

The following Code of Conduct applies to all members of Rowing New Brunswick Aviron (**RNBA**) and are expected to abide by this. RNBA recognizes the independence of Member Clubs, and the authority of Clubs to establish their own Codes of Conduct, Discipline Policies and Dispute Resolution processes. For Athletes, Coaches and Volunteers who have been selected to a provincial team of RNBA, who represent RNBA at a regatta or who are involved in a RNBA activity, this Code of Conduct will apply.

1. Rowing New Brunswick Aviron (**RNBA**) is committed to providing an environment in which all individuals are treated with respect. Further, RNBA supports equal opportunity and prohibits discriminatory practices. Members of RNBA and participants in RNBA programs and activities are expected to conduct themselves at all times in a manner consistent with the values of RNBA (Excellence, Integrity, Respect, Leadership, Inclusion). *Check the constitution for the last one.*
2. Behavior that violates this Code of Conduct may be subject to sanctions pursuant to RNBA's Discipline Policy.
3. Athletes, Coaches, Umpires, Organizers, Volunteers, Employees and Members of RNBA have a responsibility to maintain and enhance the dignity and self-esteem of members and participants of RNBA by:
  - a. Demonstrating respect to individuals regardless of gender, ethnic or racial origin, sexual orientation, athletic potential, age, marital status, religion, political belief, linguistic group, ability/disability or economic status
  - b. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory
  - c. Focusing comments or criticism appropriately and avoiding public criticism of fellow athletes, coaches, umpires, organizers, volunteers, employees and members
  - d. Consistently demonstrating the spirit of fair play, sport leadership and ethical conduct and practices
  - e. Maintaining and protecting members' and participants' right to privacy
  - f. Interacting with others in a way that enables all individuals to maintain their dignity and respect
  - g. Consistently treating individuals fairly and reasonably
4. Any members of RNBA that choose to utilize social media outlets to promote their experience must do so in a responsible and respectful manner. Members of RNBA will not use social media to disrespect any member of RNBA nor the province of New Brunswick. The use of social media to promote one's experience as a member of RNBA must adhere to the principles of this code.
5. Ensuring that the RCA Rules of Racing, and the spirit of such Rules, are adhered to.
6. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods, as set out in Rowing Canada's Anti-Doping Policy.
7. Refrain from any behavior that constitutes harassment, where harassment is a form of discrimination and is defined in the New Brunswick Human Rights Code. The New Brunswick Human Rights Code specifically prohibits harassment on the following grounds: race, color, national origin, place of origin, ancestry, creed or religion, age, marital status, family status, sex (including pregnancy), sexual orientation, gender identity or expression, physical disability, mental disability, social condition, which includes some sources of income, level of education and occupation, political belief or activity.
8. Refrain from any behavior that constitutes hazing or initiation rites that would be required to ensure inclusion in a group or activity within the RNBA organization.
9. Refrain from bullying such as the use of power or authority in an attempt to coerce another person to engage in inappropriate activities

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TO BE HELD 1, MARCH, 2018**

10. Comply at all times with the Constitution, policies, rules and regulations of RNBA, as adopted and amended from time to time, including complying with any contracts or athlete agreements executed with RNBA.
11. Athlete Specific
  - (1) At no time engage in an intimate or sexual relationship with a coach with whom the athlete has an athlete/coach relationship
  - (2) Keep confidential any information about fellow-athletes or others gained through rowing activities believed to be considered confidential by those persons
  - (3) Act in the best interests of fellow-athletes' development as a whole person.
  - (4) Report any personal medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete
  - (5) Participate in all competitions, events, activities or projects to which the athlete has made a commitment
  - (6) Wear appropriate provincial team uniform when competing for the province of New Brunswick.
12. Coach Specific - Coaches employed by RNBA and Volunteer Coaches
  - (1) Coaches have responsibility to ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment
  - (2) Prepare athletes systematically and progressively, consistent with RCA's Athlete Pathway (LTAD - Long Term Athlete Development) using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes
  - (3) Avoid compromising the present and future health of athletes, and doing so by taking time to communicate and cooperate with sport medicine professionals in the diagnosis, treatment and management of athletes' injuries, medical and psychological problems, most particularly for athletes in weight restricted events
  - (4) Inform athletes about the dangers of illicit drugs and performance-enhancing substances and under no circumstances promote or condone their use
  - (5) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise
  - (6) Encourage and facilitate athletes to be responsible for their own behavior, performance and decisions
13. Umpire Specific
  - (1) Umpires will ensure that regattas and all racing are conducted in a manner that is safe and fair for the athletes.
  - (2) All Umpires will abide by the Umpire Code of Conduct established by Rowing Canada Aviron.
14. All RNBA volunteers are required to adhere to this code
15. This code will be reviewed every 2 years with any changes approved at the AGM.
16. Until the RNBA Discipline and Appeals policies are developed, RNBA will refer to the policies of Rowing Canada Aviron for guidance. The RNBA Discipline and Appeals policy will be submitted to the membership at the 2019 RNBA AGM.

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