

LONGBOAT ROADRUNNERS – BY-LAW #1: CODE OF CONDUCT

Date revised: October 22, 2019

Approved by: Members at Annual General Meeting

Last approval date: December 14, 2019

PURPOSE

The Code of Conduct (the “Code”) sets out expectations of appropriate behaviours that are consistent with the Longboat Roadrunners’ (the “Club”) commitment to creating safe and welcoming environments for running that are free from harassment and discrimination, and where individuals are treated fairly and with respect.

APPLICATION OF THE CODE

1. This Code applies to members’ conduct during any Club business, activities, or events including but not limited to Club-organized races, training runs, workouts, track meets, meetings, the Club’s online or social media forums, and social gatherings.
2. This Code also applies to members’ conduct in the broader running community when such conduct may be detrimental to the image and reputation of the Club or bring the sport of running into disrepute
3. The Membership Review Committee will attempt to remedy any Code violations. They may apply appropriate sanctions such as obtaining a commitment from the offending member to cease and desist from the offending behaviour or limiting membership privileges, including suspending or terminating membership.

ROLES AND RESPONSIBILITIES

Note: All provisions in the Constitution of Longboat Roadrunners regarding by-laws apply (sections refer to version December 15, 2018):

- Longboat’s Board of Officers, may from time to time with membership approval, make rules and regulations with respect to the carrying out of the provisions of this by-law for the purpose of managing the affairs of the Club, and it may, from time to time, repeal or amend any such rules and regulations and by-law (s.30(1)).
- Longboat’s Vice-President shall ensure this Club By-Law #1: Code of Conduct is maintained in good order (s. 8(2)).
- Longboat’s Secretary shall keep a copy of this Club By-Law (s.9(4)(a))

- Longboat's Membership Review Committee shall deal with complaints of violations of this Code and determine appropriate sanctions to be imposed on members found to be in violation of the Code (s.24).
- Within their authorities as permitted by the Constitution, Club officials and committees may, as part of their duties, promote awareness of the Code, its contents, procedures and consequences.

Members and Coaches shall (s.5(5a)):

- Meet the standards of behaviour set in the Code
- Encourage other members to abide by the Code
- Report any concerns or submit any complaints to the Membership Review Committee in a timely manner

CODE OF CONDUCT

All members shall:

1. Treat others with respect and fairness

- Members must behave in a manner that respects the rights, dignity and worth of others regardless of age, gender, culture, religion, disability, race, ethnicity or the group with which they identify; show respect and courtesy to other members, athletes, coaches, technical officials and others involved in the running community.

2. Refrain from behaviour that constitutes harassment or sexual harassment

- Name calling, bullying, offensive, abusive, degrading, malicious, sexist, racist, derogatory or hurtful behaviours, including unwanted personal attention, are not allowed. Members should assume the primary reason that others have joined the Club is to run, not to find a date. Unwelcome sexual comments or sexual advances, sexist jokes or displays of sexually offensive materials are not allowed. Sexually explicit or violent material is not allowed on any Longboat website, social media site or other online forum.

3. Refrain from discrimination and show leadership against discrimination

- Every member has the right to fair and respectful participation in the Club and its activities. Acting without discrimination involves assessing individuals based on their unique attributes, skills, merits, capacities and circumstances. Making stereotypical assumptions based on a person's presumed traits that result in

others being excluded or prevented from excelling and enjoying the sport or community of running or participation in Club activities is not permitted.

4. Create inclusive and safe environment

- Club runs, activities and other events are organized so that all members feel welcome to participate, and everyone can strive towards their full potential and personal excellence in running. Members try to create safe environments which benefit everyone.

5. Promote good sportsmanship and fair play

- Members participate within the rules of the sport, respect decisions of coaches and officials and demonstrate respect towards fellow athletes.

Recognizing the special nature of the coaching-athlete relationship, the Club's coaches must meet standards in addition to the ones for all members. All coaches shall:

6. Prioritize athletes' health and safety

- This means selecting training activities and methods that are suitable for the age, experience, ability, and fitness level of the member to the best of their knowledge based on ongoing dialogue with the member

7. Commit to coaching excellence

- This means keeping the best interests of their athletes in mind, not their own reputation or advancement; keeping informed and applying the latest advances in coaching theory/knowledge/methods; helping each person to reach their full running potential by encouraging them with positive and constructive feedback

8. Refrain from the abuse of power of their position

- This means any attempts to coerce an athlete to engage in inappropriate activities including any forms of emotional, psychological, financial or sexual exploitation are strictly prohibited.

9. Support opportunities for participation in all types of running activities and competition

- This means that coaches agree to publicize and welcome the participation of all members, not just the coach's athletes, to activities/workouts/runs planned or organized by coaches (e.g., time trials, track workouts, long or extra runs outside of the regular scheduled runs); encouraging coached members to participate in all organized Club runs and activities (e.g., team cross-country races, relays, etc.)

ENFORCEMENT

- Any member may submit a complaint to the chair of the Membership Review Committee that a violation of the Code has occurred.
- Complaints will be dealt with by the Membership Review Committee according to its policies and procedures in compliance with the Constitution.

LEGAL ISSUES

- While the Club sets standards of acceptable behaviour in this Code, individuals and the Club may have the responsibility to address behaviours that are against the law.
- If members witness behaviour that may be illegal, they may deem it appropriate to notify police or other authorities. Similarly, if a bad situation escalates and becomes dangerous, the run, race or activity should be suspended, and appropriate authorities or emergency services may be asked to intervene.

DEFINITIONS AND EXAMPLES

Harassment is a form of discrimination. It includes any unwanted physical or verbal behaviour that offends or humiliates you. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment.

Harassment occurs when someone

- makes unwelcome remarks or jokes about your race, religion, sex, age, disability or any other of the grounds of discrimination;
- threatens or intimidates you because of your race, religion, sex, age, disability or any other of the grounds of discrimination;
- makes unwelcome physical contact with you, such as touching, patting, or pinching.

Sexual harassment is a broad term, including many types of unwelcome verbal and physical sexual attention. It includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. Sexual harassment does not always have to be specifically about sexual behavior or directed at a specific person. For example, negative comments about women as a group may be a form of sexual harassment. Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex.

Examples of Sexual Harassment

The following descriptions, while not all-inclusive, will help you understand the types of behavior that are considered “conduct of a sexual nature” and that, if unwelcome, may

constitute sexual harassment:

Unwanted sexual statements: Sexual or “dirty” jokes, comments on physical attributes, spreading rumors about or rating others as to sexual activity or performance, talking about one’s sexual activity in front of others and displaying or distributing sexually explicit drawings, pictures and/or written material. Unwanted sexual statements can be made in person, in writing, electronically (email, instant messaging, blogs, web pages, etc.) and otherwise.

Unwanted personal attention: Letters, telephone calls, visits, pressure for sexual favors, pressure for unnecessary personal interaction and pressure for dates where a sexual/romantic intent appears evident but remains unwanted.

Unwanted physical or sexual advances: Touching, hugging, kissing, fondling, touching oneself sexually for others to view, sexual assault, intercourse or other sexual activity.

Discrimination is an action or a decision that treats a person or a group badly for reasons such as their race, age or disability. These reasons, also called grounds, are protected under the Ontario Human Rights Code and the Canadian Human Rights Act.