

# CODE OF CONDUCT

## Arnis CANADA

Arnis Canada is committed to fairness and providing a sport and work environment in which all individuals are treated with respect. Further, Arnis Canada supports equal opportunity and prohibits discriminatory practices.

Members of Arnis Canada and participants in Arnis Canada's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of Arnis Canada: fairness, team work, two-way commitment, financial responsibility, achievement, athlete well-being, athlete-centered. Conduct that violates these values may be subject to sanctions pursuant to Arnis Canada's Discipline Policy.

All athletes, coaches, officials, organizers, volunteers, employees, directors and members of Arnis Canada have a responsibility to:

1. Maintain and enhance the dignity, self-esteem and well-being of members and participants of Arnis Canada by:

- ➤ Demonstrating respect to individuals regardless of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
  
- ➤ Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, directors and members;
  
- ➤ Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practices;

- ➤ Ensuring that all programs provide for the safety and the physical, psychological and emotional well-being of participants;
- ➤ Ensuring that the rules of the sport and the spirit of such rules are adhered to.
- 2. Take reasonable steps to manage consumption of alcoholic beverages in social situations associated with Arnis Canada events.
- 3. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.

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4. Respect the confidentiality of personal and privileged information, and share confidential information only with the consent of those entitled to confidentiality or in a way that the individual involved cannot be identified.
5. Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct that is cruel, intimidating, humiliating, offensive or physically harmful.
6. Refrain from any behaviour that constitute sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature when submitting or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing performance, or

such conduct created an intimidating, hostile or offensive environment.

7. Comply at all times with the Constitution, bylaws, policies, rules and regulations of Arnis Canada, as adopted and amended from time to time, including complying with any contract or agreement executed with Arnis Canada.
8. Where an athlete is a member of a representative team of Arnis Canada, comply at all times with the provisions of the Arnis Canada Athlete Agreement.
9. All Arnis Canada coaches will have a responsibility to also adhere to the Canadian Professional Coaches Association (CPCA) Coaching Code of Ethics.
10. All Arnis Canada officials (Referees/Judges) will have a responsibility to also adhere to Arnis Canada Officials Code of Ethics (*to be developed by the R/J Commission*).