



Associate Code of Conduct

Summary

Associates play a critical role in supporting coaches and the athletes with whom they associate. The following code of conduct has been developed to aid associates in achieving a level of behavior which will allow them to assist coaches and athletes to achieve success. (Durham Dragons associates are defined as any active club member who is in good standing with the club, has cleared a criminal reference check and completed the following training modules: Respect in Sport and NCCP 'SafeSport'. The associate is accountable for completing the requirements and will be reimbursed by Durham Dragons Athletics for associated costs.)

Policy review

Durham Dragons Athletics board members will review this policy on an annual basis.

Code of conduct signing

This code of conduct must be signed by all associates every second year.

Associates have a responsibility to:

1. **Treat everyone fairly within the context of athletics, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.**
2. **Respect the athletes' dignity and ensure the safety of the physical and emotional athletes with whom they work. This includes:**
 - a) Refraining from the use of profane, insulting, harassing or otherwise offensive language in the conduct of coaching duties. Verbal or physical behaviors that constitute harassment or abuse are unacceptable. Please refer to the Athletics Ontario SafeSport manual.
 - b) Directing comments or constructive criticism at the performance rather than the athlete and confirming all feedback with the athlete's coach prior to sharing with the athlete.
 - c) Refraining from talking about an athlete's poor performance and/or training to anyone other than the athlete's coach (in a constructive manner). (Note: Exceptions include permission from the coach to speak directly to the athlete and/or athlete's parents/legal guardians.)



Associate Code of Conduct

- d) Immediately addressing disagreements amongst athletes that may occur at practice and/or meets; seeking support from coaches when required.
- e) Being aware of the academic pressures placed on student-athletes and conduct practices and participation in competitions in a manner to allow academic success.

3. Athlete health and safety

- a) Consult with coaches to ensure the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment.

4. Consistently display high personal standards and project a favorable image of Durham Dragons Athletics. This includes:

- a) Treating fellow associates, coaches, athletes and officials with due respect, both in victory and defeat and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of athletics and the spirit of such rules.
- b) Refraining from public criticism of fellow associates, coaches, athletes and athletic clubs, especially when using social media, speaking to the media or recruiting athletes.
- c) Abstaining from the use of alcohol, tobacco, recreational marijuana and/or vaping products while in the presence of athletes and discourage its use.
- d) Abstaining from drinking alcoholic beverages or use of nonmedical prescription drugs when working with athletes.
- e) Never providing under-age athletes with alcohol or advocate or condone the use of drugs or other banned performance enhancing substances, classes or methods.

5. Supervision

- a) Observing the 'two deep' rule, ensuring there are always two coaches or one coach and one associate* present at practices and meets to manage the number of athletes practicing and/or competing.
- b) Certifying that any one-to-one contact with athletes is done in an "open, observable and interruptible" setting that is open to others, observable by others, and can be interrupted by others.
- c) Receiving documented permission (email, text message and/or hard copy communication) from a minor athlete's parent/legal guardian to transport them.
- d) Using the SafeSport committee's permission form, receive documented permission from an minor athlete's parent/legal guardian to assume legal guardianship for and/or share overnight accommodations with vulnerable individuals (athletes under 18). The completed permission form must be filed with the SafeSport sport committee prior to transport and/or sharing of overnight accommodations occurs.



Associate Code of Conduct

6. Communication

- a) Including parents/guardians in all communication (e.g., electronic, telephonic) with vulnerable individuals (athletes under 18). (Note: Exemptions can be extended for extenuating circumstances, e.g. athletes lost or requiring immediate help during a meet, practice or other team event.)
- b) Ensuring that parents/guardians are aware that some non-personal communication between coaches and vulnerable individuals (e.g., coaches and athletes under 18) may take place electronically (e.g., by texting) and that this type of communication is now considered to be commonplace by Athletics Ontario.

7. Parent/legal guardian relationship

- a) In the case of minors (athletes less than 18), communicating and cooperating with the athlete's parents or legal guardians, involving them in management decisions pertaining to their athlete's development.
- b) If directed by a coach to speak with an athlete's parent/legal guardian, always sharing information about an athlete's poor performance and/or training in a constructive manner.
- c) Immediately raising concerns with an athlete's coach should concerns arise about their mental health, physical health and/or behaviour (e.g. breach of athlete code of conduct).

Associates must:

1. **Follow Athletics Ontario SafeSport policies as listed in the [Athletics Ontario SafeSport manual](#).** Including, at no time become intimately and/or sexually involved with the athletes they coach. This includes requests for sexual favours or threats of reprisal for the rejection or such requests.
2. **Abide by requirements set out in Durham Dragon's policies (as applicable). [Click here to review policies](#).**
3. **Provide the SafeSport committee with a copy of their criminal record check and proof of completion of the following training modules:** Respect in Sport and NCCP 'SafeSport'. (Note: Costs associated with completing these requirements will be paid for by Durham Dragon Athletics.)

In the case of any dispute regarding this policy or the terms of which, or any disciplinary default whereby an associate acts outside this code the dispute will be brought to the attention of the Durham Dragons Athletics SafeSport committee with the intent to be resolved amicably at the discretion of the committee and the board of directors (as appropriate).



Associate Code of Conduct

I have read and understand the above statements and agree to conduct myself in a manner that demonstrates the standards established. Failure to adhere to this code of conduct may result in disciplinary discussion, disciplinary action and sanctions up to and including removal from the team.