



## **Ontario Rural Softball Association (“ORSA”)**

### **Code of Conduct Policy - General**

#### **O.R.S.A. Statement of Safe Sport**

Ontario Rural Softball Association (O.R.S.A.) has a fundamental obligation and responsibility to protect the health, safety and physical and mental well-being of every individual that is involved in the O.R.S.A. community.

O.R.S.A. takes situations involving misconduct or maltreatment very seriously, whether the incident occurs on or off the diamond. For this reason, O.R.S.A. is committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or maltreatment.

O.R.S.A.’s policies are intended to promote a safe environment in a manner that allows for consistent, immediate, appropriate, and meaningful action should any issues arise. They are also intended to prevent issues from arising in the first place by communicating expected standards of behaviour.

To this end, O.R.S.A. has adopted the Universal Code of Conduct to Prevent and Address Maltreatment in Sport as part of its conduct standard for all individuals participating in the activities of O.R.S.A. and its Member Associations.

Should any participant or other individual wish to report an incident or concern about misconduct or maltreatment involving anyone associated with O.R.S.A., including but not limited to athletes, coaches, officials, volunteers, and parents/guardians of athletes, they may do so directly through the identified pathway identified below.

O.R.S.A. makes the following commitments to a sport environment free from all forms of misconduct and maltreatment:

- a) All participants in sport can expect to play, practice, and compete, work, and interact in an environment free from misconduct and maltreatment.
- b) Addressing the causes and consequences of misconduct and maltreatment is a collective responsibility and requires the deliberate efforts of all participants, broader sport community, sport administrators and organization leaders.

- c) Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other participants.
- d) Adult participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of misconduct and maltreatment involving Minors and other vulnerable participants.
- e) All participants recognize that misconduct and maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of misconduct and maltreatment.
- f) All participants recognize that individuals who have experienced misconduct and maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
- g) All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
- h) Individuals affiliated with O.R.S.A. may be required to complete appropriate mandatory training on preventing and addressing harassment and abuse.
- i) In recognition of the historic vulnerability to discrimination and violence amongst some groups, which persists today, participants in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices.

## **General Code of Conduct**

O.R.S.A. has adopted the UCCMS, as amended from time to time, provided at <https://sportintegritycommissioner.ca/files/UCCMS-v6.0-20220531.pdf>, incorporated into the Code by reference as if set out in full. which shall be

Any modifications or amendments made to the UCCMS shall come into effect immediately upon their adoption and automatically without the need for any further action by O.R.S.A.

## **Purpose**

**1.** The purpose of the Code is to ensure a safe and positive environment within the programs, business, activities, and events of O.R.S.A. and its Member Associations by making all Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with O.R.S.A.'s core values, mission, and policies.

<sup>1</sup> It is important to note that the Code applies to all Individuals, but not all Individuals are CSSP Participants and subject to the process under the CSSP.

2. O.R.S.A. and its Member Associations and its Individuals support equal opportunity, prohibit discriminatory practices, and are committed to providing an environment in which all individuals can safely participate in sport and are treated with respect and fairness.

### **Application - General**

3. The Code applies to any Individual's conduct during the programs, business, activities, and events of O.R.S.A. and its Member Associations including, but not limited to competitions, practices, evaluations, treatment, or consultations (i.e., massage therapy), training camps, travel associated with organizational activities, the office environment, and any meetings.

4. The Code also applies to Individuals' conduct outside of the programs, business, activities, and events of O.R.S.A. and its Member Associations when such conduct adversely affects O.R.S.A.'s and its Member Associations' relationships (and the work and sport environment) or is detrimental to the image and reputation of O.R.S.A. and its Member Associations. Such applicability will be determined by O.R.S.A. and/or its Member Associations, as applicable, at their discretion.

5. In addition, the Code will apply to incidents that occur when the Individuals involved interact due to their mutual involvement in the sport or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the Individual(s).

6. The Code applies to Individuals active in the sport or who have retired from the sport where any claim regarding a potential breach of the Code occurred when the Individuals were active in the sport of softball.

### **Prohibited Behaviours**

7. All Individuals must refrain from any behaviour that constitutes a Prohibited Behaviour as defined by the UCCMS and the Code.

8. Individuals are responsible for knowing what actions or behaviours constitute Prohibited Behaviours and Maltreatment.

9. Prohibited Behaviours under the UCCMS include, but are not limited to:

- a) Physical Maltreatment
- b) Psychological Maltreatment
- h) Subjecting to the Risk of Maltreatment
- c) Neglect
- d) Sexual Maltreatment
- e) Grooming
- f) Boundary Transgressions
- g) Discrimination
- h) Subjecting to the Risk of Maltreatment
- i) Failing to Report
- j) Aiding and Abetting

- k) Retaliation
- l) Interference with or Manipulation of Process
- m) False Reports

10. In addition to the Prohibited Behaviours as defined by the UCCMS, this Code sets out other expected standards of behaviour and conduct for all Individuals and Member Associations, and any failure to respect these expected standards of behaviour by an Individual or Member Association may constitute a breach of the Code. In addition, the following behaviours also constitute breaches of the Code:

Note the field of play is considered a workplace for staff, volunteers, officials and coaches.

- a) Bullying
- b) Harassment
- c) Workplace Harassment
- d) Workplace Violence

### **Responsibilities of Individuals**

11. All Individuals have a responsibility to:

- a) refrain from any behaviour that constitutes misconduct, Maltreatment and Prohibited Behaviour under the Code, the UCCMS and other conduct policies established by O.R.S.A.;
- b) maintain and enhance the dignity and self-esteem of other Individuals by:
  - i.) treating each other with the highest standards of respect and integrity;
  - ii.) focusing comments or criticism appropriately and avoiding undue public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other Individuals;
  - iii.) consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
  - iv.) consistently treating individuals fairly and reasonably; and
  - v.) ensuring adherence to the rules of the sport and the spirit of those rules.
- c) refrain from the use of power or authority to coerce another person to engage in inappropriate activities;
- d) in the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or Event;
- e) In the case of adults, avoid consuming alcohol or other impairment inducing substances in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with O.R.S.A. events;
- f) in the case of individuals who are not Minors, not consume cannabis or alcohol in the Workplace or in any situation associated with the Events of O.R.S.A. (subject to protections under applicable human rights legislation), not consume alcohol during training or competitions, and take reasonable steps to manage the responsible consumption of alcohol and cannabis in adult-oriented social situations;
- g) when driving a vehicle:

- i.) have a valid driver's license;
- ii) obey traffic laws;
- iii. not be under the influence of alcohol or illegal drugs or substances;
- iv. have valid car insurance; and
- v. refrain from engaging in any activity that would constitute distracted driving.
- h) respect the property of others and not wilfully cause damage;
- i) promote softball in the most constructive and positive manner possible;
- j) refrain from engaging in deliberate behaviour which is intended to manipulate the outcome of a competition, and/or not offer, receive or refrain from offering or receiving any benefit which is intended to manipulate the outcome of a competition. A benefit includes the direct or indirect receipt of money or anything else of value, including, but not limited to, bribes, gains, gifts, preferential treatment, and other advantages;
- k) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, O. R.S.A. adopts and adheres to the CADP. Any infraction under this Program shall be considered an infraction of this Code and shall be subject to disciplinary action, and possible sanction, pursuant to O.R.S.A.'s Discipline and Complaints Policy. O.R.S.A. will respect any penalty enacted pursuant to a breach of the CADP, whether imposed by O.R.S.A. or any other sport organization;
- l) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development or supervision of the sport of competitive softball, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the CADP and/or the World Anti-Doping Code and recognized by the CCES;
- m) adhere to all applicable federal, provincial/territorial, municipal and host country laws; and
- n) comply, at all times, with the By-laws, policies, procedures, and rules and regulations of O.R.S.A., its Member Associations and those of any other sport organization with authority over the Individuals, as applicable and as adopted and amended from time to time.

Policy Name: Code of Conduct - General Policy

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