



1. POLICY STATEMENT

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

2. CONTEXT/BACKGROUND

Cochrane Pickleball is committed to ensuring a safe and positive environment within Cochrane Pickleball's programs, activities, and events by advising individuals there is an expectation, at all times, of appropriate behaviour and of potential consequences for violating the code of conduct.

3. APPLICATION

This Code of Conduct applies to all individuals participating in Cochrane Pickleball programs, activities and events.

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

4. COMING INTO FORCE

TBD

5. ROLES/RESPONSIBILITIES

5.1 Individuals

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

- a) Maintain and enhance the dignity and self-esteem of Cochrane Pickleball members and other individuals by:
 - demonstrating respect for every person regardless of physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, creed, disability, family, 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 unjustly discriminatory;
 - consistently treating individuals fairly and reasonably; and
 - 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;
 - the use of profane, insulting, or otherwise offensive language;
 - consuming alcohol, tobacco products or recreational drugs while participating in Cochrane Pickleball authorized sport activities and
- c) Abstain from the non-medical use of illegal drugs or the use of performance-enhancing drugs or method;
- d) Respect the property of others and not willfully cause damage;
- e) Promote the sport of Pickleball in the most constructive and positive manner possible;
- e) Comply, at all times, with Cochrane Pickleball's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time; and
- f) Conduct themselves in a manner that reflects the highest standard of behavior arising within the business, activities or events of Cochrane Pickleball.

2. Cochrane Pickleball Board of Directors and Committee Members.

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

- a) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Cochrane Pickleball's business and the maintenance of individuals' confidence;
- b) Ensure that Cochrane Pickleball's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
- c) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Pickleball Canada;
- d) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
- e) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others;
- f) Keep informed about Cochrane Pickleball's activities, the provincial sport community, and general trends in the sectors in which they operate;

- j) Respect the confidentiality appropriate to issues of a sensitive nature;
- k) Ensure that all Individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;
- l) Respect the decisions of the majority and resign if unable to do so;
- m) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings;
- n) Have knowledge and understanding of Cochrane Pickleball governance documents; and
- o) Conform to the bylaws and policies approved by Cochrane Pickleball.

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) Act in the best interest of the athlete's development as a whole person;
- d) Respect other coaches, officials, administrators and volunteers;
- e) Meet the highest standards of credentials, integrity and suitability,
- 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) 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) Use inoffensive language, taking into account the audience being addressed; and
- p) Avoid public criticism, including making derogatory or misleading statements of fellow coaches, athletes, officials and volunteers especially when speaking to the media.

4. Officials

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

- a) Maintain and update their knowledge of the rules and rules changes;
- b) Work within the boundaries of their position's description while supporting the work of other officials;
- c) Act as an ambassador of Cochrane Pickleball by agreeing to enforce and abide by national and 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 Cochrane Pickleball, 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 by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals; and
- k) Honor 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 Cochrane Pickleball is responsible for communicating this Code of Conduct policy to those who are governed by this policy.
- Individuals participating in Cochrane Pickleball programs, activities and events are to familiarize themselves with and abide by the Code of Conduct.

7. RESULTS

- Individuals confirm they feel respected and safe while participating in Pickleball Canada activities, programs and events.
- All those participating in Cochrane Pickleball's activities, programs and events are familiar with and abide by their responsibilities under this Code of Conduct.
- Appropriate actions are taken to respond to infractions of the Code of Conduct