applies to conduct that may occur outside of CVFA business and events when such conduct adversely affects relationships within the CVFA and its work and sport environment and is detrimental to the image and reputation of the CVFA.

Responsibilities

5. All Players and Parents will comply with the following:
 - a) Maintain and enhance the dignity and self-esteem of CVFA Members and other individuals by:
 - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status;
 - ii. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory; and
 - iii. Consistently treating individuals fairly and reasonably.
 - b) 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. Types of behaviour that constitute harassment include, but are not limited to:
 - i. Written or verbal abuse, threats or outbursts;
 - ii. The display of visual material which is offensive or which one ought to know is offensive;
 - iii. Unwelcome remarks, jokes, comments, innuendos or taunts; iv. Leering or other suggestive or obscene gestures;
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 - v. Condescending or patronizing behaviour which is intended to undermine self-

- vi. esteem, diminish performance or adversely affect working conditions;
 - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
 - vii. Any form of hazing;
 - viii. Unwanted physical contact including touching, petting, pinching or kissing;
 - ix. Unwelcome sexual flirtations, advances, requests or invitations;
 - x. Physical or sexual assault;
 - xi. Behaviours such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
 - xii. Retaliation or threats of retaliation against an individual who reports harassment.
- c) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- i. Sexist jokes;
 - ii. Display of sexually offensive material;
 - iii. Sexually degrading words used to describe a person;
 - iv. Inquiries or comments about a person's sex life;
 - v. Unwelcome sexual flirtations, advances or propositions;
 - vi. Persistent unwanted contact;
 - vii. Sexual assault.
- d) Creating an atmosphere of good sportsmanship and respect for the players to develop within;
- e) Giving all players the opportunity to improve their skills, gain confidence and develop self-esteem;
- f) Players and Parents must abide by the rules and policies as set out by the CVFA.
- g) Never openly criticize players, coaches, parents, officials or association members.
- h) Agree to follow directives issued by the Association and CVFA Executive Board whether written or verbal.
- i) Use of tobacco products, drugs or alcoholic beverages is prohibited on game or practice fields or near or around players of the team.
- j) In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with CVFA events.
- k) The use of profanity or abusive language toward a player, official, parent, volunteer, or spectator is prohibited at all times.
- l) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- m) Respect the property of others and not willfully cause damage.
- n) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
- o) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of the CVFA, as adopted and amended from time to time.
- p) Adhere to all Federal, Provincial, or Municipal laws.