



Ontario Rural Softball Association (“ORSA”)

Code of Conduct Policy – For Member Associations

For Member Associations

In addition to the General Code of Conduct, Member Associations must:

- a) Adhere to all O.R.S.A. governing documents and where necessary, amend their own rules to comply or align with those of O.R.S.A. Member Associations with “Affiliated Members” and “Associate Members” must ensure these sub-categories of members comply with any obligations imposed upon them by the overarching Member Association, where applicable and required.
- b) Pay all required dues and fees by the prescribed deadlines.
- c) Ensure that all Athletes and coaches participating in sanctioned competitions and events of Ontario Rural Softball Association are registered and in good standing.
- d) Appropriately screen prospective employees to help ensure Athletes have a healthy and safe sport environment.
- e) Ensure that any possible or actual misconduct is investigated promptly and thoroughly and outcomes reported to O.R.S.A.
- f) Impose appropriate disciplinary or corrective measures when an Individual who participates in Member Association activities has been sanctioned.
- g) Advise O.R.S.A. immediately of any situation where a complainant has publicized a complaint in the media (including social media).
- h) Provide O.R.S.A. with a copy of all decisions rendered pursuant to the Member Association’s policies for complaints and appeals.
- i) Implement any decisions and disciplinary sanctions imposed pursuant to O.R.S.A.’s discipline process.

Anti-Doping

O.R.S.A. adopts and adheres to the Canadian Anti-Doping Program. O.R.S.A. will respect any sanction imposed on an Individual as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules. All Individuals shall:

- a) Abstain from the non-medical use of medications or drugs or the Use of Prohibited Substances or Prohibited Methods as listed on the version of the World Anti-Doping Agency’s Prohibited List currently in force;
- b) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision, who has been found to have committed an anti-doping rule violation and is

-serving a period of Ineligibility imposed pursuant to the Canadian Anti-Doping Program or any other applicable anti-doping rules;

c) Cooperate with any Anti-Doping Organization that is conducting an investigation into any anti-doping rule violation(s);

d) Refrain from any offensive conduct toward a Doping Control official or other individual involved in Doping Control, whether or not such conduct constitutes “Tampering” as defined in the Canadian Anti-Doping Program;

e) All Athlete Support Personnel or other Persons who are Using a Prohibited Substance or Prohibited Method without a valid and acceptable justification shall refrain from providing support to Athletes that fall under Provincial Women’s Softball Association’s jurisdiction.

Retaliation, Retribution or Reprisal

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

It is also a breach of the Code for an Individual or other individual to file a complaint for the purpose of retaliation, retribution, or reprisal against any Individual or other individual. Any Individual or other individual found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

Privacy

The collection, use and disclosure of any personal information pursuant to this policy is subject to O.R.S.A.’s Privacy Policy.

Policy Name: Code of Conduct – Member Association Policy

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