

**BC Athletics 2019 Annual General Meeting
Resolutions to be considered by the Membership
September 7th, 2019**

1. BC Athletics By-law Amendment

Note: Amendments to the By-laws require a two-thirds (2/3) majority of the votes cast by the voting members, whether cast in person or by proxy. The amended by-laws are effective when the bylaw alteration application is filed with the Registrar of Companies, Government of British Columbia.

Special Resolution

Moved: Greg White

Second: Jim Hinze

Ref: BC Athletics By-laws:

- 5.2; 5.3 (b) (ix), 5.3 (e)

Whereas: It is the desire of the BC Athletics Board of Directors to provide for Para Athlete representation on the BC Athletics Board of Directors;

And Whereas: This would align with the Athletics Canada Board of Directors structure;

And Whereas: This will provide for Para Athlete representation and support and complement the BC Athletics Para Programs;

Be It Resolved: That the current BC Athletics By-laws be amended as per the proposed amendments as outlined.

Notes: This will add a third (3rd) Athlete Director to the BC Athletics Board of Directors and that the Athlete Directors are:

- A minimum of one of each gender;
- A minimum of one para-athlete and one able-bodied athlete.

Proposed Amended - BC Athletics By-laws:

5.2 Number of Directors and Quorum There shall be up to ~~fourteen (14)~~ **fifteen (15)** elected Directors and, from time to time, one (1) Past Chair, who shall also serve as a Director by virtue of being the Past Chair. No act or proceeding of the Board is invalid only by reason of there being less than the prescribed number of Directors in office.

(ix) ~~Two (2)~~ **Three (3)** Athlete Directors, elected pursuant to 5.3(e).

c) Each elected Director, shall be elected for a term of two (2) years staggered as follows: roughly one half of the Director positions will be elected in a particular year and the remaining positions elected in alternate years.

5.3(e) Athletes recognized by the Society as having been on a B.C. Senior or ~~Junior U 20 (ages 18/19)~~ **U 20 (ages 18/19)** Team within the past two years (the "**BC Senior or U20 Team Athletes**") shall put forth three Athlete Directors, a minimum of one of each gender, a minimum of one para-athlete and one able-bodied athlete who are a member of and nominated by the group of athletes who are 18 years of age or older and who have been nominated or selected by **BC Athletics to a Provincial Team** in any discipline in the previous **two years (calculated from the date of the beginning of the new membership year – Jan 1st)**. The Society will coordinate such nomination process in its discretion such that the Society will be notified of the names of the ~~two~~ **three** nominees by the time of the Zone caucuses held in conjunction with the AGM. If the BC Senior or ~~Junior U20~~ **U20** Team Athletes fail to put forth ~~two (2)~~ **three (3)** nominees or if any of the nominees are unwilling to be elected as an Athlete Director at the time of the Zone caucuses held in conjunction with the AGM, then the voting members present at the AGM shall select the remaining number of Athlete Directors for a one (1) year term from names submitted by voting members at the AGM.

Position of the BC Athletics Board of Directors:

The BC Athletics Board of Directors unanimously supports this By-Law Amendment.

For Reference: Current BC Athletics By-laws:

5.2 Number of Directors and Quorum There shall be up to fourteen (14) elected Directors and, from time to time, one (1) Past Chair, who shall also serve as a Director by virtue of being the Past Chair. No act or proceeding of the Board is invalid only by reason of there being less than the prescribed number of Directors in office.

5.3(b)

(ix) Two (2) Athlete Directors, elected pursuant to 5.3(e).

c) Each elected Director, shall be elected for a term of two (2) years staggered as follows: roughly one half of the Director positions will be elected in a particular year and the remaining positions elected in alternate years.

5.3(e) Athletes recognized by the Society as having been on a B.C. Senior or Junior Team within the past two years (the "**BC Senior or Junior Team Athletes**") shall put forth one (1) male and one (1) female BC Senior or Junior Team Athlete as nominees to be considered as the two (2) Athlete Directors. The Society will coordinate such nomination process in its discretion such that the Society will be notified of the names of the two nominees by the time of the Zone caucuses held in conjunction with the AGM. If the BC Senior or Junior Team Athletes fail to put forth two (2) nominees or if any of the nominees are unwilling to be elected as an Athlete Director at the time of the Zone caucuses held in conjunction with the AGM, then the voting members present at the AGM shall select the remaining number of Athlete Directors for a one (1) year term from names submitted by voting members at the AGM.

2. Enhanced Track & Field Meet Planning

Moved by: Maureen De St. Croix

Seconded by: Bill Koch

Whereas: Track & Field Competitions frequently have limitations of:

1. Volunteers and Officials
2. Insufficient or malfunctioning technical equipment
3. Insufficient site preparation

And Whereas: These limitations result in unnecessary delays and less than optimal competition conditions and experiences;

Be It Resolved: That the BC Athletics Board of Directors appoint a Sub-Committee of the Board to develop an online Post Track & Field Meet Evaluation Report and a Strategy for its Implementation and Use as part of the Post Event Reporting process, Sanctioning and Event Director Training and Education.

Notes:

- a. The targeted implementation date is the 2020 Outdoor Track & Field Season.
- b. Information on the current process of event feedback and examples relating to the reasons for this resolution and these limitations can be found at:
 - o [Event Feedback](#)
 - o [Enhanced Track & Field Meet Planning](#)

Position of the BC Athletics Board of Directors:

The BC Athletics Board of Directors unanimously supports this resolution.

3. Regional/Zone Track & Field Councils

Moved by: Maureen De St Croix

Seconded by: Bill Koch

Whereas: In some of the BC Athletics recognized Zones/Regions there are numerous Track & Field Meets held in a one to two month period;

And Whereas: These Track & Field Meets often include the same events for the same age groups during the these one to two months;

And Whereas: This can result in a small number of entrants in these events thereby limiting the competitiveness and quality of the events;

And Whereas: It is desirable to have: 1) larger competitive fields; 2) a more meaningful competition experience; 3) appropriately-spaced competition opportunities leading to Provincial and National Championships; and 4) Communication and Collaboration among the Clubs and T&F Meet Directors to provide the best possible competition calendar in support of long term athlete development.

Be It Resolved That: The BC Athletics Board of Directors and Membership:

- Endorse the formation of, and any existing, Zone/Regional Track & Field Councils;
- Recommend that the Councils have representation from Clubs and T&F Meet Directors in those regions/zones;
- Recommend that the Track & Field Council:
 - Set out an Annual Zone/Regional Track & Field competition calendar;
 - Insure a balanced event offering over the competitions held in their Zone/Region; and
 - Look at opportunities to provide Education and Training for Officials, Volunteers, Coaches and Athletes at these competitions.

Position of the BC Athletics Board of Directors:

The BC Athletics Board of Directors unanimously supports this resolution.

4. Length of Track & Field Competitions

Moved by: Maureen De St Croix
Seconded by: Bill Koch

Whereas: There are sanctioned Track & Field Meets held in British Columbia that have schedules that run for 7 to 10 hours per day;

And Whereas: This requires very long days for:

- Volunteers
- Technical Officials
- Athletes
- Coaches
- Parents/Spectators

And Whereas: There is a need to examine the current Multi-day Track & Field Meet format and look at new and innovative ways of providing Track & Field Meet Competitions;

Be It Resolved That:

1. The BC Athletics Board of Directors establish a Sub-Committee to:
 - a. Review the current T&F Meet format – number of days and number of hours as relates to: Officials, Volunteers, Athletes (specific to age groups), Coaches and Parents/Spectators;
 - b. Make recommendations to the BC Athletics Board of Directors on the:
 - i. The optimal length of day for T&F Competitions;
 - ii. The optimal number of days of competition for a Track & Field Meet;
 - iii. The optimal length of day and the number of days per competition as it relates to All Age Groups.

Position of the BC Athletics Board of Directors:

The BC Athletics Board of Directors unanimously supports this resolution.

5. Conflicting Competitions

Move by: Graeme Fell
Seconded by: Nigel Hole

Ref: BC Athletics Policies, Procedures, Rules and Regulations
Section 18 – Fixtures
18.3.3 and 18.3.4

WHEREAS: SECTION 18 – FIXTURES – Points out the rules and procedures regarding fixtures and Subsections 18.3.3 and 18.3.4 outline the procedures when conflicts occur between fixtures. Stating:

“Conflicts of dates are reviewed using the following criteria:

- a) Traditional dates for Meets/Races are respected and considered against items (b) thru (e) below;
- b) Meets/Races of the same type planned for the same day;
- c) Meets/Races of the same type planned for the same community and/or region;
- d) Meets/Races that are looking to attract the same constituent group - i.e. Age group, Road Runners; Track & Field athletes; etc.; and
- e) Meets/Races that conflict with Major Fixtures - i.e. BC/Canadian Championships; International Meet/Race; Provincial/National/International Games; and other similar type events.”

And 18.3.4 outlines the procedures to be followed in the event of a conflict:

“If in reviewing the fixtures (done by BC Athletics staff with some reference to appropriate committees), there is thought to be a conflict, then the following steps are follows:

- a) The BC Athletics staff contact the parties involved and point out the areas where a conflict is seen to exist. The conflict is determined by reviewing the dates using the criteria (a) through (e)
- b) The parties (fixtures owners) are asked to communicate with each other; resolve the conflict by i) or ii) below; and communicate in writing to the appropriate BC Athletics staff the agreement reached.
 - i) Moving the event or events; or
 - ii) Agreeing to live with the conflict
- c) Should the conflict not be resolved by the parties involved then the matter will be referred by staff to the appropriate BC Athletics Committee for review and recommendation. Their decision shall be final.”

And WHEREAS:

BC Athletics in conjunction with the BC Endurance Project and Mile to Marathon hosted the Pacific Distance Carnival on June 13th, 2019.

And WHEREAS:

Vancouver Thunderbirds host the Longest Day Road Race that incorporates a 5k and 10k event which does meet the criteria to be considered a conflict, having:

- (a) Occupied the same time slot in the calendar for 16 years

(c) Serving the same community – the road running community and geographic area close enough – Burnaby v's UBC.

(d) Did have overlap and could have been expected to have overlap in the participants attracted.

And WHEREAS:

Neither the BC Athletics Staff, nor Mile 2 Marathon nor the BC Endurance Project “contact(ed) the parties involved”; namely the Vancouver Thunderbirds Track Club, to notify and try to resolve the conflict when the date for the Distance Carnival was being planned, nor after the date was set.

BE IT RESOLVED THAT:

Rule 18.3.4 be amended/revised with the addition of:

“If notification is not provided to the event against which the infraction has been committed, or BC Athletics staff have failed to contact the parties between which a conflict could reasonably have been expected to exist, then the event impacted is entitled to receive financial compensation for any losses in participation that may occur as a result of the conflict. Such losses shall be submitted to the BC Athletics staff within 90 days of the conflict date. If the conflict is disputed or if the amount claimed is disputed then the matter will be sent to either: the BC Athletics Appeals Panel, or, at the discretion of the plaintiff, a mutually agreeable neutral third party for adjudication. The decision of the third party shall be binding. Failure to pay the compensation or to abide by the ruling of the third party will result in censure by the association of the offending party and the hosts / organizers of the ‘offending’ event must, being required in future years, to find an alternate non-conflicting date or withdraw from hosting the event. A letter of apology shall be sent from the offending party to the plaintiff recognizing that it did not follow protocol.

Position of the BC Athletics Board of Directors:

The BC Athletics Board of Directors does not support this resolution.

Rationale for non-support:

- A call for bids to host the Cdn 10,000m Track Championships was put out by Athletics on August 15, 2018 with a submission deadline of September 30th, 2018;
- BC Athletics Members want to have Cdn Championships held in British Columbia;
- All BC Athletics Clubs or Event Organizers are eligible to bid to host Cdn Championships;

- The 2018 Cdn 10,000m Track Championship was held in the same time frame (June 13, 2018 in Guelph, Ontario)
- The time frame for the Cdn 10,000m Track Championship was set out in the call for bids and included the following:
 - Applications will only be considered from events being proposed for early May to late June, and not in conflict with other major events that feature an elite 10,000-metres. Examples of these other major events include the Payton Jordan Invitational and the Prefontaine Classic.
 - The application deadline is September 30, 2018. Applications will be reviewed by the Competitions Committee, a decision will be made during Athletics Canada's Semi-Annual General Meeting November 29-30 in Vancouver, B.C.
- Notification of the Awarding of the Cdn 10,000m Track Championships and the Pacific Distance Carnival was published in the BC Athletics news section of the website (home page) on December 5th, 2018 and referenced the events of: 1500m, 5000m and 10,000m;
- Notification of the Awarding of the Cdn 10,000m Track Championship, date and the location was posted in the BC Athletics Calendar of Events in December 2018;
- This posting of the Cdn 10,000m Track Championships information in December 2018 provided approximately 6 months notification to event organizers and time to identify to BC Athletics staff of any potential conflicts;
- There is an existing BC Athletics Rule to manage Conflicting Competitions;
- There already exists a [BC Athletics Complaint, Hearing and Appeals Process](#);
- There exists a [BC Dispute Resolution Process through viaSport](#);
- There exists a [Canadian Sport Dispute Resolution Process – Governance](#);
- BC Athletics has the authority to sanction or not to sanction an event – based on the existing rules and policies – see [Rules 18.2; 24.2 g\); 18.3.3; 18.3.4](#); and the sanctioning application process;
- This resolution could result in a reduction of events and could see events not return to being sanctioned with BC Athletics;
- This resolution could result in a loss of revenue to BC Athletics;
- This resolution could result in a loss of opportunities for BC Athletics Members to compete;
- This resolution could result in a loss of qualifying results (if the event is not sanctioned) for the BC Athletics members;
- Quantifying loss of revenue/damages is not feasible;
- BC Athletics Staff work with Clubs and Event Organizers to make them aware of conflicting events;
- BC Athletics Staff ensure as is possible, that the current BC Athletics policies relating to conflicting events are adhered to;
- BC Athletics Staff make every effort to avoid conflicting events;
- BC Athletics Staff provide, as is possible, recommendations on possible alternative dates, location, targeted age groups, level of competition;
- BC Athletics Staff provide alternatives/remedies as may be possible.

****** It is the opinion of BC Athletics staff that the Whereas reference in the resolution (the rationale) above, while in the views of those putting forth the resolution provide a specific example and rationale for the resolution, the complaint and request for financial compensation has been sent to BC Athletics Staff. BC Athletics staff dispute this claim and have asked for a meeting with the event organizer(s) to discuss the matter. Should that process not remedy the complaint, then the matter would be sent to the Chair of the Brd of Directors and Discipline Committee to set up a hearing on the matter.**

6. Junior Development Championships – Relay Events
a. Eligibility for BC Athletics Championship Awards

Moved by: Graeme Fell
Seconded by: Nigel Hole

WHEREAS:

The BC Athletics Board of Directors Meeting on April 30th, 2019 changed **7.14 & 7.15**, the rule relating to the Junior Development Age Group (9 to 13 Yrs) Championship relays that stated that only teams comprising of 4 members of the same club be eligible to receive JD Championship medals, replacing it to allow any team made up of 4 runners to be eligible to receive JD Championship medals.

And WHEREAS:

It is the JD Committees role to “Review J.D. philosophy and policy implementation. Administer J.D. Awards (Resolution #8 – 2010 AGM held Dec. 4-5/09)” SECTION 7.2 I, something that the JD Committee was not provided the opportunity to do.

And WHEREAS:

This rule change of this rule was/is not supported by the JD Committee.

And WHEREAS:

There is opposition to this rule change amongst membership

And Whereas

Athletics Canada Rule 081 states: “In National Championships, relay teams may represent a club, a Member Branch, or a region. An athlete may represent his club in one Relay Event and a combined team in another Relay Event, provided he does not

compete twice in the same Relay Event.” Allows for mixed teams of club athletes but does not mention unattached athletes competing as a team.

And

Rule 178: “Canadian records for relay events shall be kept in two distinct sections, one for club teams, the other for teams whose members do not all belong to one club (e.g. teams representing Member Branches, regions of Canada, Canada, etc.)” allows recognizes that relay teams may be made up of members that do not all belong to one club and does not indicate that unattached athletes can compete as a team.

Nowhere does it indicate that unattached athletes can compete as a team nor that it can be recognized for achieving records, instead being required to be “members of a club, member Branch or region of Canada, or be representing Canada at a competition.”

BE IT RESOLVED THAT:

This rules be replaced with the following:

SECTION 7.14

4 x 100 METRE RELAYS

Sprint relays are to be offered.

Teams may be formed with athletes from various age groups but the team must run in the age category of its oldest member.

Official Teams may be formed by members of the same club (1st and 2nd claim)

Unofficial Teams may be formed by athletes from different clubs who cannot field a four member team, unattached athletes or a combination of unattached and club athletes

Club team participation takes precedence over running for an Unofficial Team. Athletes must run for their own club, and 1st claim rather than 2nd claim, if at all possible.

Relay teams may register on the day of the meet.

⚡ Official Teams and Unofficial Teams may run against each other but will be awarded separately.

Championship medals will be awarded to the top 3 Official teams in each age category. Championship ribbons will be awarded to those teams placing 4th through 8th in each age category.

The top three Unofficial Teams will be awarded non-championship prizes at the discretion of the Host Club.

⚡ Races are to be run in order from oldest to youngest with girls first.

SECTION 7.15

1200m MEDLEY RELAYS (200/ 200/ 200/ 600m)

Medley relays are to be offered.

The age group for Medley relays is 11, 12 and 13 year olds.

Teams may be formed with athletes from various age groups but the team must run in the age category of its oldest member.

Teams may be formed with athletes from various age groups but the team must run in the age category of its oldest member.

Official Teams may be formed by members of the same club (1st and 2nd claim)

Unofficial Teams may be formed by athletes from different clubs who cannot field a four member team, unattached athletes or a combination of unattached and club athletes

Club team participation takes precedence over running for an Unofficial Team. Athletes must run for their own club, and 1st claim rather than 2nd claim, if at all possible.

Relay teams may register on the day of the meet.

⚡ Official Teams and Unofficial Teams may run against each other but will be awarded separately.

Championship medals will be awarded to the top 3 Official teams in each age category. Championship ribbons will be awarded to those teams placing 4th through 8th in each age category.

The top three Unofficial Teams will be awarded non-championship prizes at the discretion of the Host Club.

⚡ Races are to be run in order from oldest to youngest with girls first.

The relay should start at the 3 turn stagger with the first two 200m legs being run completely in lanes. At the end of the curve on the third 200m leg the athletes may cut in and the rest of the 200m and the 600m be run out of lanes.

Position of the BC Athletics Board of Directors:

The BC Athletics Board of Directors does not support this resolution.

Rational for non-support:

1. The proposed change of the New Rule on the Awarding of BC Athletics Championship Medals sets aside the principles of:

- a. Fairness
 - b. Equal opportunity
 - c. Eligibility for programs and services associated with the various BC Athletics Membership types
2. The Relay Events in BC Athletics Championships are not “BC Athletics Club Championship Relay Events” so are open to all members and with that the eligibility for Championship Medals.
3. BC Athletics allows for individuals to join BC Athletics as Unattached (not affiliated with a BC Athletics Member Club) but eligible for all the benefits and services as those who are members of a BC Athletics Member Club.
4. Athletics Canada Branches can have variations of the AC Rules.
5. That there isn't reference to “Unattached” athlete members in the Athletics Canada Rules is not relevant inasmuch as the athlete is a full competitive member of BC Athletics.
6. The BC Athletics Rule is specific to the Junior Development Age Group (ages 9 to 13 yrs) Track & Field Championships.
7. The question of the legitimacy of the Junior Development rule to only award BC Athletics Championship Medals to BC Athletics Member Clubs in the Relay Events was a point of discussion (not recorded in the minutes) at the April 7th, 2019 Junior Development Committee meeting.
8. The issue was raised at the April 7th, 2019 JD Committee meeting and the consensus was that the only way it would change was if the Board of Directors felt that this rule should not be in place.
9. In addition it was discussed by BC Athletics Staff and Darren Willis, Zone 6 BC Athletics Director and Liaison to the Junior Development Committee, prior to this issue being presented to the Board of Directors at the April 30th, 2019 Brd of Directors Meeting.
10. The question as to whether the Jnr Dev Rule was acceptable/supported was brought to the BC Athletics Board of Directors through BC Athletics Staff.
11. The Board discussed and considered the then existing rule and proposed an alternative.
12. The vote was unanimous to support the eligibility of all members and teams (club and mixed).

13. The opposition to this rule change received by BC Athletics staff, prior to the call for AGM resolutions, has been minimal – one from the Chair of the Jnr Development Committee.
14. Support for the new rule has been minimal – one from the BC Flyers Club.
15. A review of the participation in the relay events at the BC Athletics Junior Development Track & Field Championships 2014 to 2019 shows:
 - a. Participation by Club
 - b. Mixed Teams (teams made up of athletes from different clubs, different ages, unattached members)
 - i. 21 Mixed Teams over 6 years (2014 to 2019 inclusive)
 - ii. Club Teams for the same period: 200 Club Relay teams over 6 years (2014 to 2019 inclusive)
 1. 2014 – 36
 2. 2015 – 32
 3. 2016 – 24
 4. 2017 – 49
 5. 2018 – 30
 6. 2019 – 29

7. Proposed Recruitment Policy & Guidance

Moved by: Nigel Hole

Seconded by: Laurier Primeau

Whereas: This is current no policy (BC Athletics) on athlete recruitment.

Be It Resolved: That Representatives of BC Athletics clubs (coaches, athletes, parents, administrators - collectively hereafter referred to as "representative") shall not recruit nor attempt to persuade members of other clubs ("Club A") to transfer to their club ("Club B").

If an athlete, parent or representative of an athlete, of Club A approaches a representative of Club B and expresses an interest in transferring to Club B, the representative of Club B should do the following:

- Inform the athlete/parent from Club A that they are not able to have that discussion until the athlete/parent has obtained permission from their Club A coach to talk to a representative of Club B.
- It is recommended that the representative of Club B also request that the athlete/parent have a face-to-face or phone conversation with their current Club

A coach and genuinely try to resolve any issues or constructively collaborate on ways to improve any deficiencies.

- If a workable solution cannot be reached, the athlete should request written permission to transfer.
- A coach or administrator of Club A must respond within 7 days of receipt.
- Should the request be denied, the athlete shall be allowed to appeal the decision to BC Athletics, without fee, for review.
- Should BC Athletics determine there was no just cause for refusal, BC Athletics shall have the authority to approve an application to transfer.
- Only upon receiving written permission or BC Athletics authorization, should a representative of Club B communicate with an athlete or parent of Club A about joining Club B.

Penalties for violation of this policy shall be determined by a disciplinary committee assembled by BC Athletics and may range from a formal warning to suspension.

Position of the BC Athletics Board of Directors:

The BC Athletics Board of Directors recommends that this resolution be tabled, referred to a Sub-committee of the BC Athletics Board of Directors for review and a report to the Brd of Directors with recommendations.

Rationale for a motion to Table:

1. There already exists a BC Athletics Club Transfer policy and process.
 - a. See: [Club Transfers & 2nd Claim Club Status](#) on the BC Athletics Website.
2. The current BC Athletics Codes of Conduct under Coaches States: Have A Responsibility To:
 - a. Refrain from public criticism of fellow coaches, especially when speaking to the media or recruiting athletes.
3. Athletics Canada Code of Conduct and Ethics Policy has the following statement:
 - a. Respect athletes participating with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', other than after first receiving approval from the coaches who are responsible for the athletes;

Note: The following statement is part of the BC Athletics Codes of Conduct – whether as a Coach, Athlete, Official, Volunteer:

- Individuals registering as Coach members of BC Athletics are advised that by joining BC Athletics they are agreeing to adhere to this and other policies, rules, regulations, by-laws and constitution of BC Athletics, Athletics Canada and the IAAF.

BC Athletics Hearing and Appeals Process:

- A process to hear and review formal complaints already exists – see [BC Athletics Hearing and Appeals Process](#)

- This can address any contraventions of the Codes of Conduct without putting that detail into the Codes of Conduct.

The current BC Athletics process for Club Transfers requires the signatures of the Clubs involved. It would be assumed but not guaranteed that:

1. The athlete or parent in the case of a minor would have spoken to their Coach to let them know they are looking to change clubs.
2. The Club Presidents of the Club the athlete is leaving and the club the athlete is going to would be aware of the reasons for changing clubs.
3. The proposal would add additional administrative processes and put BC Athletics in a position of:
 - a. Determining what is a legitimate reason(s) for the request.
 - b. Determining if the refusal to deny the transfer is legitimate.
 - c. Denying the rights of an individual to join or leave any BC Athletics member Club.
 - d. Having to determine the legitimacy of what constitutes “the term” of a Club Membership – i.e. seasonal; 12 month period; lifetime.

This may be more appropriately managed through an amendment to the BC Athletics Codes of Conduct with wording under each of the sections relating to Athletes, Coaches, BC Team Members (Athletes and Staff), Officials and Volunteers.