



Manitoba Organization of Disc Sports

Title	Code of Conduct Policy
Owner	Conduct Committee
Approval By	MODS Board of Directors

Originally Approved: 2014	Last Reviewed: October 22, 2020	Last Revised: February 27, 2019
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1.0 Purpose

The purpose of this Code of Conduct ("Code") is to ensure a safe and positive environment (within MODS programs, activities, and events) by making all individuals aware that there is an expectation, at all times, of appropriate behavior consistent with the values of MODS, as set out in this policy.

2.0 Policy

MODS is committed to providing an environment in which all individuals are treated equally, with respect, and without discrimination. Individuals are expected to conduct themselves with fairness, integrity, accountability, excellence, accessibility, innovation, and respect.

Conduct that violates this policy may be subject to sanctions pursuant to MODS' Discipline and Complaints Policy. Pertaining to school programs, MODS may forward the case to the school to determine discipline/sanctions, in accordance with the MHSAA handbook.

In addition to any discipline assessed to any individual found in violation of the Code, no one may hold a position of authority (Board Member, Committee Member, Staff, Coach, Official, Observer) within MODS while under sanction until they have completed all requirements as laid out in the ruling to the satisfaction of the Board. This extends to sanctions imposed by Ultimate Canada or any other organization with a reciprocity agreement with MODS.

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3.0 Definitions

“Individuals” – All categories of membership defined in MODS’ By-laws, as well as, all individuals engaged in activities with MODS, including but not limited to, clubs, athletes, coaches, officials, volunteers, managers, administrators, directors and officers of MODS, spectators of MODS events and parents of MODS members.

4.0 Application

- 4.1 This Code applies to conduct that may arise during MODS business, activities, and events, including but not limited to its office environment, competitions, games, practices, training camps, tryouts, travel and meetings.
- 4.2 This policy also applies to the conduct of Individuals that may occur outside of MODS business, activities, events, and meetings when such conduct adversely affects relationships within MODS (and its work and sport environment), and is detrimental to the image and reputation of MODS. Such applicability will be made by MODS in its sole discretion.
- 4.3 An Individual who violates this Code may be subject to sanctions pursuant to MODS’ Discipline and Complaints Policy. During a competition, any Individual who violates this Code may be ejected from the competition or the playing area, the official may delay the competition until the Individual complies with the ejection, and the Individual may be subject to any additional discipline associated with the particular competition.
- 4.4 An employee of MODS found to have engaged in acts of violence or harassment against any person will be subject to appropriate disciplinary action.
- 4.5 Any Individual who violates this Code may be held accountable to the Ultimate Canada NSO-PTSO Reciprocity Agreement.
- 4.6 As a publicly funded organization under Sports Manitoba, MODS adheres to The Public Interest Disclosure (Whistleblower Protection) Act (PIDA), which facilitates the disclosure and investigation of wrongdoing, in or relating to public bodies, and protects persons who make disclosures from reprisal.

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5.0 Responsibilities

5.1 Individual

- 5.1.1 Maintain and enhance the dignity and self-esteem of MODS members and other individuals by:
- i. Demonstrating respect and fair treatment to all individuals without discrimination and acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct;
 - iv. Consistently treating individuals fairly and reasonably;
 - v. Adhering to the rules of Disc Sports and the spirit of those rules.
- 5.1.2 Refrain from any behavior that constitutes harassment, including hazing, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious.
- 5.1.3 Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature.
- 5.1.4 Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. Take reasonable steps to manage the responsible consumption of alcoholic beverages and cannabis products. Additionally, the use or possession of alcohol, cannabis and/or drugs by a minor is strictly prohibited. MODS adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and shall be subject to disciplinary action, and possible sanction, pursuant to MODS Discipline and Complaints Policy.
- 5.1.5 Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development or supervision of competitive Disc Sports, 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).
- 5.1.6 Refrain from the use of power or authority to coerce another person to engage in inappropriate activities.

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5.1.7 Respect the property of others and not willfully cause damage.

5.1.8 Always comply with the bylaws, policies, procedures, rules and regulations of MODS, as adopted and amended from time to time.

5.2 Staff, Board, Committee, and Working Group Member

In addition to all responsibilities listed above for Individuals (Section 5.1), Board and Committee Members and Staff will:

5.2.1 Function primarily as a member of the board and/or committee(s) of MODS;

5.2.2 Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of MODS business and the maintenance of member confidence;

5.2.3 Ensure that the financial affairs of MODS are conducted in a responsible and transparent manner with due regard to their fiduciary responsibilities;

5.2.4 Conduct oneself openly, professionally, lawfully and in good faith in the best interests of MODS;

5.2.5 Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism;

5.2.6 Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate and honest in all dealings with others;

5.2.7 Keep informed about the activities of MODS, the provincial sport community, and general trends in the sectors in which it operates;

5.2.8 Exercise the degree of care, diligence and skill required in the performance of their duties pursuant to the laws under which MODS is incorporated;

5.2.9 Respect confidentiality appropriate to issues of a sensitive nature;

5.2.10 Ensure that all Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;

5.2.11 Respect the decisions of the majority;

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- 5.2.12 Commit the time to attend meetings and to be diligent in preparation for, and participation in, discussions at such meetings;
- 5.2.13 Have a thorough knowledge and understanding of all MODS governance documents;
- 5.2.14 Conform to the bylaws and policies approved by MODS, as well as the Conflict of Interest Policy and Confidentiality Agreement;
- 5.2.15 Resign if unable to adhere to the above.

5.3 Team

In addition to all responsibilities listed for Individuals (Section 5.1), teams will:

- 5.3.1 Deliver their services in compliance with the constitution, bylaws, policies, rules, regulations and procedures of MODS, and, where necessary, amend their own rules to comply with those of MODS;
- 5.3.2 Ensure that all athletes and coaches participating in sanctioned competitions are registered Members, in Good Standing, of MODS;
- 5.3.3 Engage only authorized coaches and sanctioned athletes.

5.4 Coach

In addition to all responsibilities listed for Individuals (Section 5.1), coaches have additional responsibilities. 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.

Coaches will:

- 5.4.1 Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by MODS Screening Policy, so that the community is satisfied it has minimized the risk of an unsafe environment.
- 5.4.2 Report any ongoing criminal investigation, conviction or existing bail conditions.
- 5.4.3 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, alcoholic beverages, tobacco, cannabis, or other drugs.

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- 5.4.4 Respect all other teams and athletes from other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be 'coaching', unless first receiving approval from the coach who is responsible for the team or athlete(s) involved.
- 5.4.5 Not engage in a sexual relationship with an athlete under the age of 18 years, or have an intimate or sexual relation with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over such an athlete.

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5.4.6 Respect and promote the rights of all participants in sport. Establish and follow 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.

5.4.7 Use appropriate and inoffensive language.

5.4.8 Promote appropriate behaviours among parents/guardians and spectators of team members. Setting a good example for participants, parents/guardians, and spectators to follow, exemplifying the highest moral and ethical behaviour.

5.5 Athlete

In addition to all responsibilities listed for Individuals (Section 5.1), athletes representing MODS will have additional responsibilities to:

5.5.1 Report on any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train, or compete.

5.5.2 Participate and appear on time, well-nourished and prepared to participate to one's best abilities in all competitions, training sessions, events, or activities.

5.5.3 Properly represent oneself and not attempt to enter a competition for which one is not eligible, by reason of age, classification, or other reason.

5.5.4 Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators.

5.5.5 Act in accordance with the MODS' policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones.

5.6 Official and Observer

In addition to all responsibilities listed for Individuals (Section 5.1), officials will have additional responsibilities to:

5.6.1 Accept an assignment to officiate at a match only if one intends to honour that commitment. If, for any reason, one is unable to attend, let the person in charge of officials know as soon as possible.

5.6.2 Be fair, objective and make independent judgments.

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5.6.3 Avoid situations in which a conflict of interest may arise.

5.6.4 Be as impartial, unobtrusive, and inconspicuous as possible.

5.6.5 Conduct all events according to the rules of MODS.

5.7 Parent/Guardian and Spectator

In addition to all responsibilities listed for Individuals (Section 5.1), parents/guardians of Individuals and spectators at events will:

5.7.1 Encourage athletes to play by the rules and resolve conflicts without resorting to hostility or violence.

5.7.2 Respect the decisions and judgments of officials or a MODS staff member and encourage athletes and other spectators to do the same.

5.7.3 Respect and show appreciation to all competitors and to the coaches, officials, and other volunteers who give their time to the sport.

5.7.4 Keep off the competition area and not interfere with events or calls.

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