



COACHES' CODE OF CONDUCT

General Statement

Membership in BC Water Polo as a coach, including participation in BC Water Polo sanctioned events, is a privilege, not a right.

Due to the influence of coaches upon athletes, and their position as spokespersons for the teams that they coach, the role of coaches is particularly important to BC Water Polo's fulfillment of its goals and mission.

Accordingly, as representatives of our sport and organization, at all times, coaches are expected to adhere to the highest standards of conduct on their own part and to insist that the athletes under their supervision also adhere to such standards and observe the rules applicable to those athletes.

Coaches will not discriminate against athletes or act punitively towards them as a result of conflicts with or actions by the parents or guardians of the athletes.

Violation of these Rules may result in a temporary or permanent suspension of a coach's membership in BC Water Polo.

Sportsmanship

Coach members of BC Water Polo are expected to demonstrate good sportsmanship. This includes, but is not limited to, avoiding the following conduct:

1. Hazing, bullying, harassing or taunting:
 - (a) an athlete,
 - (b) a coach,
 - (c) a referee
 - (d) a parent or guardian of any BCWPA athlete, coach or referee
 - (e) a spectator or
 - (f) any person participating in, or conducting, BC Water Polo sanctioned events.

As used in this Code of Conduct:

- a. The term "hazing" means:

- (i) coercing, requiring, forcing or wilfully tolerating any humiliating, unwelcome or dangerous activity that serves as a

condition for (A) joining a group or (B) being socially accepted by a group's members or

(ii) any act or conduct described as hazing under federal or state law. Examples of hazing include, without limitation, behaviours such as:

- (i) requiring, forcing or otherwise requiring the consumption of alcohol or illegal drugs,
- (ii) tying, taping or otherwise physically restraining another person,
- (iii) unconsented to sexual simulations or sexual acts of any nature,
- (iv) sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food,
- (v) requiring social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule,
- (vi) beating, paddling or other forms of physical assault or
- (vii) excessive and disproportionate training requirements focused on individuals on a team. Activities that fit the definition of hazing are considered to be hazing regardless of a person's willingness to cooperate or participate in the activity.

b. The term "bullying" means:

(i) an intentional, persistent and repeated pattern of committing, or wilfully tolerating another person to commit, physical or non-physical behaviours that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the target of the bullying and

(ii) any act or conduct that is defined as bullying under any applicable federal or state law.

Examples of bullying include, without limitation, behaviours such as:

- (i) hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping another person,
- (ii) throwing at, or hitting, another person with objects, such as sporting equipment,
- (iii) teasing, ridiculing or intimidating another person,
- (iv) spreading false rumours or making false derogatory statements about another person or
- (v) using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate another person.

Bullying does not include reasonable attempts to establish normative team behaviours or to promote team cohesion.

c. The term “harassing” means:

- (i) A repeated pattern of physical and/or non-physical behaviours that
 - (a) are intended to cause fear, humiliation or annoyance,
 - (b) offend or degrade,
 - (c) create a hostile environment or
 - (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability; or
 - (e) any act or conduct described as harassment under federal or provincial law.

Examples of harassment include, without limitation, behaviours such as:

- (i) hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping another person;
- (ii) throwing at or hitting another person with objects, including sporting equipment,
- (iii) making negative or disparaging comments about another person’s sexual orientation, gender expression, disability, religion, skin color, or ethnic traits,
- (iv) displaying offensive materials, gestures, or symbols,
- (v) withholding or reducing playing time to an athlete based on his or her sexual orientation.

2. Physically or emotionally abusing:

- (a) an athlete,
- (b) coach,
- (c) a referee
- (d) a parent or guardian of any BCWPA athlete, coach or referee
- (e) a spectator or
- (d) any person participating in, or conducting, BC Water Polo sanctioned events.

a. The term “emotional abuse” means a pattern of deliberate, non-contact behaviour that has the potential to cause emotional or psychological harm to another person, regardless of age, including any act or conduct that is defined as emotional abuse or misconduct

under any federal or state law. Such behaviours include verbal acts and acts that deny attention or support.

Examples of emotional abuse include, without limitation behaviours such as:

- (i) a pattern of verbal behaviours that repeatedly attack an athlete personally (e.g., making derogatory comments about a person's appearance, race, sex, religion, age, disability, national origin or sexual orientation),
- (ii) repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose,
- (iii) a pattern of physically aggressive behaviours, such as throwing sport equipment, water bottles or chairs at, or in the presence of, participants, or punching walls, windows or other objects or
- (iv) a pattern of ignoring an athlete for extended periods of time or (b) routinely and arbitrarily excluding participants from practice or competitions.

b. The term "physical abuse" means:

- (i) contact or non-contact conduct that results in, or reasonably threaten to, cause physical harm to another person or participants, regardless of age or
- (ii) any act or conduct described as physical abuse or misconduct under any federal or state law (e.g. child abuse, child neglect, assault). Physical misconduct does not include professionally-accepted coaching methods of skill enhancement, such as a coach demonstrating water polo skills.

Examples of physical abuse include, without limitation, behaviours such as:

- (i) punching, beating, biting, striking, choking or slapping another person,
- (ii) intentionally hitting another person with objects including sporting equipment,
- (iii) isolating an athlete in a confined space,
- (iv) forcing an athlete to assume a painful stance or position for no athletic purpose (e.g. requiring an athlete to kneel on a harmful surface),
- (v) withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep,

- (vi) providing alcohol to an athlete under the legal drinking age (under the more stringent of BC. law or the law of the jurisdiction in which the alcohol is furnished),
- (vii) providing illegal drugs or non-prescribed medications to another person,
- (viii) encouraging or permitting an athlete to return to play pre-maturely following a serious injury (e.g., a concussion) and without the clearance of a medical professional
- (ix) prescribing dieting or other weight-control methods (e.g., weigh-ins, caliper tests) without regard for the nutritional well-being and health of athlete.

3. Using obscene gestures, or profane or unduly provocative language toward:

- (a) an athlete,
- (b) a coach,
- (c) a referee or
- (d) any person participating in, or conducting, BC Water Polo sanctioned events;

4. Publicly and unduly criticizing:

- (a) an athlete,
- (b) a coach,
- (c) a referee or
- (d) any person participating in, or conducting, BC Water Polo sanctioned events including, but not limited to, inciting others to engage in conduct in violation of these Rules; and

5. Negative recruiting by making unduly derogatory statements about the members or coaches of another team.

In addition to not engaging in the foregoing types of conduct themselves, BC Water Polo coach members are expected to disassociate themselves from others who may be engaged in such conduct and are responsible for ensuring that athlete members under their supervision do not engage in the foregoing conduct.

Violent Behavior

Although water polo is a physical sport, coach members of BC Water Polo are expected to refrain from encouraging athlete members from engaging in any act with the intent of causing injury to another athlete. In addition, coach members of BC Water Polo are expected to control the athletes under their supervision and to impose appropriate penalties in cases in which those athletes engage in conduct with the intent of causing injury to an athlete

Drugs and Alcohol

Coach members of BC Water Polo shall not:

- (a) encourage an athlete to commit a doping violation as defined by the International Olympic Committee, the World Anti-Doping Agency, The Canadian Centre for Ethics in Sport (CCES), the Canadian Olympic Committee or the Federation International de Natation (FINA) or
- (b) use or provide alcohol or drugs in violation of local, provincial, or national laws.

Relationship with Athletes

Coaches shall not engage in any financial or sexual relationship with athletes. As used in these Rules, sexual relationships include:

- (a) sexual touching and
- (b) non-contact sexual acts such as verbal acts (such as a coach discussing his or her sex life with an athlete or a coach asking an athlete about his or her sex life), sexually suggestive electronic or written communications, exposure or voyeurism.

The only exemption from this Rule exists for relationships between spouses or life partners. In the event that any coach member of BC Water Polo suspects that a violation of this Rule has occurred, that coach member is required to report such suspicion to BC Water Polo Executive Director.

As a matter of policy, BC Water Polo does not investigate reports of inappropriate sexual relationships or attempt to evaluate the credibility or validity of any such reports prior to informing an appropriate law enforcement authority of the substance of such reports.

Coaches shall actively promote the good health and well-being of athletes, deferring to the judgment of medical advisors and, in the case of athletes who are minors, the parents of such athletes, regarding an athlete's ability to participate in any athletic activity.

Coaches shall not discriminate against athletes based upon their race, sex, religion, age, disability (except where such disability affects an athlete's ability to perform), national origin or sexual orientation.

Enforcement

Alleged violations of these Rules may be brought to the attention of BC Water Polo as provided in the Policy Manual of BC Water Polo and shall be addressed by a Hearing Panel appointed as provided therein.

That Hearing Panel may impose such sanctions as the Hearing Panel deems appropriate including, but not limited to, placing the offending coach member on probation, suspending the coach member's membership in BC Water Polo for a period of time, or permanently barring the coach member from membership in BC Water Polo, depending upon the severity of the violation and the history, if any, of previous violations of these Rules, or the Rules Governing Athletes' Conduct, by the coach member.