



CODE OF CONDUCT

Preface

The RWPA strives to create an environment that is supportive of the efforts of all athletes to learn and excel in the sport of Water Polo.

- All athletes have the right to participate in suitable and safe settings. Safety and the physical, psychological and emotional well-being of each individual athlete shall be of primary importance in all programs.
- All members are expected to treat each other with courtesy and respect at all times.
- Members shall treat others equitably within the context of their sporting activities regardless of their gender, race, place of origin, color, sexual orientation, religion, political beliefs, socio-economic status or any other conditions.

All members of the club have the right to feel proud of the RWPA and the undesirable behavior of one reflects poorly on the entire Club.

In order to participate in Club activities, including tournaments, members must read and agree to the terms of this code of conduct. Please review this document, sign on the last page and return one copy to the Club.

Application of this Policy

This Code of Conduct applies to all members of the RWPA (athletes, coaches, parents, chaperones, etc.) whenever they are participating in RWPA activities. This is defined in the following way:

- From the moment a member steps onto the property of a game or practice facility until they leave the same facility
- From the time they leave home at the beginning of the trip to the time they return home at end of any trip for a water polo tournament or similar activity involving the RWPA.

All members must behave in accordance with this Code of Conduct. Failure will indicate a lack of desire to belong to the RWPA and will result in the consequences outlined below. Any athlete, coach or chaperone that does **NOT** agree with ALL the conditions included in this document may elect not to participate on any trips. A simple REFUSAL to turn in the SIGNED agreement attached will be sufficient indication to the trip organizers to EXCLUDE you.

In the event this policy is found to be incomplete in direction in some circumstances, the Board of Directors or the Code of Conduct Review Committee can rely on the Water Polo Saskatchewan Operating Policies for further guidance.



CODE OF CONDUCT

The Review Process

RWPA Board of Directors

The responsibilities of the RWPA Board with respect to the Code of Conduct are:

- To create and periodically review and approve the Code of Conduct guidelines
- To appoint the Code of Conduct Review Committee, including the Chair
- To temporarily replace members of the Code of Conduct Review Committee who may be in a position of conflict of interest on a particular incident
- To adjudicate any appeal of the decisions of the Code of Conduct Review Committee
- To liaise with Water Polo Saskatchewan and Water Polo Canada when appropriate regarding disciplinary matters

Code of Conduct Review Committee

This consists of four persons appointed by the Board of Directors (one coach, one parent and either the President, Vice-President or one other Board designate). The Committee Chair will be appointed by the Board of Directors. This committee's responsibilities are:

- To meet with all members at the beginning of each year to explain the code and enforcement
- To enforce the rules of conduct
- To meet with any member whose behavior is unacceptable, including athletes, parents, coaches, chaperones, etc.
- To request written documentation and testimonials from those members involved as well as anyone involved in any incident(s)
- To review behavior after team trips and determine appropriate disciplinary action
- To review reported incidents regarding behavior issues at pool facilities and determine appropriate action
- To keep the Board and appropriate parents, athletes and coaches informed of any suspensions or other disciplinary action
- To provide a written summary of the outcome of a review process to the individual(s) subject to investigation and those who initiated the complaint
- To notify law enforcement agencies as appropriate regarding any criminal activity that may have occurred
- To document all violations and processes followed
- To maintain the confidentiality of all allegations and detailed documentation
- To release, as a matter of public record, the decisions and recommendations from a review, so long as such release does not unduly compromise the privacy of those involved

Any sanctions or penalties applied must be based on reasonable evidence that a violation of the Code of Conduct occurred. When determining appropriate disciplinary action and corrective measures the following factors shall be considered:

- the severity of the violation
- the frequency of the infraction (first offence, second offence, etc)
- the age(s) of the individual(s) accused
- the ages(s) of the victim
- the role of the individual(s) accused (athlete, coach, official, etc.)



CODE OF CONDUCT

In all situations, the review Committee can apply any or all of the following responses:

- A verbal reprimand and apology
- A written reprimand and apology
- A suspension from one or more practices
- Placement on probation
- A requirement that a parent attend some of the practices
- Suspension from some games at a tournament
- Suspension from a tournament
- Suspension of any financial assistance
- A requirement that a parent attend the next tournament and be responsible for the athlete, including having the athletes stay in the parent's room
- Professional counseling or behavior modification, at the athletes cost
- Suspension from future activities of the Club
- Temporary or permanent suspension of membership
- Outright dismissal from the Club
- Other requirements or conditions of participation which may be set out by the Review Committee

Suspension of membership will be communicated to other organizations as applicable (other Provincial Associations, Water Polo Canada, Coaching Association of Canada, Canadian Olympic Association, Canadian Professional Coaches Association. Etc).

Discipline will be based solely on the act and not on an athlete's ability.

Head Chaperone or Designate

In the case of any away tournament, the Head Chaperone will act on behalf of the Review Committee with all the responsibilities and authority of the Committee. At its discretion, the Board of Directors may also appoint someone other than the Head Chaperone to act in this capacity (for example a member of the Review Committee attending the tournament). Upon return from the tournament, all documentation and actions will be reviewed by the Committee and additional actions may be taken in accordance with this policy.

While away at a tournament, the Head Chaperone will consult with both the Team Chaperone and Team Coach when reviewing and adjudicating infractions. While the Team Chaperone and Coach both have the responsibility and authority to first discipline their players for inappropriate behaviors, the Head Chaperone retains the ultimate authority on behalf of the review committee.



CODE OF CONDUCT

Guidelines for Athletes

All athletes agree to come to practices and games with positive attitudes and an enthusiastic approach to learning.

Acceptable Behavior

Attendance

- If you cannot come to a practice please inform your coach. If you do not have your coach's contact information, please contact the registrar for this information.
- Be on deck prior to practice and be ready to enter the pool at the designated start time. Your coach will let you know at what time before the start of official pool time you are expected.

Behavior at facility

- On deck calm, polite behavior is expected at all times
- Athletes **must** change clothing in change rooms, not on the pool deck or in storage rooms. Violation of this requirement may result in the loss of pool time for the whole team.
- In the change rooms, on deck and in the water there will be zero tolerance for inappropriate language, comments and behavior.
- The rules of the facility must be obeyed.

Behavior during practices

- During practices, athletes must listen attentively and respectfully to coaches and work conscientiously. Coaches have worked hard to plan the practices and athletes are expected to work to gain the utmost from these.
- During a game or scrimmage, athletes agree to respect referees' calls. There will be zero tolerance for back talk, inappropriate language or disruptive behavior.

While this attempt has been made to describe acceptable behavior, it is expected that athletes are able to generalize and use their judgment as to what is appropriate and to take responsibility for their actions.

Unacceptable Behavior

- Gross misbehavior and unsportsmanlike conduct
- Any actions that pose a risk of physical or emotional harm to other individuals
- Committing an act which would be considered an offence under federal, provincial or municipal laws or the rules of the facility. Any athlete caught drinking alcohol, under the effects of alcohol, or in the possession of illegal substances or performance enhancing drugs, will be immediately sent home. This is zero tolerance activity, there are no second chances. If away at a tournament, the parent will be notified and any expenses are the responsibility of the family. In such extreme cases the RWPA cannot be responsible once the athlete is put on the bus, train or plane.
- If any athlete is *suspected* of participating in the use of illegal drugs (but without immediate definitive proof) they will be suspended from all further club activities and are required to complete a drug-screening test. If away at a tournament, the Head Chaperone has the discretion to suspend the athlete immediately from competition.



CODE OF CONDUCT

Proof of a negative test must be presented before that athlete will be allowed to participate in any further club activities.

Note: All information must be kept confidential. Since drug use is hard to verify, discretion must be exercised until suspicions are confirmed. If suspicions are disclosed that athlete may be unjustly labeled before proof of any wrongdoing is established

- If over the legal drinking age, there will be no supplying of alcohol to minors.

Consequences

Minor offences may be dealt with by a warning from the coach. If, after a second warning, the behavior identified does not change, the parents will be informed. If the behavior persists, the Review Committee will become involved.

Any physical damage occurring, or cost arising from missing or damaged items in a hotel room, become the responsibility of the registered occupant(s) unless some other person(s) are proven responsible. If more than one person is sharing a room, costs will be shared equally if there is no admission of guilt.

Guidelines for Parents/Guardians

Parents/guardians should support the athletes, coaches and tournament officials with a positive and friendly attitude, and agree to the following:

- To not use abusive language and comments.
- To leave the coaching to the coaches.
- To communicate any difficulties or worries to the coach outside of practice or game times.
- To promote good sportsmanship at all times.
- To respect referees' calls and to provide positive support during games.
- To ensure their athlete understands the Code of Conduct. This involves reviewing it with their athlete and supporting the disciplinary action of coaches and club when the Code of conduct is violated.
- In cases of Atom Age (10-11 years), parents are strongly encouraged to accompany athletes to any out-of-town tournaments or to make arrangements to have another parent as a designated guardian.
- To refrain from smoking, drinking or other inappropriate behavior while in the presence of athletes.
- To not supply alcohol to minors, or engage in any other activity considered an offence under federal, provincial or municipal laws or the rules of the facility.

Should a parent display these types of behaviors, the Coach or Team Chaperone will speak to the parent and identify the inappropriate behavior. Should the activity persist, more significant action may be taken, including banning the individual from poolside during practices or games. In severe cases disciplinary action could include the suspension of the athlete.



CODE OF CONDUCT

Guidelines for Coaches

The coaches selected by the RWPA are highly skilled, energetic young women and men who deserve our whole-hearted support. In addition to the Code of Conduct outlined by the Canadian Professional Coaches Association, athletes and parents can expect the following of the coach:

- To be on time for each practice, except in extreme circumstances.
- To ensure all athletes are treated with respect and dignity. Zero tolerance for demeaning, humiliating, name-calling and inappropriate familiarity, in public or in private.
- To treat all athletes fairly and equally. This does not mean equal playing time. It means that
 1. Each athlete is as important as the next to the coach and will be helped to improve their skills
 2. In “game situations” all athletes will be treated fairly so that each athlete shall be given ample opportunity to contribute during each game and/or tournament (dependent upon the athletes’ ability in the situation)
 3. In the case of misconduct the discipline will be based solely on the act and not on the athlete’s ability
- The coach will have a high regard for both the physical and emotional safety of each athlete, e.g. sufficient time shall be given for warm-up and cool-down before and after practice to reduce the chance of injury
- The coach will lead by example in dedication to good sportsmanship and fair play. Difficult decisions called by referees and officials during tournaments will be dealt with calmly and quietly and within the rules of the governing body for Canadian Water Polo.
- The coach agrees to review the Code of Conduct with the athletes prior to tournaments and enforce it during the tournament. If a coach runs into enforcement difficulties, she/he must inform the Code of Conduct Review Committee immediately so that the problem does not get out of hand.
- The coach agrees to respect the authority of the Head Chaperone, as defined in the Code of Conduct, while away at tournaments.
- The coach will keep lines of communication open between athletes, parents and the Board of Directors.
- The coach agrees to the above and is subject to the Club disciplinary action if there is a breach.

Member Confirmation

I have read, understand and agree to comply with the RWPA Code of Conduct:

Athlete’s name (print)

Athlete’s signature

Parent’s name (print)

Parent’s Signature
(if child under 18)