

Effective January 1, 2022

Section A: Behavioural Expectations

All members

- During any NCWC event, parents, coaches, and athletes are to conduct themselves in a responsible and respectful manner. All members shall refrain from comments or actions that are disrespectful, offensive, abusive, racist, sexist, or discriminatory in any way.

Coaches

- Coaches will conduct themselves in a respectful manner during practice, during competition, and when travelling. Coaches will refrain from the following:
 - Shouting negative, abusive, or derogatory comments to athletes, other coaches, and officials during practice and competition.
 - Badgering other coaches, parents, or athletes with hurtful and/or condescending comments.
- Encourage athletes to play by the rules. Lead by example.
- Do not abuse the role of power and trust to encourage another member of the club to engage in harmful acts. This includes, but is not limited to, unsafe weight cutting and the use of performance-enhancing substances or other prohibited drugs.
- In practice and competition, and while travelling, interact appropriately with athletes based on their age. All coaches are expected to help further the NCWC's aim of providing a safe and supportive environment for all athletes.
- Ensure a safe environment by selecting activities that are suitable for the age, experience, and skill level of the athlete.
- Act as a positive role model for athletes by displaying a high degree of emotional maturity in practice and in competition.
- Promote physical and emotional safety of athletes.
- Act in the best interest of the athlete's development as a whole person.
- Do not engage in an intimate or sexual relationship with an athlete under the age of 18 years old. Do not engage in an intimate or sexual relationship with an athlete over the age of 18 years old if the coach is in a position of power, trust, or authority.
- Never appear for a practice or competition while intoxicated by drugs or alcohol.

Parents

- Parents will conduct themselves in a respectful manner during practice, during competition, and when travelling. Parents will refrain from the following:

- Shouting negative, abusive, or derogatory comments to athletes, coaches, and officials during practice and competition.
- Badgering coaches, other parents, or athletes with hurtful and/or condescending comments.
- Encourage your child to play by the rules. Lead by example.
- Do not abuse the role of power and trust to encourage another member of the club to engage in harmful acts. This includes, but is not limited to, unsafe weight cutting and the use of performance-enhancing substances or other prohibited drugs.
- In practice and competition, and while travelling, interact appropriately with athletes based on their age. All adults are expected to help further the NCWC's aim of providing a safe and supportive environment for all athletes.
- Do not force your child to participate in a sport or action with which they are not comfortable. Children are involved in organized sports for their enjoyment, so make it fun for them.
- Be honest with coaches about any known ailments of your child, including injuries and infectious skin diseases, before practice and competition.
- Do not yell or abuse your child before, during, or after a match or a practice. Instead, applaud a good effort and encourage your child to continue to enhance their skill.
- During practice and competition, only coaches are to give instruction to athletes. Unless specifically given permission to do otherwise, parents will stay off the mat and refrain from coaching from the sidelines.
- During a match, keep any words called from the sidelines respectful, positive, and unobtrusive enough to not disrupt or distract. These words should be directed only at your own child and should not directly address referees or members of other teams.
- If you wish to confront a coach about a practice- or competition-related issue, do so calmly, respectfully, and through the proper channels.
- Never appear for a practice or competition while intoxicated by drugs or alcohol.

Athletes

- Show respect toward teammates, coaches, parents, officials, and competitors.
- Regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, creed, disability, family status, marital status, gender identity, gender expression, or sexual orientation.
- Discuss an official's or coach's decision calmly and clearly, without profanity or disrespect.
- Win and lose with grace at practice and during competition. Conduct yourself with integrity and do not act out with hate or anger by physically or verbally abusing others, damaging property, or shouting profanity.
- Be honest with coaches about any known ailments, including injuries and infectious skin diseases, before practice and competition.
- Follow the rules of the sport, including refraining from using banned substances.

- Follow coaches' directives at practice and in competition. If you have a problem with coaches' instructions, calmly discuss it with them at the appropriate time.
- Act in accordance with the policies and procedures of the club and with additional rules outlined by coaches.
- Never appear for a practice or competition while intoxicated by drugs or alcohol.

Section B: Sanctions for Violating the Code of Conduct

Sanctions for code violations will be in proportion to the seriousness of the incident and the number of prior incidents, with sanctions escalating with each violation.

- A verbal warning, followed by a written warning
- A one-week suspension from the club, which includes practice and competition
- A month-long suspension from the club, which includes practice and competition
- A season-long suspension from the club, which includes practice and competition
- Termination from the club

Section C: Procedures/Guidelines to Follow

A formal or informal complaint may be filed against any member of the NCWC who appears to be in contravention of the code.

Informal complaints

An informal complaint can be filed with the following steps:

- Advise the member that their behaviour contravenes the code.
- Encourage the member to stop the prohibited behaviour.
- Confirm to the member your satisfaction or dissatisfaction with his or her response to the concern identified.
- Keep a written record of the incidents including dates, times, locations, witnesses, and members violating the code.

Formal complaints

If not satisfied with the results of an informal complaint, a formal complaint can be filed with the following steps:

- Report the incident or pattern of incidents formally, in writing, to any NCWC board members. Record the names of all parties involved, as many specific incidents and dates as possible, and a summary of what code violations occurred.



- The NCWC board will review the complaint within 48 hours. A panel of board members will review the complaint; this panel will exclude any board members who are named in the complaint.
- Depending on the nature of the complaint, sanctions may follow, as listed in section B of this code.

I have read and agree to abide by the NCWC Code of Conduct:

Athlete Signature

Date

Parent/Guardian Signature

Date