

Code of Conduct:

The Toronto's North Region Basketball Association promotes a safe, welcoming, positive and inclusive environment through the play of the game of Basketball where we are all valued and respected. The Board, Coaching staff, volunteers, athletes and parents are expected to be considerate, to respect our mission statement of this organization as defined as "To promote a healthy active living, fair play, sportsmanship, commitment to *fun with the enthusiasm to learning the sport of basketball*".

Definitions

1. The following terms are defined for this policy as:

"Individuals" – All categories of membership within the organization, as well as all individuals engaged in activities with the Toronto's North Region Basketball Association, including but not limited to, Board of Directors, volunteers, coaches, athletes, parents, and administrators.

'Harassment"- Comment or conduct directed towards an individual or group which is offensive, abusive, racist, sexist, disability, degrading or malicious. "Sexual Harassment" - Sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature.

Preamble. Membership to the Toronto's North Region Basketball Association and participation in its activities brings with it many benefits and privileges that are balanced by an individual's responsibilities and obligations. This Policy defines the parameters for these responsibilities and obligations, and thus identifies a standard of behavior that is expected of all individuals.

Purpose. The purpose of this Code of Conduct and Ethics policy is to ensure a safe and positive environment within the Toronto's North Region Basketball Association programs, activities and events, by making all Individuals aware that there is an expectation at all times of appropriate behavior, consistent with the values of the organization.

4. Conduct that violates this Code of Conduct and Ethics policy may be subject to sanctions pursuant to the Toronto's North Region Basketball Association discipline and complaints policies.
Application of this Policy

5. This policy applies to an individual's conduct during the course of the Toronto's North Region Basketball Association business, activities and events, including but not limited to, office environment, competitions, practices, travel, and any meetings.

6. This policy applies to conduct that may occur outside of the Toronto's North Region Basketball Association business and events when such conduct adversely affects relationships within the The NRBA Basketball's work and sport environment and is detrimental to the image and reputation of the Toronto's North Region Basketball Association responsibilities.

7. The Toronto's North Region Basketball Association is committed to providing a safe environment in which all individuals are treated with respect. All Individuals have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of all participants by:
 - i) Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, economic status or any other reason
 - ii) Focusing comments or criticism appropriately and avoiding public criticism of Individuals;; consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct, caring and respecting the property and assets of the Toronto's North Region Basketball Association and all individuals
 - iii) Consistently treating individuals fairly, reasonably with respect and refraining from negative remarks, human behaviour or conduct
 - iv) Ensuring that the rules of the organization, and the spirit of such rules, are adhered to
 - v) Written or verbal abuse, threats or outbursts the display of visual material, the use of technological devices, which is offensive or which one ought to know is offensive
 - vi) Unwelcome remarks, jokes, comments, innuendos or taunts
 - vii) Leering or other suggestive or obscene gestures
 - viii) Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
 - ix) Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance
 - x) Unwanted physical contact or Verbal retaliation, physical retaliation or threats of retaliation against an individual who reports harassment.
- b) Refrain from any behavior that constitutes sexual harassment. Types of behavior that constitute sexual harassment include, but are not limited to:
 - i) Sexist jokes
 - ii) Display of sexually offensive material;;

- iii) Sexually degrading words used to describe a person
 - iv) Inquiries or comments about a person's sex life
 - v) Unwelcome sexual flirtations, advances or propositions
 - vi) Persistent unwanted contact
 - vii) Sexual assault.
- c) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
 - d) Refrain from using alcohol and tobacco products when involved in the Basketball's practice sessions or competitive events and manage the responsible consumption of alcoholic beverages, tobacco or vaping products in social situations associated at any Basketball's events
 - e) In the case of minors, refrain from possessing or consuming alcohol, vaping or tobacco products
 - f) Abstain from the non-medical use, control or possession of over the counter/prescription medication, or performance-enhancing drugs.
 - g) g) Comply at all times with the policies, rules and regulations of the Toronto's North Region Basketball Association, as adopted and amended from time to time, with any contracts or agreements executed with or by the Toronto's North Region Basketball Association, and any directives or sanctions imposed by the Toronto's North Region Basketball Association.

Coaches

In addition to paragraph 7 above, Coaches will have additional responsibilities coaches will at all times:

- A. Ensure a safe environment by selecting activities and appropriate venues while establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment.
- 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 or the NCCP "Do no Harm Principle" – *The NCCP nonetheless considers that, above all, it is the duty of all coaches to ensure the decisions they make and the actions they take will result in no harm, physical, verbal or other, to the 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/or psychological problems.

- D. Under no circumstances provide, promote or condone the use of drugs or performance-enhancing substances or methods, and in the case of minors, alcoholic beverages and/or tobacco products.
- E. Accept and promote all levels of athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise.
- F. At no time engage in an intimate or sexual relationship with any athlete under the age of 18 years and at no time engage in an intimate or sexual relation with any athlete over the age of 18 if the coach is in a position of power, trust or authority over the athlete, unless the two are in a relationship.
- G. Discourage inappropriate physical or emotional intimacy with an athlete, regardless of the athlete's age.
- H. Act in the best interest of the athlete's development as a whole person.
- I. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport.
- J. Abide by the National Coaching Certification Program Code of Conduct and Do no Harm Principle, certified in CPR/First Aid level C.

Athletes & Parents: 9. In addition to paragraph 7 above, Athletes and parents will have additional responsibilities to:

- A. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, economic status or any other reason;;
- B. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
- C. Adhere to all the Toronto's North Region Basketball Association rules, regulations and policies.
- D. Adhere to the Toronto's North Region Basketball Association requirements regarding travel, hotels, clothing, facilities, and equipment.

Adopted by NRBA Board via Director Nick B.