**ATHLETICS IN CANADA CODE OF CONDUCT**

## 1. Purpose

Athletics Canada (AC) and its Provincial/Territorial Branches (Henceforth referred to as "Governing Bodies") are committed to good governance, ethical conduct, and fostering a safe, respectful, and welcoming environment in athletics. This National Code of Conduct (the "Code") establishes clear, consistent expectations for behaviour for all individuals involved in athletics in Canada, regardless of role or level of participation.

This Code applies nationally and is intended to support a shared culture of integrity, accountability, and respect across:

- National, Provincial/Territorial, and local club activities
- Competitive, developmental, recreational, administrative, and volunteer settings

All participants in athletics have the right to engage in sport in an environment that supports their physical, psychological, and social well-being.

## 2. Relationship to the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)

The Governing Bodies have adopted the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) or equivalent*, as amended from time to time, as the authoritative framework governing prohibited behaviour and maltreatment in sport.

The UCCMS:

- Exists as a separate and standalone document
- Defines prohibited behaviours, maltreatment, and related reporting and sanctioning processes
- Applies nationally across the Canadian sport system

This National Code of Conduct:

- Incorporates the UCCMS by reference, without reproducing or redefining its terms
- Is intended to operate in harmony with, and not in duplication of or conflict with, the UCCMS
- Addresses standards of ethical conduct, professionalism, and responsibility not otherwise governed by the UCCMS

In the event of any inconsistency, the UCCMS shall prevail with respect to matters of maltreatment and prohibited behaviour.

***Provincial and Territorial Adaptations of the UCCMS**

Certain provincial and territorial governments have adopted, or may from time to time adopt, their own

versions or adaptations of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) to align with provincial or territorial jurisdiction, including as a condition of funding for Provincial/Territorial Sport Organizations.

Where an adapted provincial or territorial version of the UCCMS is in effect and applicable to a Member or Individual, that adapted version shall apply for the purposes of this Policy and shall be deemed to serve the same purpose, intent, and effect as the UCCMS referenced herein.

Nothing in this Policy is intended to diminish, conflict with, or override the application of any such adapted UCCMS, provided that it maintains standards consistent with the prevention of maltreatment and the promotion of a safe sport environment.

## 3. Scope

### 3.1. Individuals Covered

This Code applies to all individuals and members involved in athletics in Canada including but not limited to:

- Athletes
- Coaches
- Officials
- Administrators and Board or Committee members
- Employees and contractors
- Volunteers
- Integrated Support Team (IST) members

### 3.2. Organizational Levels

This Code applies to conduct occurring within, or in connection with:

- Athletics Canada
- Provincial and Territorial Branches
- Local clubs and affiliated organizations
- Events, programs, and activities sanctioned or otherwise recognized within the athletics system

### 3.3. Contexts of Application

This Code applies to conduct that occurs:

- During training, practices, competitions, and events
- During travel, meetings, camps, and social activities connected to athletics
- In workplaces, offices, and virtual environments related to athletics activities

This Code also applies to conduct outside of athletics activities where such conduct has a demonstrable and adverse impact on the athletics environment, relationships within the sport, or the reputation of Athletics Canada, Provincial/Territorial Branches, Local Clubs and affiliated organizations.

**4. Core Values and Ethical Principles**

All Individuals are expected to conduct themselves in a manner that reflects and upholds the following principles:

- **Respect** – treating all persons with dignity, fairness, and consideration
- **Integrity** – acting honestly, ethically, and transparently
- **Responsibility** – being accountable for one's actions and decisions
- **Fair Play** – respecting the rules, the spirit of sport, and the rights of others
- **Inclusion** – supporting equitable participation and welcoming diverse backgrounds and identities
- **Excellence** – striving for personal and collective improvement while prioritizing well-being

**5. General Standards of Conduct**

All Individuals have a responsibility to:

- Comply with this Code, the UCCMS, and all applicable Athletics Canada, Provincial/Territorial, and club policies
- Conduct themselves in a manner that promotes a positive, safe, and respectful sport environment
- Act with courtesy, professionalism, and good judgment in all interactions
- Refrain from behaviour that is dishonest, unethical, discriminatory, or damaging to the integrity or reputation of the sport
- Respect the rules of athletics and the spirit in which they are applied
- Adhere to all applicable laws and regulations

**6. Integrity of Competition and the Sport**

All Individuals are expected to:

- Support clean sport and comply with the Canadian Anti-Doping Program and the World Anti-Doping Code
- Refrain from cheating, manipulation of results, or any conduct intended to improperly influence competition outcomes
- Avoid conflicts of interest and disclose any real or perceived conflicts where required
- Protect the integrity of officiating, selection, and decision-making processes

Any breach of anti-doping rules or integrity-related policies may result in consequences under applicable disciplinary frameworks.

**7. Respectful Conduct and Professional Behaviour**

All Individuals are expected to:

- Treat others with respect, regardless of role, background, or level of participation
- Use language and behaviour that is appropriate, inclusive, and professional
- Respect the property and resources of others
- Avoid behaviour that undermines trust, cooperation, or the effective functioning of the athletics community

Positions of authority and trust carry an enhanced responsibility to model appropriate conduct, protect the health and well-being of all other participants, and to contribute positively to the sport environment.

**8. Roles with Additional Responsibilities**

**8.1 Board of Directors, Committee Members, Club Administrators, and Staff**

In addition to the general standards in this Code, these Individuals are expected to:

- Act in the best interests of the organization and the sport
- Ensure that financial affairs are conducted in a responsible and transparent manner.
- Exercise their duties with care, diligence, and integrity
- Conduct themselves in a transparent, impartial, and accountable manner
- Respect confidentiality and sensitive information
- Support fair, informed, and respectful decision-making processes

**8.2 Coaches, High Performance Staff, and IST Members**

In addition to the general standards in this Code, these Individuals are expected to:

- Act in the best interests of athlete development and overall well-being, safeguarding both the present and future health of athletes
- Act in the best interests of the athlete's development as a whole person
- Maintain appropriate professional boundaries
- Respect the responsibilities and roles of other coaches and support staff
- Ensure activities are suitable for the age, experience, ability, and fitness level of participants
- Model ethical behaviour and positive leadership
- Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol, recreational drugs and/or tobacco

**8.3 Athletes**

In addition to the general standards in this Code, Athletes are expected to:

- Participate honestly, respectfully, and within the rules of the sport
- Represent themselves, their clubs, and the sport with professionalism
- Respect teammates, opponents, coaches, officials, and volunteers
- Take responsibility for their conduct on and off the field of play
- Under no circumstances use or knowingly condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances, and, in the case of minors, alcohol, recreational

drugs, or tobacco.

**8.4 Officials**

In addition to the general standards in this Code, Officials are expected to:

- Apply the rules of athletics fairly, consistently, and impartially
- Maintain competence and professionalism in their role
- Respect the responsibilities and roles of other officials and personnel
- Act with integrity and independence
- Act with respect, fairness, and professionalism in all interactions with athletes, coaches, fellow officials, and volunteers.
- Respect confidentiality and procedural fairness
- Serve as ambassadors for the sport

**9. Compliance and Enforcement**

Failure to comply with this Code may result in disciplinary action in accordance with applicable Athletics Canada, Provincial/Territorial, or organizational policies and procedures.

Matters involving alleged maltreatment or prohibited behaviour will be addressed under the UCCMS and related processes.

**10. Review and Amendments**

This Athletics in Canada Code of Conduct may be reviewed and amended from time to time to ensure alignment with best practices, legislative requirements, and the evolving needs of athletics in Canada.