

Code of Conduct

1.1 Preamble

1.1. Badminton PEI is committed to providing a sport environment which is characterized by excellence, fairness, integrity, open communication, and mutual respect.

1.2. Badminton PEI believes these values and ideals should guide all our communications and actions, and that such conduct is in the best interest of all who participate in the sport of Badminton.

1.3. Badminton PEI believes members who enter the sport of Badminton, either on a professional or volunteer basis, shall advocate these standards and supplement Badminton PEI's ethical framework with their own moral conduct and behaviour.

1.2 Purpose

2.1. The purpose of this Code of Conduct (the "Code") is to ensure a safe and positive environment (within Badminton PEI's programs, activities, and events) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with Badminton PEI's core values. Badminton PEI supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.

1.3 Definitions

3.1. "Individuals" – Individuals employed by, or engaged in activities with, Badminton PEI including, but not limited to, athletes, coaches, officials, volunteers, managers, administrators, parents, medical and paramedical personnel, committee members, employees, and directors and officers of Badminton PEI.

1.4 Application

4.1. This Code applies to Individuals' conduct during Badminton PEI business, activities, and events including, but not limited to, Badminton PEI and off-Island team competitions, training camps, travel associated with Badminton PEI's activities, and any meetings.

4.2. This Code also applies to Individuals' conduct outside of Badminton PEI's business, activities, and events when such conduct adversely affects relationships within Badminton PEI (and its work and sport environment) or is detrimental to the image and reputation of Badminton PEI. Such applicability will be determined by Badminton PEI at its sole discretion.

1.5 Violation

5.1. An Individual who violates this Code may be subject to sanction(s) pursuant to Badminton PEI's Discipline and Complaints Policy. In addition to facing possible sanction(s), an Individual who violates this Code during a competition may be ejected from the competition or the playing area, and the Individual may be subject to any additional discipline associated with the particular competition.

5.2. Any actions of Harassment, including sexual and workplace harassment, shall be dealt with under Badminton PEI's Harassment Policy.

1.6 Responsibilities

6.1. Individuals have a responsibility to:

a) Maintain and enhance the dignity and self-esteem of Badminton PEI members and other Individuals by:

- Demonstrating respect to any person regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, economic status, marital status, gender identity, gender expression, sex, and sexual orientation;

- Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members;

- Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;

- Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;

- Consistently treating individuals fairly and reasonably; and

- Ensuring adherence to the rules of Badminton and the spirit of those rules.

b) Refrain from verbally or physically abusing opponents, officials, spectators or sponsors;

c) Refrain from any form of harassment, including sexual and workplace harassment as defined under Badminton PEI's Harassment Policy;

d) Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties;

e) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Badminton PEI adopts and adheres to the Canadian Anti-Doping Program. Badminton PEI will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Badminton PEI or any other organization;

f) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and 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);

g) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;

h) Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in Badminton PEI programs, activities, or competitions;

- i) In the case of adults, avoid consuming alcohol in situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with Badminton PEI's events;
- j) Respect the property of others and not wilfully cause damage;
- k) Promote Badminton in the most constructive and positive manner possible;
- l) Adhere to all federal, provincial, municipal and host country laws;
- m) Comply, at all times, with Badminton PEI's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time; and
- n) Conduct themselves in a manner that reflects the highest standard of behaviour arising within the business, activities or events of Badminton PEI.

1.7 Badminton PEI Board of Directors, Committee Members and Employees

7.1. In addition to Clause 6 (above), Badminton PEI's Board of Directors (the "Board"), Committee Members, and employees will have additional responsibilities to:

- a) Function primarily as a member of the Board and/or committee(s) of Badminton PEI; not as a member of any other particular club, Board or constituency;
- b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Badminton PEI's business and the maintenance of Individuals' confidence;
- c) Ensure that Badminton PEI's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
- d) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Badminton PEI;
- e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
- f) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others;
- g) Keep informed about Badminton PEI's activities, the provincial sport community, and general trends in the sectors in which they operate;
- h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Badminton PEI is incorporated;
- i) Respect the confidentiality appropriate to issues of a sensitive nature
- j) Ensure that all Individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;

- k) Respect the decisions of the majority and resign if unable to do so;
- l) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings;
- m) Have a thorough knowledge and understanding of all Badminton PEI governance documents; and
- n) Conform to the bylaws and policies approved by Badminton PEI, in particular Badminton PEI's Conflict of Interest Policy.

1.8 Coaches

8.1. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously.

8.2. In addition to Clause 6 (above), coaches will:

- a) 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;
- b) 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;
- c) Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments;
- d) Support the coaching staff of a training camp, provincial team, or national team, should an athlete qualify for participation with one of these programs;
- e) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete;
- f) Act in the best interest of the athlete's development as a whole person;
- g) Respect other coaches, officials, administrators and volunteers;
- h) Meet the highest standards of credentials, integrity and suitability. Report any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance;
- i) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco;
- j) Respect athletes playing with other 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;

k) Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over the athlete;

l) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights;

m) Dress professionally, neatly, and inoffensively;

n) Use inoffensive language, taking into account the audience being addressed; and

o) Avoid public criticism, including making derogatory or misleading statements of fellow coaches, athletes, officials and volunteers.

8.3 This section equally applies to other members of the "Team Leadership Staff" i.e. managers, trainers, equipment personnel etc. It is assumed that these people act in co-operation with one another to construct a suitable environment for the athlete.

1.9 Athletes

9.1. In addition to Clause 6 (above), athletes will have additional responsibilities to:

a) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete; or in the case of carded athletes, interfere with the athlete's ability to fulfill requirements under the Athlete Assistance Program;

b) Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events;

c) Properly represent themselves and not attempt to participate in a competition for which they are not eligible because of age, classification, or other reason;

d) Adhere to Badminton PEI's rules and requirements regarding clothing and equipment;

e) Never ridicule an athlete for a poor performance or practice;

f) Refrain from abusing Badminton facilities or equipment;

g) To meet reasonable requests for interview by the media, and provide the utmost in good manners toward sponsors and media personnel;

h) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators;

i) Dress in a manner representative of Badminton PEI; focusing on neatness, cleanliness, and discretion; and

j) Act in accordance with Badminton PEI's policies and procedures and, when applicable, additional rules as outlined by coaches or managers

1.10 Officials

10.1. In addition to Clause 6 (above), Badminton PEI officials will have additional responsibilities to:

- a) Maintain and update their knowledge of the rules and rules changes;
- b) Work within the boundaries of their position's description while supporting the work of other officials;
- c) Act as an ambassador of Badminton PEI by agreeing to enforce and abide by national and provincial rules and regulations;
- d) Take ownership of actions and decisions made while officiating;
- e) Respect the rights, dignity, and worth of all Individuals;
- f) Not publicly criticize other officials, any club or association or athlete;
- g) Assist with the development of less-experienced referees and minor officials;
- h) Conduct themselves openly, impartially, professionally, lawfully, and in good faith, in the best interests of Badminton PEI, athletes, coaches, other officials, and parents;
- i) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
- j) Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals;
- k) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time; and
- l) Dress in proper attire for officiating according to Badminton standards.

1.11 Volunteers

11.1. Volunteers play a critical role in the operation of Badminton PEI and their activities. Through their responsibilities, the volunteer receives rewards such as personal development, recognition, feedback, a tie to family and community, and the personal satisfaction of helping others. In return, the volunteer must be expected to conduct their efforts in a manner that will allow the values and goals of Badminton PEI to be achieved.

11.2. In addition to Clause 6 (above), Badminton PEI volunteers have a responsibility to

- a) Consistently display high personal standards and project a favourable image of Badminton PEI and volunteering;
- b) Abstain from drinking alcoholic beverages when performing your volunteer duties
- c) Regularly seek ways of increasing professional development and self-awareness of Badminton;

- d) Treat members of other sport organizations with respect, both in victory and defeat;
- e) Attend to your volunteer duties, as directed, in a timely manner; and
- f) Ensure the safety of the people with whom they volunteer.