



<b>Policy Type:</b>	Human Resources
<b>Policy Title:</b>	Code of Conduct and Ethics
<b>Authority:</b>	Freestyle Canada Board of Directors
<b>Limitation:</b>	None

### **Policy Statement:**

This policy is available to the public.

### **Purpose**

1. The purpose of this Code is to ensure a safe and positive environment (within the Freestyle Canada (“FC”) Sport Environment) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with FC’s mission and objectives. FC supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.

### **Definitions**

2. The following terms have these meanings in this Code:
  - a) “*Individuals*” – Registered CFSA Members and all individuals engaged in activities with, Freestyle Canada (FC) including, but not limited to, athletes, coaches, judges, officials, volunteers, managers, administrators, committee members, and directors and officers of FC
  - b) “*Sport Environment*” – Any place where FC business or sanctioned activities are conducted. Sport Environment includes but is not limited to, the FC office, work-related social functions, work assignments outside the FC office, work-related travel, and work-related conferences or training sessions FC competitions, tournaments, practices, tryouts, training camps, travel associated with FC, the FC office environment and any meetings.



### **Application of this Code**

3. This Code applies to Individuals' conduct within the FC Sport Environment.
  
4. An Individual who violates this Code may be subject to sanctions pursuant to FC's *Discipline Operating Procedures*. In addition to facing possible sanction pursuant to FC's *Discipline Operating Procedures*, 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 sanctions pursuant to that competition's policies.
  
5. This Code also applies to Individuals' conduct outside of FC's business, activities, and events when such conduct adversely affects relationships within FC (and its work and sport environment) and is detrimental to the image and reputation of FC. Such applicability will be determined by FC at its sole discretion.
  
6. This Code applies 24 hours per day, 7 days per week between the official start time and official end time of the FC sanctioned activity. For further clarity, this Code applies to Individuals from the time they leave their residence to the time they return to their residence from a sanctioned activity.
  
7. This Code accompanies and makes reference to the following FC policies:
  - a) Workplace Bullying
  - b) Violence Prevention
  - c) Discrimination and Harassment
  - d) Whistleblower Protection
  - e) Anti-Doping



**General Code:**

8. All Individuals have a responsibility to:
  - a) Ensure the health and safety of all athletes participating in FC sanctioned activities.
  - b) Promote freestyle skiing in the most constructive and positive manner possible, avoiding public criticism of FC and other Individuals.
  - c) Promote a constructive and collaborative environment when participating in FC sanctioned activities.
  - d) Make informed decisions by being aware of FC policies and procedures, rules and regulations, as adopted and amended from time-to-time.
  - e) Conduct themselves in the spirit of sportsmanship, leadership, professionalism, good faith and ethical conduct at all times during FC sanctioned activities.
  - f) Act fairly, reasonably, justly, respectfully and without self-interest or conflict of interest as they fulfill their responsibilities as a member of FC.
  - g) Ensure adherence to the FC policies, procedures and rules to the letter and spirit of those rules.
  - h) Maintain and enhance the dignity and self-esteem, as defined by *"Harassment and Discrimination Policy"*, of other Individuals.
  - i) Refrain from any behaviour that constitutes harassment as defined by the *"Harassment and Discrimination Policy"*.
  - j) Refrain from any behaviour that constitutes sexual harassment as defined by the *"Harassment and Discrimination Policy"*.
  - k) Abstain from the non-medical use of recreational drugs.
  - l) Not use nor condone, support or facilitate the use performance-enhancing drugs or methods as defined by FC's *"Anti-doping Policy"*.
  - m) Shall not use of power of authority in an attempt to coerce another person to engage in inappropriate activities (e.g. hazing)
  - n) Shall not consume alcohol, if under the age of majority, tobacco products, or recreational drugs while participating in FC programs, activities, competitions, or events.
  - o) In the case of adults, who are over the age of majority in the jurisdiction where the sanctioned activity is taking place, shall reasonably consume 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 the FC Sport Environment. At no time will any Individual become intoxicated.

- p) Respect the property of others and not willfully cause damage to this property.
- q) Respect the confidentiality of information if an Individual becomes aware of such information.
- r) Adhere to all federal, provincial, municipal and host country laws
- s) Report any violations of CFSA policies to the appropriate authority.