

<b>STATEMENT of POLICY and PROCEDURE</b>			
Subject:	<b>Code of Conduct and Ethics</b>	Effective:	August 1, 2021
Issue to:	All Members of Weightlifting Canada Halt�rophilie	Page:	1 of 10
		Replaces:	CWFHC Code of Conduct (2019 version)
Issued by:	WCH Executive		

**A. Purpose**

1. The purpose of this Code of Conduct and Ethics (the “Code”) is to ensure that a safe, welcoming, and positive environment is possible at all times within Weightlifting Canada Halt rophilie’s (WCH) Business, Activities and Events, by making WCH’s Members and Individuals aware that there is an expectation of appropriate behaviour consistent with WCH’s core values of integrity, adaptability, collaboration, respect, inclusiveness, accountability and leadership.
2. This Code of Conduct and Ethics identifies the standard of ethical behaviour that is expected of all WCH Members and Individuals involved in WCH’s Business, Activities and Events.
3. WCH’s Members and Individuals who fail to abide by this Code may be subject to disciplinary actions identified in this Code and other WCH Policies and Procedures, including but not limited to the Discrimination, Harassment, Bullying and Maltreatment policy, Conflict of Interest Policy, Discipline and Complaints Policy and Procedures, Inclusion, Diversity, Equity and Inclusion Policy and the Appeals Policies.
4. This Code adopts the principles laid out in the Canadian Universal Code of Conduct revised from time to time. In case of conflict, WCH’s Code of Conduct and Ethics shall prevail.

**B. Application of this Code**

5. This Code applies to any Individual’s conduct during WCH’s Business, Activities and Events. It also applies to Members or Individuals’ conduct outside of WCH’s Business, Activities and Events and its Members when such conduct adversely affects WCH or is detrimental to the image and reputation of the sport of weightlifting, WCH or a Member. Such applicability will be determined by WCH or a Member, as applicable, at its sole discretion.
6. This Code applies to Individuals active or who have retired from weightlifting where any Complaint or Incident Reported regarding a potential breach of this Code occurred when the Individual was active in the sport or if the breach has a serious and detrimental impact on Individual(s) on the sport.



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7. A Member or any Individual who violates this Code may be subject to sanctions pursuant to the Discipline and Complaints Policy and Procedure. In addition to facing possible sanctions pursuant to the Discipline and Complaints Policy and Procedure, an Individual who violates this Code during a competition may be removed from the competition or training area, at the full discretion of WCH's designate for this competition, and the Individual may be subject to further sanctions.
8. A breach of this Code or misconduct may be defined as a Minor or Major Infraction in accordance with the Discipline and Complaints Policy and Procedure.

### **C. General Expected Behaviors and Conducts**

9. All Individuals and Members, when applicable agree to abide by the following general expected behaviors and conducts:
  - a. Adhere to all International (where applicable), Canadian, Provincial, Municipal or host country laws,
  - b. Treat all Individuals with dignity by:
    - i. Demonstrating respect to Individuals regardless of body type, physical characteristics, athletic ability, nationality, national origin, religion, religious belief, political belief, economic status, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender, gender identity, gender expression, age, marital, social or economic status, family status or disability.
    - ii. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct including:
      1. Focusing comments or criticism appropriately and avoiding public criticism of Individuals and Members.
      2. Acting to prevent or correct practices that are unjustly discriminatory.
      3. Consistently treating Individuals fairly and reasonably.
      4. Show concern, empathy and caution towards others that may be sick or injured
  - c. Act with integrity and professionalism by:
    - i. Being ethical, considerate, fair, courteous, and honest in all dealings with Individuals, people, and organisations
    - ii. Accepting responsibility for their actions and behaviours
  - d. Operate within the rules and spirit of sport including:

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- i. Following the national and international rules and guidelines that govern WCH.
- ii. Being aware of and complying always with WCH's bylaws, Policies, Procedures and Rules and Regulations, as adopted and amended.
- e. Refrain from any form of Abuse, Discrimination, Harassment, Bullying and Maltreatment towards Individuals or others including:
  - i. Abuse, discrimination, harassment, bullying, and maltreatment directed towards an Individual or group of Individuals, which is insulting, intimidating, humiliating, malicious, degrading or offensive.
  - ii. Sexual harassment, unwelcomed sexual advances, requests for sexual favours or other verbal or physical conduct of a sexual nature.
  - iii. Abuse such as a misuse of power which uses the bonds of intimacy, trust, and dependency to make the victim vulnerable.
  - iv. Discrimination in the form of an action or a decision that treats a person or a group negatively because of their body type, physical characteristics, athletic ability, nationality, national origin, religion, religious belief, political belief, economic status, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender, gender identity, gender expression, age, marital, status, family status or disability.
- f. Abstain from the use, possession, and the supply of prohibited substances, methods and practices and other violations as defined by the Canadian Anti-Doping Program ("CADP").
  - i. WCH adopts and adheres to the CADP
  - ii. Anti doping rule violations shall be considered an infraction under the CADP and shall be treated through the CADP and not through WCH's Discipline and Complaints Policy and Procedure. WCH reserves its right to impose a sanction deriving from a CADP rule violation if determined as such under WCH's Discipline and Complaints Policy and Procedure.
  - iii. WCH will respect any penalty enacted pursuant to a breach of the CADP, whether imposed by the CCES or any other sport organization.
- g. Refrain from the use of power or authority aimed at coercing another person to engage in inappropriate activities.
- h. Refrain from consuming alcohol or tobacco products while participating in WCH or a Member's Business, Activities or Events and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with WCH's events.
- i. Use social media responsibly, modeling appropriate behaviour that is expected of registered Individuals and representatives of WCH.
- j. Respect the property of others and not willfully cause damage.

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- k. Report any alleged infractions of this Code of conduct and Ethics.
- l. Promote weightlifting in the most constructive and positive manner possible.
- m. Refrain from engaging in deliberate cheating which is intended to manipulate the outcome or results of a competition and/or refrain from offering or receiving any bribe which is intended to manipulate the outcome or results of a competition.
- n. When driving a vehicle:
  - i. Not have his or her license suspended;
  - ii. Obey traffic laws at all times;
  - iii. Have valid insurance; and
  - iv. Refrain from using a mobile device or engaging in any activity that would constitute distracted driving.
  - v. Not be under the influence of alcohol, cannabis or illegal drugs or intoxicating substances.
- o. Report any ongoing criminal or Anti-Doping rule violation, conviction, or existing bail conditions involving an Individual to WCH or to a Member, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or Prohibited Substance or Method.
- p. As an Individual in Authority, not place an Individual in a situation that makes them vulnerable to Maltreatment. This includes, but is not limited to, instructing an Athlete, Coach, Official or Individual in a position of Authority to share a hotel room when traveling, hiring a Coach or an Individual in a position of Authority who has a history of Athlete Maltreatment.

#### **D. Specific Expected Behaviors and Conducts**

##### **Directors, Committee Members, Staff and Contractors**

10. In addition to section 9 which applies to all Individuals and Members, WCH’s Directors, Committee Members, Staff and Contractors shall comply with any specific expectations of conducts and behaviors as well as responsibilities stipulated in WCH or partner organization’s Codes and Agreements. Notwithstanding the foregoing, Directors, Committee Members, Staff and Contractors shall:
  - a. Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
  - b. Comply with the Screening Policy and background check requirements.
  - c. Conduct themselves openly, professionally, lawfully and in good faith.
  - d. Be independent and impartial, avoid perceived or real conflict of interest and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.

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- e. Behave with decorum appropriate to both circumstance and position.
- f. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws and WCH Policies.
- g. Respect the confidentiality appropriate to issues of a sensitive nature.
- h. Respect the decisions of the majority.
- i. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
- j. Have knowledge and understanding of all relevant policies and procedures

### **Athletes**

11. In addition to section 9 which applies to all Individuals and Members, WCH's Athletes shall comply with any specific expectations of conducts and behaviors as well as responsibilities stipulated in WCH or partner organization's Codes and Agreements. Notwithstanding the foregoing, Athletes shall:
- a. Strive for personal and team achievement through complete, consistent, and sincere effort.
  - b. Show respect for themselves and for all others.
  - c. Contribute to a positive team culture by providing positive and constructive comments to teammates that motivate and encourage continued effort.
  - d. Recognize that any unwanted and unwelcomed behaviour will not be tolerated and let their coach, Individual in Leadership or Individual know immediately if they have witnessed such behaviour or have been the victim of such behavior.
  - e. Immediately report to their coach any mental or physical health issue that may prevent or limit their ability to train, travel or compete and, in the case of carded athletes, their ability to fulfill the carding requirements.
  - f. Only participate in competitions for which they are eligible to compete.
  - g. Arrive for each practice, competition, selections, or other weightlifting Activities or Events on time, with all appropriate gear, well-nourished and prepared to the best of their ability.
  - h. Conduct themselves in a sportsmanlike manner, whether as competitors or spectators, and not tolerate anyone among them who does not.
  - i. Never consume alcohol, cannabis, tobacco, or e-smoking products as a Minor while engaged in WCH Business, Activities and Events.
  - j. Where applicable, adhere to WCH's Athlete Agreement, its requirement and expectations.
  - k. Comply with WCH's Policy, Rules, and requirements regarding clothing equipment, training, travel, competition, and curfew.

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## Coaches

12. In addition to section 9 which applies to all Individuals and Members, WCH's Coaches shall comply with any specific expectations of conducts and behaviors as well as responsibilities stipulated in WCH or partner organization's Codes and Agreements. Notwithstanding the foregoing, Coaches shall:

- a. Demonstrate responsible leadership and adhere to the NCCP Code of Ethics.
- b. Act in the best interest of the athlete's development as a whole person.
- c. 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, and educating athletes as to their responsibilities in contributing to a safe environment.
- d. Never engage in an inappropriate, intimate or sexual relationship with an individual when in a position of power, trust or authority over the individual, even if all parties are consenting adults.
- e. Comply with the Screening Policy.
- f. Work with sport medical professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments.
- g. Never encourage or knowingly permit an athlete to return to play prematurely or without the clearance of a medical professional, following a serious injury, including a Concussion.
- h. Respect the protocols and procedures under WCH's Concussions Policy.
- i. Never withhold, recommend against, or deny adequate hydration, nutrition, medical attention, or sleep.
- j. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise.
- k. Never withhold information or take any action that could influence inappropriately athlete decision-making about participation in national or provincial team or other training programs.
- l. Support the coaching staff of national or provincial team or other training programs, should an athlete qualify for participation in one of these programs.
- m. Not use their position as a national or provincial team coach to solicit athletes (or the Parents of Minor athletes) unless first receiving approval from the coaches who are responsible for the athlete.
- n. Provide athletes and the Parents of minor athletes with the information required to be involved in the decisions that affect the athlete.
- o. Exemplify conduct they wish their athletes to adopt in dress and behaviour.
- p. Maintain professional boundaries with athletes and limit personal interactions with athletes on social media.

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- q. Ensure all online dialogue and interactions with Minor athletes are for weightlifting related purposes only.
- r. Ensure their athletes understand that abuse, discrimination, harassment, bullying and maltreatment will not be tolerated, and create a culture of disclosure and reporting at the athlete level.
- s. Use inoffensive language, and take the audience being addressed into account (e.g., the age/maturity of the participants).
- t. 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.

## Officials

13. In addition to section 9 which applies to all Individuals and Members, WCH's Officials shall comply with any specific expectations of conducts and behaviors as well as responsibilities stipulated in WCH or partner organization's Codes and Agreements. Notwithstanding the foregoing, Officials shall:
- a. Accept an assignment to officiate at a competition or event only if they intend to honour that commitment and let the appropriate person know as soon as possible if, for any reason, they are unable to attend.
  - b. Conduct themselves openly, professionally, impartially and in good faith in all officiating activities.
  - c. Avoid endorsing or posting information about an athlete, coach, or other Individual that may suggest a preferential relationship or give the appearance of a conflict of interest.
  - d. Declare a conflict of interest where applicable, and refrain from officiating in situations where the perception of a conflict of interest may be present.
  - e. Make independent judgements.
  - f. Respect the confidentiality required for issues of a sensitive nature including ejections, defaults, forfeits, discipline processes, appeals and other confidential Information.
  - g. Commit to understanding and practicing their role as judge, referee, scorer or other official, and act appropriately within that role.
  - h. Maintain technical knowledge of weightlifting and all current rules and rule Changes.
  - i. Be accountable for decisions made while officiating.



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- j. Share technical knowledge and experience of weightlifting with athletes, parents, coaches, meet managers, volunteers, WCH or Member employees and other officials to enhance the development of the sport.
- k. Not criticize other officials or Individuals publicly and interact in a professional Manner.
- l. Comply with the Organization’s rules and requirements regarding dress code
- m. Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Individuals
- n. Comply with the Screening Policy.
- o. Honour all assignments unless unable to do so by virtue of illness or personal emergency, in which case they must communicate their situation to the individual(s) responsible for assignments as soon as possible.

#### **Parents/Guardians and Spectators**

14. Parents, guardians or spectators shall:

- a. Never ridicule an athlete for making a mistake during a performance or practice and provide positive comments that motivate and encourage all athletes’ continued effort.
- b. Respect the decisions and judgments of Coaches and Officials and encourage athletes to do the same.
- c. Respect and show appreciation to all competitors and to the Coaches, Officials, competitions managers, volunteers and other Individuals who give their time to the sport weightlifting.
- d. Refrain from the use of bad language, and not interfere with events or harass competitors, Coaches, Officials, competitions managers, volunteers or other parents or spectators.

#### **Other Individuals in position of leadership or Clubs Managers**

15. In addition to section 9 which applies to all Individuals and Members, WCH’s Individuals in position of leadership or authority or Club Managers shall comply with any specific expectations of conducts and behaviors as well as responsibilities stipulated in WCH or partner organization’s Codes and Agreements. Notwithstanding the foregoing, Individuals in position of leadership or Clubs Managers shall:

- a. Promote awareness and understanding of WCH or Member’s values and this Code of Conduct and Ethics.



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- b. Consider and promote equity, diversity and inclusion when setting policies and developing, updating or delivering programs and activities.
- c. Act as a role model through their behaviour, actions and words and encourage and motivate their other Individuals to do the same.
- d. Build trust of the Organization’s employees, athletes and other Individuals by listening to and understanding their interests and needs.
- e. Instill an atmosphere of collaboration.
- f. Maintain an environment where everyone feels comfortable asking questions and raising concerns.
- g. Comply with the Screening Policy.
- h. Assist people to make a Complaint or report and Incident.
- i. Impose appropriate disciplinary or corrective measures when misconduct has been substantiated, regardless of the position or authority of the offender.
- j. Ensure that any possible or actual misconduct is investigated promptly and thoroughly, as appropriate

### **Retaliation, Retribution or Reprisal**

- 16. It is a breach of this Code of Conduct and Ethics for any Individual to engage in any act that threatens or seeks to intimidate another Individual with the intent of discouraging that Individual from filing, in good faith, a Complaint or reporting and Incident pursuant to WCH’s Discipline and Complaints Policy and Procedure or any WCH Policy. It is also a breach of this Code of Conduct and Ethics for an Individual to file a Complaint or report and Incident for the purpose of retaliation, retribution, or reprisal against any other Individual. Any Individual found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach and may be subject to additional disciplinary measures.

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