CANADIAN BLIND HOCKEY CODE OF CONDUCT

Classification: **BOARD OF DIRECTORS POLICY**	
Policy Section/Contact: Board of Directors	**Approved By:** Board of Directors
Effective Date: September 11 2024	**Next Review Date:** September 2025

Please note:

Any reference to CBH throughout this document is inclusive of Canadian Blind Hockey and "employees and volunteers" includes participants, special guests and all parties involved with a CBH program and/or event.

PURPOSE

The purpose of the Canadian Blind Hockey Code of Conduct (the "Code") is to ensure a safe and positive environment within Canadian Blind Hockey's programs, activities and events by making individuals aware that there is an expectation, at all times both on and off the ice, of appropriate behaviour consistent with Canadian Blind Hockey's core values. Canadian Blind Hockey is committed to providing an environment in which all individuals are treated with respect and in an environment free from maltreatment, bullying and harassment.

The Code is not intended to specifically outline every instance of misconduct. Misconduct that is inconsistent with the values of Canadian Blind Hockey or with the purpose of this Code may still constitute a breach of the Code and be subject to sanctions even though not specifically referenced in the Code. This Code applies to all Canadian Blind Hockey Athletes, Officials, Staff, and Team Personnel while they are affiliated in any capacity with Canadian Blind Hockey including without limitation, while they are participating in a Canadian Blind Hockey Program. This Code also applies to conduct that occurs outside of any Canadian Blind Hockey Program when such conduct poses a risk to the safety of anyone in the hockey environment, adversely affects, or may affect, relationships within or related to Canadian Blind Hockey and its work and sport environment, or is or may be detrimental to the image and reputation of the organization.

This Code applies to all Canadian Blind Hockey Athletes, Officials, Staff, and Team Personnel active in the sport or who have retired or otherwise moved on from the sport where any claim regarding a potential breach of this Code occurred when the Canadian Blind Hockey Athlete, Official, Staff or Team Personnel member was active in the sport.

DEFINITIONS

The following terms have the following meaning in this Code:
"Canadian Blind Hockey Program" means any program, tournament (including National and Regional Tournaments), on-ice or off-ice activity, or event,

whether business related or of a social nature, under the auspices, sponsorship, direct control or supervision of Canadian Blind Hockey , and any other program, on-ice or off-ice activity or event designated as a Canadian Blind Hockey Program by Canadian Blind Hockey, in its absolute discretion including, without limitation, any competition in which a Canadian Blind Hockey National Team is participating.

"Canadian Blind Hockey Athletes" means those athletes who are or have participated (i) as a member of the Canadian Blind Hockey National Team, or (ii) in a Canadian Blind Hockey Program or event.

"Canadian Blind Hockey National Teams" means collectively the Canadian National Blind Hockey Team or such other teams as designated by Canadian Blind Hockey from time to time, when such teams are under the direct management of Canadian Blind Hockey.

"Officials" means anyone, with the exception of Canadian Blind Hockey Athletes, performing an activity connected with Canadian Blind Hockey Programs, regardless of title, the type of activity (administrative, sporting or other) and the duration of the activity. It includes, but is not limited to, all Directors, Officers, committee members, team personnel, trainers, referees/officials, persons in charge of safety, and any other person responsible for technical, medical and/or administrative matters in Canadian Blind Hockey, as well as all other persons obliged to comply with the Canadian Blind Hockey By-laws, Regulations, Playing Rules, policies and procedures, directives, guidelines, or Board of Directors' decisions.

"Staff" means any person paid by, employed by, or volunteering with, Canadian Blind Hockey.

"Team Personnel" includes, but is not limited to, coaches, managers, medical or other team support personnel engaged in a Canadian Blind Hockey Program.

All persons noted as Canadian Blind Hockey Athletes, National Team members, Officials, Staff or Team Personnel will be referred to collectively, where appropriate, as "Participants" in this document.

RESPONSIBILITIES

All Canadian Blind Hockey Athletes, Officials, Staff, and Team Personnel, the "Participants" have a responsibility to:

I. Adhere to the highest standard of behaviour, and refrain at all times from any behaviour that could reflect poorly on Canadian Blind Hockey.

II. Comply, at all times, with the Canadian Blind Hockey's By-laws, Playing Rules, Regulations, policies, procedures and directives, guidelines and Board of Directors' decisions. These can be made available upon request.

III. Work in a spirit of partnership with Canadian Blind Hockey and all its Participants and stakeholders to align efforts to achieve the mission and vision of Canadian Blind Hockey.

IV. Resolve conflicts in a professional and civil manner and in accordance with Canadian Blind Hockey procedures on issues that may be in dispute.

V. Maintain and enhance the dignity and self-esteem of anyone affiliated with Canadian Blind Hockey by:

a. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation or any other grounds protected under Human Rights legislation in Canada;

b. Demonstrating respect toward all people through actions and words;

c. Directing comments or criticism appropriately and avoiding public criticism of Canadian Blind Hockey;

d. Consistently demonstrating the spirit of fair play, sport leadership and ethical conduct;

e. Consistently treating individuals fairly and reasonably;

f. Adhering to the World Anti Doping Agency (WADA) and the Canadian Anti Doping Program Code (CADP);

g. Demonstrating respect for the principle of fair play, which includes:

- Respect for both the letter and spirit of the rules;

- Respect for referees/officials and their decisions;
- Respect for opponents, including modesty in victory and composure in defeat;
- Facilitation of access to sport; and
- Maintenance of self-control at all times;

h. Refraining from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;

i. Promoting the sport of hockey in the most constructive and positive manner possible;

j. Respecting the property of others and not willfully causing damage;

k. Adhering to all federal, provincial, municipal and host country laws

VI. Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:

- Sexist jokes
- Sexual violence
- Display of sexually offensive material
- Sexually degrading words used to describe a person
- Inquiries or comments about a person's sex life
- Unwelcome sexual flirtations, advances, requests, invitations or propositions
- Inappropriate sexual touching, advances, suggestions or requests
- Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing; and
- Physical or sexual assault

VII. Reasonably cooperate with the Canadian Centre for Ethics in Sport or any other anti-doping organization investigating anti-doping rule violations that has jurisdiction over Canadian Blind Hockey. Failure to cooperate may be the basis for disciplinary action within the sport. Offensive conduct towards a doping control official or any other individual involved in doping control, whether it constitutes tampering, can result in a charge of misconduct under the CADP, or such other anti- doping program or code as may be applicable.

VIII. Reasonably cooperate with any investigation relating to a breach of this Code of Conduct Policy or arising out of a Canadian Blind Hockey Program. Failure to cooperate may be the basis for disciplinary action including, but not limited to, a prohibition from participation in any current or future Canadian Blind Hockey Program.

MALTREATMENT, BULLYING & HARASSMENT

I. As a condition of being affiliated with Canadian Blind Hockey in any capacity, including of participation in any Canadian Blind Hockey Program or on a Canadian Blind Hockey National Team, all Canadian Blind Hockey Athletes, Officials, Staff and Team Personnel will be required to confirm that they have read and will abide by the Canadian Blind Hockey: Recognition and Prevention of Abuse Policy and Bullying and Harassment Policy .

II. Any breach of the terms of the Canadian Blind Hockey: Recognition and Prevention of Abuse Policy and Bullying and Harassment Policy by anyone who is subject to this Code of Conduct also constitutes a breach of this Code of Conduct.

III. CBH takes a zero tolerance stand against all forms of maltreatment, bullying and harassment, including and in particular to domestic violence, sexual assault and child abuse. Sexual assault refers to a range of behaviours, including a completed non-consensual sex act, an attempted non-consensual sex act, and/or non-consensual sexual contact. Lack of consent is inferred when a person uses force, harassment, threat of force threat of adverse personnel or disciplinary action, or other coercion, or when the victim is asleep, incapacitated, intoxicated, unconscious or legally incapable of consent.

IV. All parties referenced above further agree that any alleged violation of the Canadian Blind Hockey: Recognition and Prevention of Abuse Policy and Bullying and Harassment Policy or this Code of Conduct will be handled in accordance with the procedures of the Board of Directors of Canadian Blind Hockey.

V. In addition, all parties referenced above agree to refrain from bullying and harassment in any form.

VI. Bullying includes a continuum of hurtful behaviours that can range in severity from name-calling to criminal assault. The following are common forms of bullying:

a. Physical bullying, which includes inappropriate contact directed towards another person (e.g. hitting, kicking, shoving, spitting, beating up), or towards another person's property (e.g. stealing, or damaging property).

b. Verbal bullying includes name-calling, mocking, hurtful teasing, humiliating or threatening another person.

c. Social bullying includes excluding a person from a group, gossiping or spreading rumours, setting other people up to look foolish, or damaging friendships.

d. Cyber bullying includes the use of social media platforms, email, cell phones, text messages and internet sites to threaten, harass, embarrass, humiliate, socially exclude or damage another person's reputation and relationships.

Harassment can be generally defined as engaging in a course of vexatious comments or behaviours against a person that is known or ought reasonably to be known to be unwelcome, and includes, without limitation, abuse of power, harassment based on protected grounds of discrimination under human rights legislation and sexual harassment. Harassing behaviour can involve comments, conduct or gestures which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive. It may also include behaviour which creates an uncomfortable environment, or which might reasonably be expected to cause embarrassment, insecurity, discomfort, offense or humiliation to another person or group.

DUTY TO REPORT CHILD ABUSE

I. Child abuse is any form of physical, emotional, and/or sexual mistreatment or lack of care that causes injury or emotional damage to a minor. Child abuse is a pervasive social problem requiring vigilance, sensitivity and care, and Canadian Blind Hockey is committed to help reduce and prevent child abuse. Canadian Blind Hockey is aware that those working closely with minors are in a unique position to detect abusive situations. Therefore, the individuals who are subject to this Code have a heightened reporting responsibility to ensure the safety of Canada's minors, by knowing the requirements of the applicable provincial/territorial child protection legislation and following through as required.

II. A cross-Canada list of Child Protection Acts can be found through the Canadian Child Welfare Research Portal's web site at https://cwrp.ca/legislation[1].

III. Included under the umbrella of child abuse is child exploitation. *Child exploitation* includes but is not limited to:

a. The actual or attempted abuse of a position of authority, differential power or trust in relation to a minor, with a view of benefiting sexually, monetarily, socially or politically from the use of a minor;

b. Intentionally viewing, downloading or distributing any sexualized, demeaning or violent images involving minors; or

c. Taking a photograph or other image of a minor or making representations of a minor in a way that can reasonably be interpreted as sexualized, demeaning or violent.

IV. Every province and territory in Canada have mandatory reporting laws regarding the abuse, exploitation, and neglect of children. Consequently, anyone who is subject to this Code of Conduct, who has reasonable grounds to suspect that a minor is or may be suffering or may have suffered from any form of child abuse, has a legal obligation to immediately report the suspicion and the information on which it is based to the local child protection agency and/or the local police detachment. Immediate investigation of abuse should only take

place under the advice of the police or the local child protection agency.

V. Everyone who is subject to this Code of Conduct should be aware that child abuse may be the subject of a criminal investigation and/or disciplinary procedures. Failure to report actual or suspected child abuse places a minor at an ongoing risk of harm and, therefore, anyone who does not report actual abuse, or a reasonable suspicion of abuse, may be liable under

INTEGRITY IN SPORT – GENERAL RESPONSIBILITIES

All Canadian Blind Hockey Athletes, Officials, Staff, and Team Personnel have a responsibility to:

I. Conduct themselves in a manner consistent with the True Sport principles;

II. Abstain from the non-medical use of prescription drugs or the use of performance-enhancing drugs or methods and adhere to the requirements of WADA and the CADP;

III. Respect any penalty enacted pursuant to a breach of WADA or the CADP, whether imposed by Canadian Blind Hockey or any other sport organization;

IV. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport of hockey, who has violated an anti-doping rule and is serving a sanction involving a period of ineligibility imposed pursuant to WADA and the CADP;

V. Refrain from consuming alcohol in excess and from the use of illicit drugs or drugs prohibited under WADA or the CADP while participating in any Canadian Blind Hockey Programs;

VI. In case of adults, avoid consuming alcohol in non-adult oriented social situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with any Canadian Blind Hockey

Program;

VII. Recognize and understand that underage drinking is strictly prohibited and, if it is found to occur, will be subject to disciplinary action;

VIII. Reject and condemn all forms of bribery and corruption;

IX. Refrain from accepting or giving gifts or other benefits that could influence an act that is related to their official activities. If in doubt, gifts shall not be offered or accepted;

X. Refrain from offering or accepting cash in association with any Canadian Blind Hockey Program other than reasonable per diems, expense reimbursement or salaries;

XI. Subject to applicable policies, ensure information obtained while carrying out one's duties is treated as confidential if that information is provided confidentially or would be understood by the reasonable person to be of a confidential nature and continue to respect the confidentiality of any information referenced above after the person's relationship with Canadian Blind Hockey ceases;

XII. Ensure transparency in all actions and decisions;

XIII. Refrain from betting in connecting with hockey and not tolerate any form of match fixing or manipulation of game results, whether for financial, sporting or political gain, and ensure information in any form that is not publicly available is not used for the above purposes for oneself or another party;

XIV. and when driving a vehicle for any purpose relating to a Canadian Blind Hockey Program:

a. Have a valid driver's license;

b. Not be under the influence of alcohol or any intoxicating drugs or substances;

c. Have valid car insurance; and

d. Refrain from holding or using a mobile device that is not connected by way of a hands- free system.

STAFF & TEAM PERSONNEL

In addition to the General Responsibilities described above, Staff must;

I. Act with honesty and integrity and conduct themselves in a manner which maintains confidence in Canadian Blind Hockey;

II. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Canadian Blind Hockey;

III. Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;

IV. Behave with decorum appropriate to both circumstance and position, and be fair, equitable, considerate, and honest in all dealings with others;

V. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws, policies and guidelines under which Canadian Blind Hockey is incorporated; and

VI. Not engage in any workplace harassment or workplace violence.

TEAM PERSONNEL

The Team Personnel-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of a Canadian Blind Hockey athlete. Team Personnel must recognize the power inherent in their position 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.

Team Personnel must:

I. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved Canadian Blind Hockey Athletes;

II. Prepare Canadian Blind Hockey 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 those athletes;

III. Avoid compromising the present and future health of Canadian Blind Hockey Athletes by communicating and cooperating with sports medicine professionals in the diagnosis, treatment, and management of the athletes' medical and psychological treatments;

IV. Provide Canadian Blind Hockey Athletes (and the parents/guardians if the player is a minor) with the information necessary to be involved in decisions that affect the athlete;

V. Act in the best interest of the Canadian Blind Hockey Athlete's development as a whole person;

VI. Respect other Team Personnel;

VII. Report any ongoing criminal investigations, previous convictions or existing bail conditions involving themselves to a Canadian Blind Hockey representative who will then bring it to the attention of a member of the Executive Leadership Team;

VIII. 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, tobacco or other legalized drugs;

IX. Use social media responsibly and strategically, modelling appropriate behaviour expected of representatives of Canadian Blind Hockey;

X. Respect athletes playing with other teams;

XI. Not engage in a sexual relationship with an athlete under 19 years old, or in an intimate or sexual relationship with an athlete over the age of 19 if in a position of power, trust, or authority over the athlete;

XII. Dress professionally, neatly, and inoffensively; and

XIII. Use inoffensive language, taking into account the audience being addressed.

RELATIONSHIPS

Relationships between Coaches and Athletes

No head or assistant coach shall be involved in a sexual or romantic relationship with an athlete who is either involved in the selection process or on a Canadian Blind Hockey National Team.

Where a coach has had a prior sexual or romantic relationship with an athlete, that relationship shall be declared to the Canadian Blind Hockey Management Team and the coach will be prohibited from participating in the evaluation of that individual.

Relationships Between Team Personnel (including Coaches)

No Team Personnel directly involved in team selection shall be involved in a sexual or romantic relationship with another Team Personnel member who is also directly involved in the selection of a Canadian Blind Hockey National Team.

Where there is the possibility of individuals being selected who are in a current relationship, the relationship must be declared to the Canadian Blind Hockey Management Team. Where Team Personnel other than coaches are involved the relationship should be declared to the General Manager of the Canadian National Blind Hockey Team.

Relationship Between Players

Canadian Blind Hockey Programs tend to be short-term events and athletes should be aware of the possible impacts of sexual or romantic relationships between athletes. Such relationships may add to overall team stress and negatively affect team chemistry.

If an athlete makes unwanted sexual advances to another athlete or team personnel, the individual who is subject to such advances may file a complaint. Where an athlete uses their position to compel an athlete into a sexual act, this is abuse and maltreatment which must be reported to the Executive Director of

Canadian Blind Hockey or the President of the Board of Directors.

Relationships Involving Canadian Blind Hockey Staff

Consensual personal relationships by employees of Canadian Blind Hockey are not prohibited per se, however, due to the possibility for actual or perceived conflict of interest personal relationships between employees and/or players that could adversely impact the team or the Canadian Blind Hockey Programs must be disclosed.

CANADIAN BLIND HOCKEY ATHLETES

In addition to the general responsibilities described above, Canadian Blind Hockey Athletes must;

I. Follow their Athlete Agreement (if applicable)

II. Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete; or in the case of carded athletes, interfere with the athlete's ability to fulfill requirements under the Athlete Assistance Program;

III. Participate and appear on time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events;

IV. Adhere to Canadian Blind Hockey's requirements regarding clothing and equipment.

V. Dress in a manner representative of Canadian Blind Hockey with focus being on neatness, cleanliness, and discretion;

VI. Never ridicule a participant for a poor performance or practice;

VII. Act in a sporting manner and not engage in abusive behaviour, foul language, or offensive gestures; and

VIII. Use social media responsibly modelling appropriate behaviour expected of representatives of Canadian Blind Hockey.

CANADIAN BLIND HOCKEY REFEREES

In addition to the general responsibilities described above, Canadian Blind Hockey referees must:

I. Maintain and update their knowledge of the rules and rules changes;

II. Not publicly criticize other referees;

III. Work within the boundaries of their position's description while supporting the work of other referees;

IV. Act as an ambassador of the sport by agreeing to enforce and abide by national and provincial/territorial rules and regulations

V. Take ownership of actions and decisions made while refereeing;

VI. Respect the rights, dignity, and worth of all Canadian Blind Hockey Athletes, Staff, and Team Personnel;

VII. Act openly, impartially, professionally, lawfully, and in good faith;

VIII. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;

IX. Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Canadian Blind Hockey Athletes, Staff or Team Personnel;

X. Comply with their obligations under the Canadian Blind Hockey Screening Policy, including understanding ongoing expectations under that policy and fully cooperating in the screening process;

XI. Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform a supervisor at the earliest possible time;

XII. When writing reports, set out the actual facts to the best of their knowledge and recollection;

XIII. Dress in proper attire for officiating

DUTY OF DISCLOSURE, REPORTING AND COOPERATION

There is an expectation that a complaint regarding violations of this Code will be submitted to either the Office of the Sport Integrity Commissioner or through Canadian Blind Hockey's Board of Directors. If the Board of Directors believes that a matter submitted to it falls under the jurisdiction of the Office of the Sporty Integrity Commissioner, it will transfer the matter and advise the complainant of that fact. Where the Board of Directors believes that a matter is not subject to the jurisdiction of the Office of the Sport Integrity Commissioner, the Board of Directors will engage.