

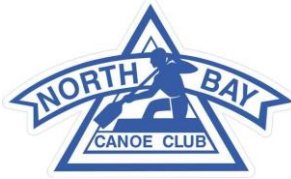
Code of Conduct of the North Bay Canoe Club

This Code of Conduct applies to all athletes, parents, coaches and other volunteers of the North Bay Canoe Club when participating in club activities or club-related events. Members of NBCC and other clubs, officials and spectators

- should be treated with dignity and respect
- should have freedom from any form of bullying or harassment

Athletes, parents, coaches, and volunteers must:

- follow all club other NBCC rules and policies
- be co-operative and respectful toward the NBCC coaches and staff
- respect the decisions of the Board of Directors, including those in the posted Club Policies
- refrain from shouting, rough play, throwing objects, horseplay on the dock
- be courteous in the use of language and avoid using any profane, vulgar, threatening, harassing or insulting expressions
- seek assistance of staff to resolve disagreements
- show proper care for club property and the property of others
- respect and abide by decisions regarding regatta entries and the crews/positions for team boats made by the coaching staff
- not drink alcohol, smoke, possess or use illegal drugs at or near the Canoe Club
- not drink alcohol if under the Age of Majority at Canoe Club related events or competitions
- drive in a manner to endanger other members (on water or on land)
- abide by all Canoe Kayak Canada rules and policies defined in the CKC Policy Manual
- refrain from, actively discourage, and report any acts of harassment. Harassment includes conduct, gestures or comments which are insulting, hurtful, intimidating, humiliating, malicious, degrading or otherwise offensive to an individual. Some examples of harassment include:
 - Unwelcome jokes, innuendo or teasing about a person's body, looks, race, or sexual orientation
 - Unsportsmanlike conduct such as angry outbursts or arguing
 - Condescending, patronizing, threatening or punishing actions which undermine self-esteem
 - Practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety
 - Degrading or inappropriate hazing rituals
 - Unwanted or unnecessary physical contact including touching, patting, pinching.
 - Unwanted conduct, comments, gestures or invitations of a sexual nature which are likely to cause offence or humiliation
 - Sexual assault or physical assault.



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- refrain from, actively discourage, and report any Bullying behaviour. Bullying is a form of repeated, persistent, and aggressive behaviour directed at an individual or individuals that is intended to cause (or should be known to cause) fear, distress, feeling of isolation, and/or harm to another person's body, feelings, self esteem, or reputation. Bullying can occur between people at any age and can be:
 - Physical - hitting, punching, kicking, spitting, tripping, pushing, mean or rude gestures, stealing, breaking someone's things.
 - Verbal - name calling, insults, teasing, intimidation, homophobic or racist remarks, inappropriate sexual comments, taunting, threatening to cause harm
 - Social - lying & spreading rumors, leaving someone out on purpose, telling others not to be friends with someone, embarrassing someone in public, damaging someone's social reputation or relationships
 - Cyber bullying – Verbal or Social forms of bullying via Social Media

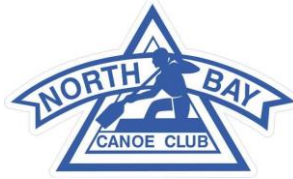
Infractions

Parents / guardians will be notified of each and every infraction of this Code of Conduct, so that every attempt can be made to correct behavior promptly and ensure that all program participants have a safe and enjoyable experience. The following steps will be taken to address infractions:

- Minor Infractions including but not limited to:
 - Disrespectful, inappropriate, offensive behaviour directed towards others, including but not limited to peers, opponents, athletes, coaches, officials, and administrators;
 - Not following coaches' instructions, boat/crew assignments, refusal to participate in assigned activities
 - Careless treatment of club or others' property
 - Unsportsmanlike conduct;
 - Rough play resulting in injury or damage to NBCC/others' property.

Procedure:

1. First incident - the participant will be taken to the Head Coach to discuss the incident. An Incident Report will be completed and sent to the parents
2. Second Incident – In addition to a Head Coach discussion and Incident Report email, parents will be phoned and asked to help come up with strategies to deal with the participant's behaviour
3. Third Incident – This is now considered a major incident. An incident report will be completed and emailed to parents and parents will be called to inform them that the person in question is now suspended from all NBCC activities. The length of the suspension is determined by the NBCC Director of Paddling and Commodore. No refunds, reimbursements or credits will be issued.



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- Major Infractions including but not limited to:
 - Repeated minor infractions;
 - Verbal threats;
 - Any form of behaviour that constitutes bullying
 - Endangering a person's safety;
 - Any form of behaviour that constitutes harassment or sexual misconduct;
 - Intent to cause or causing bodily harm;
 - Conduct that intentionally interferes with a competition or with any athlete's preparation for a competition;
 - Pranks, jokes or other activities that endanger the safety of others;
 - Conduct that intentionally damages NBCC property,
 - Any use of alcohol or cannabis by a minor
 - Any use of illicit drugs or narcotics

Procedure:

1. An incident report will be completed and emailed to parents and parents will be called to inform them that the person in question is now suspended from all NBCC activities. The length of the suspension is determined by the NBCC Director of Paddling and Commodore. No refunds, reimbursements or credits will be issued.