



**Code of
Conduct
and
Ethics
Policy**

May 5, 2021



1. PURPOSE

Pickleball BC members shall conduct themselves with respect for all individuals participating in Pickleball BC programs, activities and events.

2. CONTEXT / BACKGROUND

Pickleball BC is committed to ensuring a safe and positive environment within Pickleball BC's programs, activities and events by advising individuals there is an expectation of appropriate behaviour and of potential consequences for violating the Code of Conduct and Ethics policy

3. APPLICATION

This Policy applies to all members participating in Pickleball BC programs, activities and events.

This Policy also applies to Pickleball BC members outside of its programs, activities and events when such conduct, including conduct on social media, is detrimental to the image and reputation of Pickleball BC or its members.

4. COMING INTO FORCE

This policy shall come into force May 7, 2021.

5. ROLES/RESPONSIBILITY

5.1 Individual Responsibilities

Individuals participating in Pickleball BC programs, activities and events have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of Pickleball BC members and other individuals by:
 - Demonstrating respect for every person regardless of physical characteristics, athletic ability, age, colour, race, citizenship, ethnic origin, creed, disability, economic or marital status, gender identity or expression or 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 unjust and discriminatory.
- Consistently treating individuals fairly and reasonably.
- Ensuring adherence to the rules of pickleball and the spirit of those rules.

b) Refrain from:

- Verbally or physically abusing opponents, officials, spectators or sponsors.
- Any form of harassment, including sexual harassment.
- Using of profane, insulting or otherwise offensive language.
- Using of power or authority to coerce another person.
- Consuming alcohol, tobacco products or recreational drugs while participating in Pickleball BC authorized sport activities.
- Knowingly 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.

c) Abstain from:

- Wagering or attempting to wager anything of value in connection with an event which one is or will be competing in.
- Offering, soliciting or accepting anything of value intended to influence the outcome of a match or game.
- Using or providing insider (non-public) information to any person where it might reasonably be expected the information could be used for wagering purposes.
- Knowingly helping with, covering up or otherwise being complicit in the activities listed in the three bullets above.
- Using illegal and performance-enhancing drugs.

d) Respect the property of others and not wilfully cause damage.



- e) Promote the sport of pickleball in the most constructive and positive manner possible.
- f) Adhere to all federal, provincial, municipal and host country laws.
- g) Comply, always, with Pickleball BC's bylaws, policies, procedures, rules and regulations, as adopted and amended from time to time.
- h) Conduct themselves in a manner that reflects the highest standard of behaviour arising within the business, activities or events of Pickleball BC.

5.2 Pickleball BC Board of Directors and Committee Members

In addition to the individual responsibilities described in section 5.1 of this policy, Pickleball BC's Board of Directors (the "Board") and Committee Members will have additional responsibilities to:

- a) Function primarily as a member of the Board and/or committee(s) of Pickleball BC, not as a member of any other pickleball association or constituency. A potential conflict of interest circumstances may be brought forward either orally or via Pickleball BC's Conflict of Interest Policy procedures. If the majority of the Board deems a real or perceived conflict of interest exists, the Board member shall be asked to recuse themselves from related discussion and voting.
- b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Pickleball BC's business.
- c) Ensure that Pickleball BC'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 Pickleball BC.
- e) Self-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.
- f) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism.



- g) Keep informed about Pickleball BC'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 Pickleball BC 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 of the Board 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 knowledge and understanding of Pickleball BC governance documents.
- n) Conform to the bylaws and policies approved by Pickleball BC

5.3 Coaches

In addition to individual responsibilities described in Section 5.1 of this Policy and in addition to any responsibilities described by the National Coaching Certification Program, 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 in 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.
- i) Self-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.
- j) 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.
- k) 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.
- l) 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.
- m) 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.
- o) Avoid public criticism, including making derogatory or misleading statements of fellow coaches, athletes, officials and volunteers especially when speaking to the media.



5.4 Officials

In addition to individual responsibilities described in Section 5.1 of this policy, Pickleball BC officials have the following additional responsibilities to:

- a) Maintain and update their knowledge of the IFP rules and changes.
- b) Work within the boundaries of their position's description while supporting the work of other officials.
- c) Act as an ambassador of Pickleball BC by agreeing to enforce and abide by 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 Pickleball BC 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 for 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.

6. IMPLEMENTATION



The Board of Pickleball BC is responsible for communicating this Code of Conduct and Ethics Policy to those who are governed by this policy.

Individuals participating in Pickleball BC programs, activities and events are to familiarize themselves with and abide by the Code of Conduct and Ethics Policy.

7. RESULTS

Individuals confirm they feel respected and safe while participating in Pickleball BC activities, programs and events.

All those participating in Pickleball BC's activities, programs and events are familiar with and abide by their responsibilities under this Code of Conduct and Ethics Policy.

Appropriate actions are taken to respond to infractions of this Code of Conduct and Ethics Policy as described in Pickleball BC's Discipline and Complaints Policy.

Date: May 5, 2021