

Code of Conduct

Introduction

It is essential for coaches to encourage athletes to embrace the values of good sportsmanship. Moreover, coaches involved in sports events should be models of good sportsmanship and should lead by example by demonstrating fairness, respect, and self-control.

Purpose

1. The purpose of this Code of Conduct is to ensure a safe and positive environment within Redemption Sports programs, activities and events, by making all individuals aware that there is an expectation of appropriate behaviour, consistent with the values of Redemption, at all times.
2. Redemption Sports is committed to providing an environment in which all individuals are treated with respect. Further, Redemption Sports prohibits discriminatory practices. Members of Redemption Sports are expected to conduct themselves at all times in a manner consistent with the values of Redemption that include fairness, integrity, open communication and mutual respect.
3. Conduct that violates this Code of Conduct may be subject to sanctions pursuant to Redemption's policies related to discipline and complaints.

Responsibilities

Coaches

4. Redemption Sports coaches are responsible for the conduct of their entire team. It is therefore their responsibility to:

- a) Maintain and enhance the dignity and self-esteem of Redemption Sports players and other Individuals by:
 - i. Demonstrating respect to individuals regardless of body type, athletic ability, gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
 - ii. Focusing comments or criticism appropriately (the performance not the person) and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
 - 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 sports, and the spirit of such rules, are adhered to.
 - vii. Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of your duties.
- b) Refrain from any behaviour 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 behaviour 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 about a person's looks, body, attire, age, race, religion, sex or sexual orientation;
 - iv. Leering or other suggestive or obscene gestures;
 - v. Condescending or patronizing behaviour 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 touching, petting, pinching or kissing;
- ix. Unwelcome sexual flirtations, advances, requests or invitations;
- x. Physical or sexual assault;
- xi. Behaviours 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; or
- xii. Retaliation or threats of retaliation against an individual who reports harassment.

c) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments, advances or conduct of a sexual nature.

d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.

e) Respect the property of others and not wilfully cause damage.

f) Be knowledgeable in the game rules, and teach these rules to players.

g) Treat opponents and officials with due respect both in victory and defeat and encourage athletes to uphold the rules of their sport and the spirit of such rules.

Athletes

5. In addition to paragraph 4 above, athletes will have additional responsibilities to:

a) Report any inabilities to play in a timely fashion, where such inabilities may limit the team's ability to have enough players.

b) Participate and appear on time

c) Adhere to Redemption Sports rules and requirements regarding clothing and equipment.

d) May not play for more than one team in the league unless specifically permitted to do so in the rules or as approved by the Commissioner.

Acknowledgement

I hereby agree that if I fail to conform my conduct to the foregoing while attending or coaching any Redemption Sports event, I will be subject to disciplinary action, including but not limited to the following in any order or combination.

a) Verbal warning issued by Redemption

b) Written warning issued by Redemption

c) Suspension or immediate ejection issued by Redemption

I therefore guarantee to be responsible for my words and actions while attending or coaching during any Redemption Sports event, game or function.