



ALBERTA TEAM HANDBALL FEDERATION 11759 GROAT
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ALBERTA TEAM HANDBALL FEDERATION

CODE OF CONDUCT & ETHICS POLICY

DEFINITIONS

1. The following terms have these meanings in this Policy:
 - a) “*Individuals*” – All categories of membership defined in Alberta Team Handball Federation Bylaws, as well as all individuals engaged in activities with Alberta Team Handball Federation, including but not limited to, athletes, coaches, officials, directors, officers, volunteers, committee members, managers and administrators.

PURPOSE

2. The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment within Alberta Team Handball Federation programs, activities and events, by making all individuals aware that there is an expectation of appropriate behavior, consistent with the values of Alberta Team Handball Federation, at all times.
3. Alberta Team Handball Federation is committed to providing an environment in which all individuals are treated with respect. Further, Alberta Team Handball Federation supports equal opportunity and prohibits discriminatory practices. Members of Alberta Team Handball Federation are expected to conduct themselves at all times in a manner consistent with the values of Alberta Team Handball Federation that include fairness, integrity, open communication and mutual respect.
4. Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to this Policy and may be further dealt with under the Alberta Team Handball Federation Discipline and Complaints Policy.

SCOPE AND APPLICATION

5. This policy applies to the Individuals defined above, relating to conduct that may arise during the course of Alberta Team Handball Federation business, activities and events, including but not limited to, office environment, competitions, practices, tournaments, training camps, social media, travel, and any work-related meetings.
6. This policy may apply to conduct that occurs outside of Alberta Team Handball Federation business and events when such conduct adversely affects relationships within Alberta Team Handball Federation and its work and sport environment and is detrimental to the image and reputation of the organization.

RESPONSIBILITY

7. All Individuals have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of Alberta Team Handball Federation Members and other Individuals by:
 - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status.
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members.

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- iii. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct.
 - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory.
 - v. Consistently treating individuals fairly and reasonably.
 - vi. Ensuring that the rules of the sport, and the spirit of such rules, are adhered to.
2. b) Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior that constitute harassment include, but are not limited to:
- i. Written or verbal abuse, threats or outbursts.
 - ii. The display of visual material which is offensive or which one ought to know is offensive.
 - iii. Unwelcome remarks, jokes, comments, innuendos or taunts.
 - iv. Leering or other suggestive or obscene gestures.
 - v. Condescending or patronizing behavior, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions.
 - vi. Practical jokes which cause awkwardness or embarrassment endanger a person's safety or negatively affect performance.
 - vii. Any form of hazing.
 - viii. Unwanted physical contact including but not limited to touching, petting, pinching or kissing.
 - ix. Unwelcome sexual flirtations, advances, requests or invitations.
 - x. Physical or sexual assault.
 - xi. Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment.
 - xii. Retaliation or threats of retaliation against an individual who reports harassment.
3. c) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:
- i. Sexist jokes.
 - ii. Display of sexually offensive material.
 - iii. Sexually degrading words used to describe a person.
 - iv. Inquiries or comments about a person's sex life.
 - v. Unwelcome sexual flirtations, advances or propositions.
 - vi. Persistent unwanted contact.
 - vii. Sexual assault.
4. d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Alberta Team Handball Federation adopts and adheres to the Canadian Anti- Doping Program. Any infraction of such Program shall be considered an infraction of this Policy and shall be subject to disciplinary action, and possible sanction, pursuant to Alberta Team Handball Federation's Discipline and Complaints Policy. Alberta Team Handball Federation will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Alberta Team Handball Federation or any other sport organization.

5. e) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
6. f) In the case of minors, refrain from consuming alcohol or tobacco products while participating in Alberta Team Handball Federation programs or events.
7. g) Use social media responsibly and strategically, modeling appropriate behavior expected of representatives of Alberta Team Handball Federation.
8. h) In the case of adults, avoid consuming alcohol 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 Alberta Team Handball Federation events.
9. i) Respect the property of others and not willfully cause damage.
10. j) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
11. k) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of Alberta Team Handball Federation, as adopted and amended from time to time.

8. In addition to paragraph 7 (above), athletes will have additional responsibilities to:

1. a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
2. b) Participate and appear on time, well-nourished and prepared to participate to one's best abilities in all competitions, practices, training sessions, events, activities, or projects.
3. c) Properly represent oneself and not attempt to enter a competition for which one is not eligible, by reason of age, classification, or other reason.
4. d) Adhere to Alberta Team Handball Federation rules and requirements regarding clothing and equipment
5. e) Never ridicule a participant for a poor performance or practice.
6. f) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators.
7. g) Dress in a manner representative of Alberta Team Handball Federation with focus being on neatness, cleanliness, and discretion. Designated official clothing, if applicable, must be worn when traveling and competing.
8. h) Act in accordance with Alberta Team Handball Federation policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones.

- b) Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior that constitute harassment include, but are not limited to:
 - i. Written or verbal abuse, threats or outbursts.
 - ii. The display of visual material which is offensive or which one ought to know is offensive.
 - iii. Unwelcome remarks, jokes, comments, innuendos or taunts.
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 - v. Condescending or patronizing behavior, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions.
 - vi. Practical jokes which cause awkwardness or embarrassment endanger a person's safety or negatively affect performance.
 - vii. Any form of hazing.
 - viii. Unwanted physical contact including but not limited to touching, petting, pinching or kissing.
 - ix. Unwelcome sexual flirtations, advances, requests or invitations.
 - x. Physical or sexual assault.
 - xi. Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment.
 - xii. Retaliation or threats of retaliation against an individual who reports harassment.
- c) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:
 - i. Sexist jokes.
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- e) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- f) In the case of minors, refrain from consuming alcohol or tobacco products while participating in Alberta Team Handball Federation programs or events.
- g) Use social media responsibly and strategically, modelling appropriate behaviors expected of representatives of Alberta Team Handball Federation.
- h) In the case of adults, avoid consuming alcohol 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 Alberta Team Handball Federation events.
- i) Respect the property of others and not willfully cause damage.
- j) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
- k) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of Alberta Team Handball Federation, as adopted and amended from time to time.

- l) Adhere to all Federal, Provincial, Municipal or host country laws.

Athletes

- 8. In addition to paragraph 7 (above), athletes will have additional responsibilities to:
 - a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
 - b) Participate and appear on time, well-nourished and prepared to participate in one's best abilities in all competitions, practices, training sessions, events, activities, or projects.
 - c) Properly represent oneself and not attempt to enter a competition for which one is not eligible, by reason of age, classification, or other reason.
 - d) Adhere to Alberta Team Handball Federation rules and requirements regarding clothing and equipment
 - e) Never ridicule a participant for poor performance or practice.
 - f) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators.
 - g) Dress in a manner representative of the Alberta Team Handball Federation with the focus being on neatness, cleanliness, and discretion. Designated official clothing, if applicable, must be worn when travelling and competing.
 - h) Act in accordance with Alberta Team Handball Federation policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones.

Name _____ Date _____

Signature

PRINTED NAME ABOVE WILL BE USED AS MY SIGNATURE
