

BC WRESTLING ASSOCIATION – CODE OF CONDUCT

This Code of Conduct (“**Code**”) has been adapted from the [British Columbia Universal Code of Conduct](#) (“BC UCC”), the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (“UCCMS”) and the Canada Wrestling Code of Conduct. BCWA acknowledges the BC UCC and has incorporated its principles into this Code.

Capitalized words or terms used in this Code have the meanings given to them in Schedule “A” which appears at the end of, and which forms part of, this Code. The term “**Participant**” which is frequently used in this Code means any individual member and/or registrant defined in the [Bylaws of BCWA](#) who are under BCWA jurisdiction and who are subject to the UCCMS and the policies of BCWA, as well as all people employed by, contracted by, or engaged in activities with, BCWA including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, Committee Members, athletes’ parents or guardians, spectators at BCWA-sanctioned Events, and Directors and Officers.

A. Purpose

1. The purpose of this Code is to ensure a safe and positive environment within the programs, activities, and events of BCWA by making Participants aware that there is an expectation, at all times, of appropriate behaviour consistent with BCWA’s core values. The British Columbia sport sector as a whole, including BCWA, is committed to advancing a respectful sport culture that delivers quality, inclusive, welcoming and safe sport experiences. BCWA supports equal opportunity, prohibits discriminatory practices and Maltreatment, and is committed to providing an environment in which all individuals are treated with respect and fairness.

B. Application of this Code

2. This Code applies to Participants’ conduct during all BCWA business, activities and events including but not limited to competitions, practices, tryouts, training camps, travel associated with the foregoing activities, office environments and meetings and, for greater certainty, whether or not such conduct occurs within or outside of British Columbia. Any practice or other event organized by a Team or Club registered with BCWA will be considered a BCWA event.
3. This Code also applies to Participants active in the sport of wrestling or who have retired from the sport of wrestling where any claim regarding a potential breach of this Code occurred when the Participant was active in the sport.
4. Breaches of this Code may also occur when one or more Participants involved interacted due to their mutual involvement in the sport of wrestling or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on any Participant.
5. Any Participant who fails to comply with this Code may be subject to sanctions pursuant to the BCWA’s policies in effect from time to time and pursuant to decisions made by the Board regarding such non-compliance. In addition to such sanctions a Participant who violates this Code during BCWA

business, activities and events may be ejected from the area and may be subject to any additional consequences pursuant to that competition's policies.

6. This Code also applies to Participants' conduct outside of the business, activities, and events of BCWA when such conduct adversely affects the organization's relationships (and the work and sport environment) or is detrimental to the image and reputation of BCWA. Such applicability will be determined by BCWA, as applicable, at its sole discretion.

C. Responsibilities

7. Participants have a responsibility to comply with all of the following:
- a) Maintain and enhance the dignity and self-esteem of members and other individuals by:
 - i. Treating each other with the highest standards of respect and integrity;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
 - iv. Acting, when appropriate, to correct or prevent practices that are discriminatory;
 - v. Consistently treating individuals fairly and reasonably; and
 - vi. Ensuring adherence to the rules of the sport and the spirit of those rules.
 - b) Refrain from any behaviour that constitutes Abuse, Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, Discrimination or any form of Maltreatment (*for greater certainty, as such capitalized terms are defined in this Code*).
 - c) Abide by the Canadian Anti-Doping Program, which BCWA has adopted.
 - d) Reasonably cooperate with the CCES or another anti-doping organization that is investigating antidoping rule violations.
 - e) Not harass, intimidate or otherwise conduct themselves offensively towards a doping control official or other individual involved in doping control.
 - f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
 - g) Refrain from consuming recreational drugs while participating in the programs, activities, competitions, or events of BCWA (as outlined below, Athletes are prohibited from any consumption of cannabis, or any other substance on World Anti-Doping Agency's Prohibited List, even if these drugs are legal in Canada).
 - h) In the case of Minor Athletes, not consume alcohol, tobacco, or cannabis at any practice, tryout, competition or event.
 - i) In the case of adults, manage consumption of cannabis and alcohol as per these "Responsible Consumption" guiding principles:
 - For Athletes:
 - i. No consumption of alcohol until the conclusion of their competition. Consumption of cannabis remains banned during the applicable "in-competition" period.
 - For any registered or accredited support staff, including coaches, officials, team leaders, medical staff, volunteers, BCWA staff and Directors:
 - i. At all times be guided by standards of maintaining Athlete performance.

- ii. No consumption until the conclusion of the daily competition or training.
 - iii. Be “fit for duty” and sober (in the required physical, mental, and emotional state) when returning to one’s tasks.
 - iv. Ensure one’s behaviour when consuming is consistent with a professional image and positive reputation.
- j) Respect the property of others and not willfully cause damage.
 - k) Promote sport in the most constructive and positive manner possible.
 - l) When driving a vehicle with a Participant, comply with all applicable legislation.
 - m) Adhere to all federal, provincial, municipal and host country laws.
 - n) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition.
 - o) Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of BCWA, as applicable and as adopted and amended from time to time.
 - p) Report immediately any ongoing criminal investigation, conviction, or existing bail conditions involving a Participant to BCWA, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal substance or performance-enhancing drug.
 - q) It is a violation of this Code for any Person In Authority to place a Participant in a situation that makes them vulnerable to Maltreatment. This includes, but is not limited to, instructing an athlete and a coach to share a hotel room when traveling, or hiring a coach who has a past history of athlete Maltreatment.
 - r) To remove the risk of any actual or perceived conflicts, not engage in an Intimate or Romantic Relationship with an Athlete of any age, or with any Participant where a Power Imbalance exists. If a relationship that is not permitted by the Policy exists, immediate steps are to be taken , which may require Participants changing their role(s) so that neither is a Person in Authority relative to the other, or ending the relationship.

D. Persons In Authority and Maltreatment

- 8. When they are a Person In Authority, Participants are responsible for knowing what constitutes Maltreatment. The categories of Maltreatment are not mutually exclusive, nor are the examples provided in each category an exhaustive list. Rather, what matters for the assessment of the Maltreatment is whether the conduct falls into one or more of the categories, not into which category it falls. Abuse, assault, Harassment, bullying, and hazing can be experienced in more than one category of Maltreatment.
- 9. Maltreatment can be any of the prohibited behaviours and conduct, provided the Maltreatment occurs in any one or a combination of the following situations (The physical location(s) where the alleged Maltreatment occurred is not determinative):
 - a) Within a sport environment;
 - b) When the Participant alleged to have committed Maltreatment was engaging in sport activities;
 - c) When the Participants involved interacted due to their mutual involvement in sport; or

- d) Outside of the sport environment where the Maltreatment has a serious and detrimental impact on another Participant.

10. It is a violation of the Code for sport administrators or other Persons in Authority to place Participants in situations that make them vulnerable to Maltreatment. This includes, but is not limited to, instructing an Athlete and coach to share a hotel room when traveling, hiring a coach who has a history of Maltreatment, assigning guides and other support staff to a para-Athlete when the guide or support staff has a reputation for Maltreatment or assigning such a guide or support staff to a para-Athlete in the absence of consultation with the para-Athlete.

E. Directors, Committee Members, and Staff

11. Directors, Board Committee members, and staff of BCWA have additional responsibilities to:
- a) Ensure that they respect their duty of loyalty to BCWA and promptly disclose any potential conflict of interest to the Board or Board chair and then refrain from engaging in any decision making, activity or behaviour that could constitute such conflict of interest.
 - b) Ensure their loyalty prioritizes the interests of BCWA as a whole, not any individual or constituent interests.
 - c) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of Participants' confidence.
 - d) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
 - e) Comply with the Screening Policy.
 - f) Conduct themselves openly, professionally, lawfully and in good faith.
 - g) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
 - h) Behave with decorum appropriate to both circumstance and position.
 - i) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws.
 - j) Respect the confidentiality appropriate to issues of a sensitive nature.
 - k) Respect and uphold the decisions of the majority and resign if unable to do so (i.e. speak with "one voice").
 - l) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
 - m) Be knowledgeable and understand all relevant policies and procedures.

F. Coaches

12. Coaches have many additional responsibilities. The coach-Athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the Athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. 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) Avoid compromising the present and future health of Athletes by communicating and cooperating with sport science and sport medicine professionals in the diagnosis, treatment, and management of Athletes' medical and psychological treatments when discussing optimal nutritional strategies or weight control methods for junior aged Athletes and above (18 + years of age). Note that dieting and other weight control methods are not permitted for Athletes 17 years of age and younger.
- d) Support the coaching staff of a training camp, provincial team, or national team; should an Athlete qualify for participation with one of these programs.
- e) Accept and promote Athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate.
- f) Provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete.
- g) Act in the best interest of the Athlete's development as a whole person.
- h) Comply with the Screening Policy.
- i) Under no circumstances provide, promote, or condone the use of cannabis or other drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of Minor Athletes, alcohol, cannabis and/or tobacco.
- j) Not coach, train, or otherwise support athletes if they use methods or substances prohibited by the Canadian Anti-Doping Program without valid and acceptable justification.
- k) Respect Athletes competing on other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the Athletes.
- l) 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.
- m) Dress to represent the sport and themselves appropriately .
- n) Use appropriate language, taking into account the audience being addressed.

G. Athletes

13. Athletes have additional responsibilities to:

- a) Adhere to the Athlete's Athlete Agreement (if applicable).
- b) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete.
- c) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events.
- d) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason.
- e) Adhere to any rules and requirements regarding clothing and equipment.
- f) Dress to represent the sport and themselves appropriately.

- g) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers or BCWA staff.

H. Officials

14. Officials have additional responsibilities to:

- a) Maintain and update their knowledge of the rules and rules changes.
- b) Not publicly criticize other officials, event organizers, coaches, athletes or other members of the wrestling community.
- c) Work within the boundaries of their position's description while supporting the work of other officials.
- d) Act as an ambassador of the sport by agreeing to enforce and abide by national and provincial rules and regulations.
- e) Take ownership of actions and decisions made while officiating.
- f) Respect the rights, dignity, and worth of all Participants.
- g) Act openly, impartially, professionally, lawfully, and in good faith.
- h) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
- i) Respect the confidentiality required by issues of a sensitive nature, which may include yellow or red card notifications, defaults, forfeits, discipline processes, appeals, and specific information or data about Participants.
- j) Comply with the Screening Policy.
- k) Honour 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.
- l) When writing reports, set out the actual facts to the best of their knowledge and recollection.
- m) Dress appropriately for officiating.

I. Parents/Guardians and Spectators

15. Parents/guardians and spectators at events will:

- a) Encourage Athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence.
- b) Condemn the use of violence in any form.
- c) Never ridicule a Participant for making a mistake during a performance or practice.
- d) Provide positive comments that motivate and encourage participants' continued effort.
- e) Respect the decisions and judgments of officials and staff members and encourage athletes to do the same.
- f) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm.
- g) Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers.
- h) Not harass competitors, coaches, officials, parents/guardians, or other spectators.

J. Retaliation, Retribution or Reprisal

16. It is a breach of this Code for any Participant to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging that Individual from filing, in good faith, a complaint pursuant to any BCWA policy.

K. Transition Provisions

17. Understanding that pre-existing Intimate or Romantic Relationships between Participants where a Power Imbalance may exist, BCWA's Board of Directors will address each occurrence on a case-by-case basis. A transition plan is to be put in place as soon as reasonably practical and transition steps shall begin no later than December 31, 2021. Compliance with such transition plan may require one or more Participants to change their role(s) so that neither is a Person In Authority relative to the other in order to avoid having to end the relationship to maintain compliance with this Code.

Schedule “A” - Definitions

- “**Abuse**” – Grooming, Child/Youth Abuse or Vulnerable Adult Abuse.
- “**Appellant**” – The Party appealing a decision.
- “**Athlete**” – An individual who is an Athlete Participant under BCWA jurisdiction who is subject to the UCCMS and the policies of BCWA.
- “**BCWA**” – BC Wrestling Association.
- “**BCWA jurisdiction**” - Participants and activities identified for the purposes of applying the Safe Sport Manual and applicable policies include, but not limited to:
- a) Any BCWA sanctioned activity (competition, training, camps, treatment or consultations, travel associated with BCWA activities, the office environment, and any meetings or social events, etc.)
 - b) Any BCWA member, High Performance athlete, Carded athlete, Provincial Team athlete, or BC Games athlete
 - c) Any Individual participating in WCL activities that has been sanctioned by BCWA (funded or self-funded)
 - d) Any coach receiving funding from BCWA
- “**Board**” – The Board of Directors of BCWA.
- “**Club**” – A club or league affiliated with a PTSO or with BCWA.
- “**CCES**” – The Canadian Centre for Ethics in Sport.
- “**Committee Member**” – An individual appointed to a committee or subcommittee by the Board.
- “**Complainant**” – A Participant or observer who makes a report of an incident, or a suspected incident, of Maltreatment or other behaviour that is a violation of the standards described in the Code.
- “**Conflict of Interest**” – Any situation in which a Representative’s decision-making, which should always be in the best interests of BCWA, is influenced or could be influenced by personal, family, financial, business, or other private interests.
- “**Criminal Record Check**” – A search of the RCMP Canadian Police Information Centre system, or other databases as may be required, for adult convictions.
- “**Days**” – Days including weekends and holidays.
- “**Director**” – An individual appointed or elected to the Board.
- “**Discipline Panel**” - An individual(s) appointed by BCWA to decide complaints submitted to BCWA.
- “**Discrimination**” – Differential treatment of an individual based on one or more prohibited grounds which include race, citizenship, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability. Types of behaviour that constitute discrimination include, but are not limited to:
- a) Harassment;
 - b) Stereotyping;
 - c) Exclusion; and
 - d) Demonstrating bias or prejudice.
- “**Enhanced Police Information Check**” or “**E-PIC**” – A Criminal Record Check plus a search of local police information, available from Sterling Backcheck.
- “**Event**” – An event sanctioned by BCWA.
- “**Harassment**” – A course of vexatious comment or conduct against a Participant or group, which is

known or ought to reasonably be known to be unwelcome. Types of behaviour that constitute Harassment include, but are not limited to:

- I. Written or verbal abuse, threats, or outbursts;
- II. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;
- III. Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin;
- IV. Leering or other suggestive or obscene gestures;
- V. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
- VI. Practical jokes which endanger a person's safety, or may negatively affect performance;
- VII. Hazing, which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual's positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability;
- VIII. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
- IX. Deliberately excluding or socially isolating a person from a group or team;
- X. Sexual flirtations, advances, requests, or invitations;
- XI. Physical or sexual assault;
- XII. Behaviours such as those described above that are not directed towards a specific person or group but have the same effect of creating a negative or hostile environment; and
- XIII. Retaliation or threats of retaliation against a person who reports harassment to BCWA.

"Intimate or Romantic Relationship" – A close personal relationship, other than a familial Relationship, that exists independently and outside of wrestling. Whether a relationship is intimate is based on the totality of the circumstances, including: regular contact and/or interactions outside of or unrelated to the sport relationship (electronically or in person), the parties' emotional connectedness, the exchange of gifts, ongoing physical and/or intimate contact and/or sexual activity, identity as a couple, the sharing of sensitive personal information, and/or intimate knowledge about each other's lives outside the sport relationship.

"Local Police Information (LPI)" – Additional conviction and selected non-conviction information in national and local police data sources which may be relevant to the position sought.

"Maltreatment" – An intentional act (or acts) by a Participant that results in harm or the potential for physical or psychological harm to another Participant, and includes any of the following behaviours or conduct:

- a) **Psychological Maltreatment:** any serious incident (or incidents) of deliberate conduct that has the potential to be harmful to the psychological well-being of a Participant. Psychological Maltreatment is determined by the objective behaviour, and not whether harm is intended or results from the behaviour. It includes:

- i. Verbal Acts: verbally assaulting or attacking a Participant, including but not limited to unwarranted personal criticisms; body shaming; derogatory comments related to a Participant’s identity (e.g. race, gender identity or expression, ethnicity, Indigenous status, ability/disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumours or false statements about an Individual to diminish their reputation; using confidential sport and non-sport information inappropriately. Verbal Maltreatment may also occur in online forms.
 - ii. Non-assaultive Physical Acts (no physical contact): physically aggressive behaviours, including but not limited to throwing objects at or in the presence of others without striking another; hitting, striking or punching objects in the presence of others.
 - iii. Acts that Deny Attention or Support: acts that deny attention, lack of support or isolation including but not limited to ignoring psychological needs or socially isolating a Participant repeatedly or for an extended period of time; abandonment of an athlete as punishment for poor performance; arbitrarily or unreasonably denying feedback, training opportunities, support or attention for extended periods of time and/or asking others to do the same.
- b) **“Physical Maltreatment”** – Any incident (or incidents) of deliberate conduct that has the potential to be harmful to the physical well-being of a Participant. Physical Maltreatment is determined by the objective behaviour, and not whether harm is intended or results from the behaviour. It includes, without limitation:
- i. Contact behaviours: including but not limited to deliberately punching, kicking, beating, biting, striking, strangling or slapping another; deliberately hitting another with objects.
 - ii. Non-contact behaviours: including but not limited to isolating a Participant in a confined space; forcing an Individual to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a hard surface); the use of exercise for the purposes of punishment; withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; denying access to a toilet; providing alcohol to a Participant under the legal drinking age; providing illegal drugs or non-prescribed medications to a Participant; encouraging or knowingly permitting an athlete to return to play prematurely following any injury or after a concussion and without the clearance of a medical professional; encouraging an athlete to perform a skill for which they are known to not be developmentally ready.
- c) **“Sexual Maltreatment”** – Includes, but is not limited to, any act targeting a Participant’s sexuality, gender identity or expression, that is committed, threatened or attempted against that person, and includes but is not limited to the Criminal Code offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism and nonconsensual distribution of sexual/intimate images. Sexual Maltreatment also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature.
- i. Examples of Sexual Maltreatment include, but are not limited to:
 - 1. Any penetration of any part of a person’s body, however slight, with any object or body part by a person upon another person, including but not limited to:
 - a. vaginal penetration by a penis, object, tongue, or finger; and
 - b. anal penetration by a penis, object, tongue, or finger.

2. Any intentional touching of a sexual nature of any part of a person's body, however slight, with any object or body part by a person upon another person, including but not limited to:
 - a. kissing;
 - b. intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts;
 - c. any contact, no matter how slight, between the mouth of one person and the genitalia of another person;
 - d. making another touch themselves or someone else with or on any of the body parts listed in 2); or
 - e. any intentional touching in an implied or overt sexualized manner of the relationship, context or situation.
- d) **Neglect** – Any incident (or incidents) of lack of reasonable care, inattention to a Participant's needs, nurturing or well-being, or omissions in care. Neglect is determined by the objective behaviour but the behaviour must be evaluated with consideration given to the Individual's needs and requirements, not whether harm is intended or results from the behaviour.
 - i. Neglect, or acts of omission, include, without limitation, not providing an Athlete recovery time and/or treatment for a sport injury; not being aware of and not considering a Participant's physical or intellectual disability; not considering supervision of an Athlete during travel, training or competition; not considering the welfare of the Athlete when prescribing dieting or other weight control methods (e.g., caliper tests); disregarding the use of Prohibited Substances by an Athlete; failure to ensure safety of equipment or environment; allowing an athlete to disregard sport rules, regulations, and standards, subjecting Participants to the risk of Maltreatment.
- e) **Grooming** – Includes, but is not limited to, deliberate conduct by a Participant to sexualize a relationship with a Minor, and which includes making inappropriate behaviour seem normal and gradually engaging in 'boundary violations' which have been professionally-identified to Canadian standards (e.g., a degrading remark, a sexual joke, sexualized physical contact; adult participants sharing rooms with a Minor who is not an immediate family member; providing a massage or other purported therapeutic interventions with no specific training or expertise; private Social Media and text communications; sharing personal photographs; shared use of locker rooms; private meetings; private travel, and providing gifts).
- f) **Interference with or Manipulation of Process**
 - i. A Participant violates the Code by directly or indirectly interfering with a process instituted pursuant to the Code or any other BCWA policy by:
 1. falsifying, distorting, or misrepresenting information, the resolution process, or an outcome;
 2. destroying or concealing information;
 3. attempting to discourage an Individual's proper participation in or use of BCWA's processes;
 4. harassing or intimidating (verbally or physically) any person involved in BCWA's processes before, during, and/or following any proceedings;

5. publicly disclosing a Participant's identifying information, without the Participant's agreement;
 6. failing to comply with any temporary or provisional measure or other final sanction;
 7. distributing or otherwise publicizing materials a Participant gains access to during any investigation or hearing, except as required by law or as expressly permitted; or
 8. influencing or attempting to influence another Participant to interfere with or manipulate the process.
- g) **Retaliation:** A Participant shall not take an adverse action against any other Participant for making a good faith report of possible Maltreatment or for participating in any process found in BCWA's policies. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in BCWA's processes. Retaliation after the conclusion of investigation and sanction processes is also prohibited. Retaliation may be present even where there is a finding that no Maltreatment occurred, but does not include good-faith actions lawfully pursued in response to a report of possible Maltreatment.
- h) **Aiding and abetting:**
- i. any act taken with the purpose of facilitating, promoting, or encouraging the commission of Maltreatment by a Participant. Aiding and abetting also includes, without limitation, knowingly:
 1. allowing any Participant who has been suspended or is otherwise ineligible to be in any way associated with sport or to coach or instruct other Participants;
 2. providing any coaching-related advice or service to an athlete who has been suspended or is otherwise ineligible; and
 3. allowing any Participant to violate the terms of their suspension or any other sanctions imposed.
- i) **Reporting:** it is considered Maltreatment to fail to report Maltreatment of a Minor. A legal Duty to Report is mandated by law, and the requirement varies by province depending on provincial legislation.
- i. Failure to Report Maltreatment of a Minor
 1. The obligation to Report requires the Reporting of any conduct which, if proven true, would constitute Psychological Maltreatment, Sexual Maltreatment, Physical Maltreatment or Neglect involving a Minor Participant. The obligation to Report is an ongoing one and is not satisfied simply by making an initial Report. The obligation includes Reporting, on a timely basis, all relevant information of which an adult Participant becomes aware.
 2. The obligation to report includes making a direct Report
 3. The obligation to Report includes personally identifying information of a potential Minor Complainant to the extent known at the time of the Report, as well as a duty to reasonably supplement the Report as to identifying information learned at a later time.
 4. Participants should not investigate or attempt to evaluate the credibility or validity of allegations involving Psychological Maltreatment, Sexual Maltreatment,

Physical Maltreatment or Neglect. Participants making a good faith Report are not required to prove the Reports are true before Reporting.

ii. Failure to Report Inappropriate Conduct

1. Not all inappropriate conduct may meet the threshold for constituting Maltreatment. However, such inappropriate conduct may represent behaviour with the risk of escalating to Maltreatment. Any Participant who suspects or becomes aware of another Participant's inappropriate conduct, even if it is not defined as Maltreatment, has a Duty to Report such inappropriate conduct through the organization's internal procedures. Those in positions of trust and authority who become aware of another's inappropriate conduct have a responsibility for reporting the concern within their organization's policies and procedures. The person making the report does not need to determine whether a violation took place: instead, the responsibility lies in reporting the objective behaviour.

iii. Intentionally Filing a False Allegation

1. An allegation is false if the events Reported did not occur, and the person making the Report knows the events did not occur.
2. A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable bad faith, an unsubstantiated allegation alone is not grounds for a violation.

"Minor" – Any Participant who is under the age of majority at the time and in the jurisdiction where the alleged breach of any BCWA policy has occurred. Adult Participants are responsible for knowing the age of a Minor. For the purpose of protection in each Canadian province and territory, a Minor is a child younger than the following age:

- a) 16 years old: Newfoundland and Labrador; Saskatchewan; Northwest Territories; Nunavut
- b) 18 years old: Prince Edward Island; Quebec; Ontario; Manitoba; Alberta;
- c) 19 years old: Nova Scotia; New Brunswick; British Columbia; Yukon.

"Officer" – Any Officer of BCWA.

"Participants" – Refers to all categories of individual members and/or registrants defined in the Bylaws of BCWA who are under BCWA jurisdiction and who are subject to the UCCMS and the policies of BCWA, as well as all people employed by, contracted by, or engaged in activities with, BCWA including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, athletes' parents or guardians, spectators at BCWA-sanctioned Events, and Directors and Officers.

"Parties" – The groups involved with a dispute. In the Discipline and Complaints Policy, the Parties are the Complainant and Respondent. In the Appeal Policy, the Parties are the Appellant, Respondent, and any Affected Party.

"Person In Authority" – A Participant who holds a position of authority within BCWA or its Members including, but not limited to, coaches, officials, managers, support personnel, chaperones, and Directors.

"Power Imbalance" - A Power Imbalance may exist where, based on the totality of the circumstances, a Participant has supervisory, evaluative, a duty of care, or other authority over another Individual. A Power Imbalance may also exist between an Athlete and other adults involved in sport in positions

such as high-performance directors, sport specific health-care providers, sport science support staff, care or support persons. Maltreatment occurs when this power is misused. Once a coach- Athlete relationship is established, a Power Imbalance is presumed to exist throughout the coach- Athlete relationship, regardless of age, and is presumed to continue for Minor Athlete after the coach- Athlete relationship terminates or until the Athlete reaches 25 years of age. A Power Imbalance may exist, but is not presumed, where an Intimate or Romantic Relationship existed before the sport relationship commenced (e.g., a relationship between two spouses or life partners, or a sexual relationship between consenting adults that preceded the sport relationship).

“PTSOs” – Provincial/Territorial Sport Organizations.

“Reporting (or Report)” - The provision of information in writing by any person or a Participant to a relevant independent authority (the position charged with receiving a Report and determining next steps) regarding Maltreatment. Reporting may occur through either:

- i. the Complainant (of any age) or the one who experienced the Maltreatment,
- ii. a witness – someone who witnessed the Maltreatment
- iii. a third party, such as an individual who otherwise heard of, suspects or knows of Maltreatment. The Reporting initiates an independent investigative process, which could result in disciplinary action being taken against the Respondent.

“Representatives” – Participants employed by, or engaged in activities on behalf of, BCWA including: staff, contract personnel, volunteers, managers, administrators, Committee Members, and Directors and Officers.

“Respondent” – The Participant responding to a complaint or, in the case of an appeal, the body whose decision is being appealed.

“Sexual Harassment” – A course of vexatious comment or conduct against a Participant because of sex, sexual orientation, gender identity or gender expression, or making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advance to the Participant, which includes, but is not limited to individuals in a Power Imbalanced situation. Types of behaviour that constitute Sexual Harassment include, but are not limited to:

- a) Sexist jokes;
- b) Threats, punishment, or denial of a benefit for refusing a sexual advance;
- c) Offering a benefit in exchange for a sexual favour;
- d) Demanding hugs;
- e) Bragging about sexual ability;
- f) Leering (persistent sexual staring);
- g) Sexual assault;
- h) Display of sexually offensive material;
- i) Distributing sexually explicit messages or attachments such as pictures or video files;
- j) Sexually degrading words used to describe a Participant;
- k) Unwelcome inquiries into or comments about a Participant’s gender identity or physical appearance;
- l) appearance;
- m) Inquiries or comments about a Participant’s sex life;
- n) Unwanted attention after a consensual relationship ends;
- o) Unwelcome sexual flirtations, advances, comments or propositions; and
- p) Unwanted contact.

q) Drawing unsolicited attention to an individual for reasons of a sexual nature?

“Social Media” – The catch-all term that is applied broadly to computer-mediated communication media such as blogs, YouTube, Facebook, Instagram, Tumblr, Tiktok, WhatsApp, Snapchat, and Twitter.

“Team” – A school team affiliated with a PTSO or with BCWA.

“Vulnerable Participants” – A Minor Athlete and/or a person who, because of age, disability or other circumstance, is in a position of dependence on others or is otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority.

“Worker” – An individual who has signed an Employment Agreement or Contractor Agreement with BCWA or a Member.

“Workplace” - Any place where business or work-related activities are conducted. Workplaces include but are not limited to, the office of BCWA or a Member, work-related social functions, work assignments outside offices, work-related travel, the training and competition environment, and work-related conferences or training sessions.

“Workplace Harassment” – Vexatious comment or conduct against a Worker in a Workplace that is known or ought reasonably to be known to be unwelcome. Workplace Harassment should not be confused with legitimate, reasonable management actions that are part of the normal work/training function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions. Types of behaviour that constitute Workplace Harassment include, but are not limited to:

- a) Bullying;
- b) Workplace pranks, vandalism, bullying or hazing;
- c) Repeated offensive or intimidating phone calls or emails;
- d) Inappropriate sexual touching, advances, suggestions, comments, jokes or requests;
- e) Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
- f) Psychological abuse;
- g) Excluding or ignoring someone, including persistent exclusion of a person from work-related social gatherings;
- h) Deliberately withholding information that would enable a person to do his or her job, perform or train;
- i) Sabotaging someone else’s work or performance;
- j) Gossiping or spreading malicious rumours;
- k) Intimidating words or conduct (offensive jokes or innuendos); and
- l) Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning.

“Workplace Violence” – the use of or threat of physical force by a person against a Worker in a Workplace that causes or could cause physical injury to the Worker; an attempt to exercise physical force against a Worker in a Workplace that could cause physical injury to the Worker; or a statement or behaviour that it is reasonable for a Worker to interpret as a threat to exercise physical force against the Worker in a Workplace that could cause physical injury to the Worker. Types of behaviour that constitute Workplace Violence include, but are not limited to:

- a) Verbal or written threats to attack;
- b) Sending to or leaving threatening notes or emails;

- c) Physically threatening behaviour such as shaking a fist at someone, finger pointing, destroying property, or throwing objects;
- d) Wielding a weapon in a Workplace;
- e) Hitting, pinching or unwanted touching which is not accidental;
- f) Dangerous or threatening horseplay;
- g) Physical restraint or confinement;
- h) Blatant or intentional disregard for the safety or wellbeing of others;
- i) Blocking normal movement or physical interference, with or without the use of equipment;
- j) Sexual violence; and
- k) Any attempt to engage in the type of conduct outlined above.