

ONTARIO AMATEUR WRESTLING ASSOCIATION

Code of Conduct & Ethics Policy Manual

POLICY

GENERAL POLICY STATEMENTS:

1. In all cases, the rights of the individual will be respected by the Association and all its sub-committees, including any disciplinary committees. Any member of the Ontario Amateur Wrestling Association accused of contravening this code of conduct/code of ethics document will have the right to:
 - speak to the accusation.
 - represent himself or be represented at any disciplinary hearing.
 - appeal any decision of the Executive or Disciplinary Committees as outlined herein to:
 - an Appeal Board
 - ultimately, the Board of Directors of the Ontario Amateur Wrestling Association.
 - be treated in a fair manner.
 - expect confidentiality with respect to any accusation made against him.
2. This policy document is intended to be a working tool for the Ontario Amateur Wrestling Association. It is not intended to overwrite or otherwise replace the Constitution and By-Laws of the OAWA. In case of any dispute between the two documents, the Constitution and By-laws of the OAWA will always be deemed to take priority.
3. This policy document will also provide the means and process for Grievances and Appeals of a General nature; not specifically related to a disciplinary matter.
4. Further, this document is not intended to overwrite or otherwise replace the laws of the Province of Ontario or any other jurisdiction. In all cases, the laws of the land will apply.
5. Language: The language of this document applies to all members. Where the masculine gender is used, it is assumed to include both the male and female.

POLICY
PURPOSE/OBJECTIVES

The Ontario Amateur Wrestling Association, by adopting a Code of Conduct, intends to:

- Teach skills, courage, perseverance, and a sense of fair play and respect for rules.
- Promote the development of good citizenship through co-ordination of effort, subordination of personal vanity, respect for others, a healthy esprit de corps and a desire to give the best possible effort.
- Promote the mental and physical well being of each member of the Association.
- Improve, promote and maintain an open working relationship with its members, staff and any other party that has a vested interest or dealings with the Association.

POLICY
COMPLIANCE OF MEMBERS

RESPONSIBILITY:

- Individuals:** All individuals bear some responsibility for making themselves aware of the policies and procedures outlined herein, and adhering to same. Annual application to become a member of OAWA is contingent on the member acknowledging that they are aware of and agree to abide by the OAWA Code of Conduct and other Policies.
- Club:** The club/organization bears the responsibility for ensuring that their individual members are aware of, following and understanding the provisions of the Code of Conduct and the Code Ethics.
- Independent Members:** Unattached members bear the responsibility for ensuring that they are aware of, follow and understand the Code of Conduct and the Code of Ethics.
- Coach:** Coaches bear the responsibility for ensuring the individual is aware of, following and understanding the Code of Conduct and Code of Ethics and for preparing the individual in such a way as to leave no doubt whatsoever precisely what conduct is expected when participating in any program, event or competition, sponsored or sanctioned by the Association.
- There are also specific conduct expectations placed on Coaches as members, and all member-coaches are expected to be aware of these and agree to abide by these as part of their membership application.
- Officials:** There are also specific conduct expectations placed on Officials as members, and all member-officials are expected to be aware of these and agree to abide by these as part of their membership application.
- Athletes:** There are also specific conduct expectations placed on Athletes as members, and all member-athletes are expected to be aware of these and agree to abide by these as part of their membership application.

**AS PART OF THEIR ANNUAL APPLICATION FOR AND
ACCEPTANCE OF MEMBERSHIP IN OAWA, ALL MEMBERS ARE
REMINDED THAT THEY HAVE SIGNED AN ELECTRONIC WAIVER
AGREEING TO BE BOUND BY THESE POLICIES.**

POLICY

SCOPE AND RESPONSIBILITIES

SCOPE:

The Code of Conduct outlines the principles of conduct, obligation and duties governing the behaviour of all members of the Ontario Amateur Wrestling Association.

The Code of Conduct applies to ALL members of the Ontario Amateur Wrestling Association when participating in and travelling to or from any activity sponsored or Sanctioned by the Association. Additionally it shall also apply to any business activities being conducted by or on behalf of the Association.

RESPONSIBILITIES:

ALL MEMBERS Every member of the Association shall adhere to the Code of Conduct. Every member in a position of authority is responsible to guide those under their jurisdiction to abide by the Code of Conduct, both by setting an appropriate example and by instruction. Staff members are considered members of the Association by virtue of their Employment.

BOARD OF DIRECTORS:

Responsibility for ensuring compliance with the Code of Conduct is with the Board of Directors of the Association. Further, the Executive Committee of the Association is responsible for monitoring adherence to these policies, and handling of violations, except as otherwise noted in this policy.

CLUB/ORGANIZATION:

Responsibility for day-to-day compliance of member clubs and their respective individual members is with the Board of Directors and Officers of each member club/organization.

AT PROGRAM/EVENT/COMPETITIONS:

Responsibility for compliance with the Code of Conduct at programs, events or competitions within the Province of Ontario is with the Tournament Convenor.

DURING TRAVEL:

Responsibility for compliance with the Code of Conduct or a group during travel to and from programs, events or competitions is with the Team Managers, Coaches and/or Officials assigned to the Team.

EXAMPLE IS THE BEST TEACHER

POLICY

SPECIFIC CODES OF CONDUCT

Code of Conduct - Officials

Officials are defined as both match Officials (on-mat) and Pairingmasters.

The Official's role is to uphold the OAWA rules and regulations so that competitions and activities are implemented impartially, equitably, and with a priority on the safety and well-being of all athletes. The Official is further committed to fostering an environment in which all participants and individuals (athletes, coaches, officials, and parents) are treated with respect and dignity.

OAWA is committed to upholding the highest standards of athletics, sports ethics, and personal character development of all participants, within all programs and activities within the organization.

OAWA strictly prohibits all discriminatory practices and behaviour and promotes equal opportunity for all. All members of OAWA are expected to conduct themselves in all times in a manner that is consistent with the values and policies of OAWA.

All officials have a responsibility to demonstrate and adhere to the following:

Specific GUIDELINES

- Ensure that the rules of OAWA are adhered to.
- Comply with all current policies and regulations of OAWA.
- Not to participate in any event not sanctioned by OAWA or a Provincial Sport Organization recognized by the Government of Ontario.
- Consistently demonstrate the spirit of sportsmanship, fairness, impartiality, and neutrality at all competitions and activities.
- Comply with the OAWA dress code during all competitions and activities. When no longer fulfilling officiating responsibilities, officials should remove official's attire (wear regular street clothes).
- Maintain a dignified and honourable presence at all times.
- Focus comments or critiques appropriately and avoid public criticism of athletes, other coaches, officials, organizers, or competitors.
- Demonstrate respect of individuals regardless of gender, ethnic origin, age, religion, beliefs, or economic status.
- Refrain from any behaviour that constitutes harassment. This includes in particular sexual harassment, where it is defined as unwelcome sexual advances or conduct of a sexual nature. This includes behaviour that creates an intimidating, hostile or offensive environment.
- At no time engage in an intimate or sexual relationship with an athlete under the age of 18 years.
- Refrain from the consumption of alcohol during all OAWA involved activities and events, including but not limited to during competitions, at clinics, and so on. **No consumption of alcohol is to take place 8 hours before competition or other OAWA sanctioned event (Training Camp, etc.).**

Code of Conduct - COACHES

Coaches are committed to upholding the highest standards of athletics, sports ethics, and personal character development of all participants, within all programs and activities within the organization. Coaches are further committed to fostering an environment in which all participants and individuals (athletes, coaches, officials, parents) are treated with respect and dignity.

OAWA strictly prohibits all discriminatory practices and behaviour, and promotes equal opportunity for all.

Coaches are expected to conduct themselves in all times in a manner that is consistent with the values and policies of OAWA

Specific GUIDELINES

All coaches have a responsibility to demonstrate and adhere to the following areas:

Organizational Regulatory Practices

- Ensure that the rules of OAWA are adhered to.
- Comply with all current policies and regulations of OAWA, including the OAWA Code of Conduct/Ethics.
- Consistently demonstrate the spirit of sportsmanship, sports leadership and ethical conduct and practices.
- Not to participate in any event not sanctioned by OAWA or a Provincial Sport Organization recognized by the Government of Ontario.
- Maintain a dignified and honourable presence at all times.
- Focus comments or critiques appropriately and avoid public criticism of athletes, other coaches, officials, organizers, or competitors.

Sport Specific Practices

- Create and maintain a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes.
- Give athletes opportunities to discuss and contribute to proposed training and performance standards. Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete.
- Refer athletes to other coaches and specialists to support their athletic development as appropriate and as opportunities arise.

Ethical Practices

- Coaches Receiving a 'Red Card'. Coaches who are given a Red Card at an event will have the report of that incident sent to the OAWA. This will be kept on file with the OAWA. Coaches receiving two (2) or more red cards in the same calendar year will have a Disciplinary Review initiated against them for each instance. Coaches receiving three (3) or more red cards in three years will have a Disciplinary review initiated against them for each instance.
- Demonstrate respect of individuals regardless of gender, ethnic origin, age, religion, beliefs, or economic status.
- Refrain from any behaviour that constitutes sexual harassment, where it is defined as unwelcome sexual advances or conduct of a sexual nature. This includes behaviour that creates an intimidating, hostile or offensive environment.
- At no time engage in an intimate or sexual relationship with an athlete they coach nor any athlete under the age of 18 years.
- Refrain from the consumption of alcohol during all activities and events. **No consumption of alcohol is to take place 8 hours before competition or other OAWA sanctioned event (Training Camp, etc.).**

Code of Conduct - Athlete

The OAWA is committed to the highest standards of athletics, competitive ability as well as personal character development. As such it is expected that all members of the OAWA will maintain a dignified and honourable presence at all times when representing the organization. OAWA is also committed to providing an environment in which all individuals are treated with respect and dignity.

All athletes have a responsibility to:

Organizational Regulatory Practices

- Ensure that the rules of OAWA are adhered to.
- Comply with all current policies and regulations of OAWA, including the OAWA Code of Conduct/Ethics.
- Consistently demonstrate the spirit of sportsmanship, sports leadership and ethical conduct and practices.
- Not to participate in any event not sanctioned by OAWA or a Provincial Sport Organization recognized by the Government of Ontario.
- Maintain a dignified and honourable presence at all times.
- Focus comments or critiques appropriately and avoid public criticism of other athletes, coaches, officials, organizers, or competitors.

Ethical Practices

- Demonstrate respect of individuals regardless of gender, ethnic origin, age, religion, beliefs, or economic status.
- Refrain from any behaviour that constitutes sexual harassment, where it is defined as unwelcome sexual advances or conduct of a sexual nature. This includes behaviour that creates an intimidating, hostile or offensive environment.
- Refrain from the consumption of alcohol during all activities and events. **No consumption of alcohol is to take place 24 hours before competition or other OAWA sanctioned event (Training Camp, etc.).**

Board of Directors Code of Conduct

In Addition to the General Code of Conduct, Directors are expected to:

1. Be an advocate for all athletes, clubs and technical officials.
2. Agree to understand and abide by the by-laws, rules and policies of the Ontario Amateur Wrestling Association, and will work to make changes to such as needed.
3. Attend regular Board of Directors' meetings as required, and:
 - a. Communicate to the Board in advance of any missed meetings.
 - b. Read meeting minutes.
4. Understand the Code of Conduct for coaches, athletes and technical officials.
5. Support the efforts of the OAWA administration staff, and will provide direction and assistance as needed.
6. Recognize that members of the Board of Directors hold their position to benefit athletes and clubs, and not to serve their own interests, or for self-promotion.
7. When making decisions at the Board level consider whether the decision benefits all athletes and clubs.
8. Board members agree never use their position as a board member for their own personal gain, or for the personal gain of family members or friends.

POLICY

CODE OF ETHICS

PURPOSE	The Ontario Amateur Wrestling Association is established for the purpose of development of the sport of Amateur Wrestling and as a resource to our members. To that end, all members of the Association are expected to abide by rules of ethical behaviour.
GENERAL	Members of the Association shall strive to react to success and failure with grace and dignity. Members should refrain from seeking special privileges or treatment and remember that others are striving for the same objectives. All members must seek to discover and promote the positive aspects of the sport of Amateur Wrestling.
ETHICAL BEHAVIOUR:	<p>All members are expected to treat each other with courtesy and respect at all times and refrain from:</p> <ul style="list-style-type: none">• malicious gossip and demeaning remarks to others.• expressing their displeasure with officials or other event organizers by any means other than the accepted protest procedure.• making comments to a meet official with regard to a coach, official's or athlete's abilities, etc. during a competition.• attempting to disrupt, distract or in any way interfere with the performance of an athlete during competition or training.
HONESTY	All members are expected to be honest and forthright in their dealings with the Association, other members and non-members.
RECRUITMENT	Recruitment of members from other clubs/organizations is strictly prohibited without first obtaining permission from the wrestler's designated coach.
COACHING	Members will not attempt to coach any wrestler without first obtaining permission from the wrestler's designated coach.
ABUSE	It is unacceptable for any member to physically strike or abuse another person regardless of the situation or location.
MEETINGS	<p>Members should exercise their right to attend meetings to provide their input and ideas for the betterment of wrestling. By choosing not to attend, the member is deemed to tacitly support any decision coming out of said meeting. It shall be considered unethical to attempt to effect changes to decisions through discrediting the forum or the procedures used to formulate those decisions. All decisions shall be reviewed through proper process.</p> <p>Members of committees should state their dissent of any action taken and their intention to seek a review of the stated action. The dissent should be recorded in the minutes of the meeting. If a dissent is not recorded, the entire committee shall be deemed to accept and support the action once a motion in favour of the action is adopted.</p>

EVENT SANCTION

Members are reminded that the OAWA is the sole body in Ontario recognized by and given the responsibility for sanctioning of Wrestling events in Ontario by Wrestling Canada Lutte and the Government of Ontario through the Ontario Ministry of Tourism, Culture, and Sport. Multi-sport organizations such as Ontario University Athletics (OUA) and the Ontario Federation of School Athletic Associations (OFSAA) have special permission to host and sanction school based events. These two organizations are considered Multi- Sport Organizations (MSOs) by the Ministry.

All OAWA members agree to participate ONLY in Wrestling events sanctioned by the OAWA, or by another Provincial Sport Organization or Multi- Sport Organization recognized by the Ontario Ministry of Tourism, Culture, and Sport. Members participating in non-sanctioned events will be guilty of Misconduct under this Code of Conduct and subject to penalty under the code.

MINIMUM PENALTY FOR VIOLATION

Suspension of membership privileges for violation will be automatic pending an appeal from the member. The member may apply for membership reinstatement the following membership year.

THEFT

VANDALISM Theft , or possession of stolen property, is prohibited. Willful acts of destruction to the property of others is prohibited. At all times, the members of the Association will be responsible to the laws of the land. Civil authorities will be contacted first in any case of willful damage or vandalism. It is the responsibility of the individual perpetrating such acts to make restitution where required.

MINIMUM PENALTY FOR VIOLATION

Immediate notification of local authorities, with member subject to the law.

Potential Further Actions:

- Restitution.
- Removal from delegation and sent home at his own expense
- A one year suspension followed by a two year probationary membership.

MISCELLANEOUS

Any other Grievance or matter that is not specifically covered by this or any other policies, documents or rules of wrestling; whereby the investigation of same will further the efficiency of the Association.

MINIMUM PENALTY FOR VIOLATION

None

POLICY

REPORTING VIOLATIONS/*GRIEVANCES*

It is the responsibility of any individual in a position of authority to document and report any violation of the Code of Ethics/Code of Conduct and to report to the local law enforcement agencies any criminal activity.

Code of Ethics/Code of Conduct violations are to be submitted following the OAWA **Discipline and Complaints Policy**.

Code of Ethics or Code of Conduct violations taking place at events or while on OAWA sanctioned trips will be handled as outlined below

PROCEDURE:

A) *CODE OF CONDUCT VIOLATION*

1. The Manager of any Provincial Team is empowered to apply the following penalties at their discretion:
 - verbal reprimand
 - written reprimand
 - suspension from program, event or competition
 - removal from the team and sending the violator home

NOTE: The President of the OAWA or designate must be notified either before or as soon after as possible if the last penalty listed above is imposed.

2. Additional penalties may be applied by the Discipline Committee of the Association if one is struck by the Executive Committee, or the Board of Directors of the Ontario Amateur Wrestling Association.
3. The parent/guardian of any individual against whom a complaint has been made, who is under the "Age of Majority", must be contacted directly prior to removal from a Provincial Team and sent home or suspension from a program, event or competition. A copy of any written reprimand shall be provided to the parent/guardian within fifteen (15) days of returning from a program, event or competition.
4. No member may conceal or destroy evidence of any criminal act committed by any member of the Association.
5. Criminal acts must be reported to the law enforcement authorities of the host province, state or country.
7. Any decision concerning the administration of the Code of Conduct/Code of Ethics during events must be based on reasonable evidence of a violation of the Code of Conduct/Code of Ethics.
8. The decision of the head of delegation is subject to review by a Discipline Committee, if one is struck, or by the OAWA Executive Committee.

PROCEDURES FOR COMPLAINTS

A) MAKING A COMPLAINT AT ANY TIME

Code of Ethics/Code of Conduct violations are to be submitted following the OAWA **Discipline and Complaints Policy**.

B) WHILE AT A SANCTIONED EVENT

TEAM MANAGER

1. When approached by an individual making a complaint or when confronting a situation involving a violation of the Code of Conduct, makes a determination of reasonable evidence.
2. Makes a reasonable effort to prevent any recurrence or continuation of any prohibited activity or behaviour.
3. Gives the individual implicated in violating the Code of Conduct/Code of Ethics an opportunity to account for the actions/behaviour prior to determining the penalty.

NOTE: This must be done in the presence of at least one other Member of the Association, preferably a member of the Executive Committee or Board of Directors or if none present a registered coach.

4. If a violation is substantiated, completes a REPORT OF VIOLATION OF CODE OF CONDUCT/CODE OF ETHICS indicating penalty.

NOTE: If the individual is being sent home, notifies the President of the Association, as well as contacts the Parent of any individual under the age of 18, as outlined above.

5. Reports any criminal acts to the appropriate law enforcement authorities.
6. Forwards a copy of the REPORT OF VIOLATION OF CODE OF CONDUCT/CODE OF ETHICS to the OAWA, within fifteen (15) calendar days of the return date of the delegation to the President of the Association, who will determine if the matter requires further disciplinary review under the OAWA **Discipline and Complaints Policy**, or will be allowed to stand.

The President of the OAWA or designate must be notified of the imposition of this penalty either before or as soon after as possible. The Team Manager must ensure that the individual is met upon arrival. If this is not possible, this penalty will not be imposed, an appropriate alternate penalty will be determined after the trip.

For all members travelling to such out of Province competitions and their coaches and parents if applicable, the members (and coaches and parents, if applicable) will be notified in advance of this policy and possible penalties. All athletes (if 18 or over) or their parents (if under 18) will be required to sign a consent to abide by this policy as part of their registration for participation in the program.