

ICHA CODES OF CONDUCT Updated as of December 6, 2016

A. Responsibilities at Practice

Before every practice, these sets of Codes of Conduct must be read to the Athletes and Coaches present. If these codes are understood by all present, then the coach may continue with practice.

1. Athlete's Behavioral Responsibilities

- Listen and try to perform to the best of your ability the coaches instructions regarding to the sport (soccer or bocce)
- Learn from the coaches instructions regarding the sport and try to apply it to future playing of the sport
- Listen and try to perform to the best of your ability the coaches instructions regarding athlete behaviors when on the bench, or when playing the sport
- Learn from the coaches instruction regarding correct behavior and try to apply it to future events
- Do not yell or talk back in an angry manner to the coach or fellow athlete
- Do not swear at a coach or fellow athlete
- Do not threaten a coach or fellow athlete
- Do not come to practice under the influence of any illegal drug or alcohol

2. Athlete's Equipment Responsibilities

- Athlete must come prepared with proper sport equipment in order to participate at practice:
 - A soccer athlete practicing on grass should be wearing cleated outdoor soccer shoes
 - A soccer athlete practicing on artificial grass, or in the NRC field house should be wearing indoor soccer shoes
 - A soccer athlete must be wearing shin guards, or the athlete will not be allowed to play any form of scrimmaging

3. Athlete's Duty at Practice

- Be on time for practice
- Be on your best behavior
- Wear your sporting equipment properly
- Inform the coach of any issues, problems, or concerns that you have regarding the sport of play
- At a minimum, the athlete is responsible for cleaning the field of play to its original state before practice (collecting any garbage, etc.)

4. Coach's Behavioral Responsibilities

- The coach should provide a positive learning environment for other coaches and athletes
- The coach should only discipline athletes when the Athlete's Behavioral Responsibilities are not upheld
 - The disciplinary measure should only entail verbal warnings
 - If verbal warnings are not successful in disciplinary measures, the coach may reprimand an athlete by removing the athlete from game play, or practice time (applying a "time out" technique) etc.
 - There will be absolutely no use of physical force against any other coach or athlete
 - There will be absolutely no form of verbal abuse against any other coach or athlete
 - The severity of any disciplinary measure applied must at most reflect the severity of the action made by any coach or athlete
- The coach should not yell directly at any athlete or any other coach at any time
- *** In case of a behavioral incident coaches should bring the athlete aside and deal with the situation privately as to avoid embarrassing anyone.**

5. Coach's Equipment Responsibilities

- The coach is responsible to have all essential equipment available to practice (balls, cones, netting, bibs, first aid etc.)
- The coach is responsible to account for all equipment used (balls, cones, netting, bibs, etc.)
- The coach is responsible for making sure that there is sufficient water available for the athletes
- The coach will have a binder with all pertinent information regarding:
 - Insurance policies, ICHA memberships, ICHA Codes of Conduct
 - Equipment should be routinely checked, if there is any concern in regards to safety ex a crack in a helmet, set the piece aside and use an alternate

6. Coach's Duty at Practice

- Read to the Athletes, the Athlete's Codes of Conduct, Sections A1, A2 and A3
- Promote the sport of play
- Encourage the athlete that they are doing well when they are doing well
- Understand an athlete's capability of play
- Encourage the athlete that they are able to play better, when they are slacking
- Encourage a good balance of focus on the sport of play, but not to hinder any form of socialization between athletes
- The coach is responsible for making sure that all athletes are wearing the appropriate equipment for playing the sport
 - No one is allowed to play in any form of scrimmaging if an athlete or coach is not wearing the proper protective equipment
- At a minimum, the coach is responsible for cleaning the field of play to its original state before practice (collecting any garbage, etc.)

B. Responsibilities at Game Play (Competition)

These sets of Codes of Conduct must be read to the Athletes and Coaches present prior to each game play. If these codes are understood by all present at game play, then the coach may continue with the competition.

1. Athlete's Behavioral Responsibilities

- Listen and try to perform to the best of your ability the coaches instructions prior to and during game play (soccer or bocce)
- Learn from the coaches instructions regarding the sport and try to apply it to future competitive games
- Listen and try to perform to the best of your ability the coaches instructions regarding athlete behaviors when on the bench, or when playing the sport
- Learn from the coaches instruction regarding correct behavior and try to apply it to future competitions
- Do not yell or talk back in an angry manner to the coach, fellow athlete or opponent
- Do not swear at a coach, fellow athlete or opponent
- Do not threaten and fellow athlete, coach, or opponent
- **athletes are not to engage in any unwanted behaviors toward any fellow athlete, staff member, coach or volunteer (see harassment policy for more details)**

2. Athlete's Equipment Responsibilities

- Athlete must come prepared with proper sport equipment in order to participate in the competition:
 - A soccer athlete competing on grass should be wearing cleated outdoor soccer shoes
 - A soccer athlete competing on artificial grass should be wearing indoor soccer shoes
 - A soccer athlete must be wearing shin guards, or the athlete will not be allowed to compete in play

3. Athlete's Duty at Game Play

- Be on time for game play
- Be on your best behavior
- Wear your sporting equipment properly
- Inform the coach of any issues, problems, or concerns that you have regarding the game of play
- At a minimum, the athlete is responsible for cleaning the field of play to its original state before the game (collecting any garbage, etc.)

4. Coach's Behavioral Responsibilities

- The coach should provide a positive learning environment for other coaches and athletes
 - The coach should only discipline athletes when the Athlete's Behavioral Responsibilities are not upheld
 - The disciplinary measure should only entail verbal warnings
 - If verbal warnings are not successful in disciplinary measures, the coach may reprimand an athlete by removing the athlete from game play, or practice time (applying a "time out" technique) etc.
 - There will be absolutely no use of physical force against any other coach or athlete
 - There will be absolutely no form of verbal abuse against any other coach or athlete
 - The severity of any disciplinary measure applied must at most reflect the severity of the action made by any coach or athlete
 - The coach should not yell directly at any athlete or any other coach at any time
- Coaches are not to engage in any unwanted behaviors toward any fellow coach, staff, member or athlete (see harassment policy for more details)**

5. Coach's Equipment Responsibilities

- The coach is responsible to have all essential equipment available for game play (balls, cones, netting, bibs, first aid etc.)
- The coach is responsible to account for all equipment used (balls, cones, netting, bibs, etc.)
- The coach is responsible for making sure that there is sufficient water available for the athletes
- The coach will have a binder with all pertinent information regarding:
 - Insurance policies, ICHA memberships, ICHA Codes of Conduct

6. Coach's Duty at Game Play

- Read to the Athletes, the Athlete's Codes of Conduct, Sections B1, B2 and B3
- Encourage the athlete that they are doing well when they are doing well
- Understand an athlete's capability of play
- Encourage the athlete that they are able to play better, when they are slacking
- Try to focus the athlete only towards the sport of play
- The coach is responsible for making sure that all athletes are wearing the appropriate equipment for playing the sport
 - No athlete is allowed to play in any form of competition if they are not wearing the proper protective equipment
- At a minimum, the coach is responsible for cleaning the field of play to its original state before practice (collecting any garbage, etc.)

C. Responsibilities at any City of Windsor based function

These sets of Codes of Conduct must be read to the Athletes, Members, Parents and Coaches present prior to the event. If these codes are understood by those present for the function, then the ICHA will allow those individuals to take part in that function. Unless specifically detailed, these Codes of Conduct apply to ALL ICHA events.

1. Athletes, Members, Parents and Coaches Responsibilities

- There will be absolutely no consumption of illegal substances prior to or during the event by any individual participating in the function, or they will be removed from the function.
- There will be absolutely no consumption of alcoholic beverages during the event by any individual participating in the function, or they will be removed from the function.
 - If an individual arrives at any event under the influence of alcohol, that individual will not be admitted to participate in the function.
- All participating in the event will be not exhibiting any form of inappropriate behavior. Any inappropriate behavior by any individual participating in the event will result in having that individual removed from the event.

D. Responsibilities at any out of town based function

These sets of Codes of Conduct must be read to the Athletes, Members, Parents and Coaches present prior to the event. If these codes are understood by those present for the function, then the ICHA will allow those individuals to take part in that function. Unless specifically detailed, these Codes of Conduct apply to ALL ICHA events.

1. Athlete/Member

- There will be absolutely no consumption of illegal substances prior to or during the event by any individual participating in the function, or they will be removed from the function.
- There will be absolutely no consumption of alcoholic beverages during the event by any individual participating in the function, or they will be removed from the function.
 - If an individual arrives at any event under the influence of alcohol, that individual will not be admitted to participate in the function.
- All participating in the event will be not exhibiting any form of inappropriate behavior. Any inappropriate behavior by any individual participating in the event will result in having that individual removed from the event.

2. Curfew

A curfew time of 10:30 pm will be in place. Any player not meeting that deadline will not be permitted to play in games the following day.

E - HARASSMENT *

All members of the organization including volunteers, coaches, athletes, officials, staff and members of the board are to 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:

- Written or verbal abuse, threats, or outbursts
- The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances
 - Unwelcome remarks, jokes, comments, innuendo, or taunts
 - Leering or other suggestive or obscene gestures
 - Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
 - Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
- Any form of hazing where hazing is defined as any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior teammate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate based on class, number of years on the team, or athletic ability.
- Retaliation or threats of retaliation against an individual who reports harassment to Special Olympics Canada
 - Bullying
- Offensive or intimidating phone calls or emails
 - Displaying or circulating offensive pictures, photographs or materials in printed or electronic form
 - Psychological abuse
 - Discrimination
 - Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating
- Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment

Refrain from any behaviour that constitutes **violence**, where violence is defined as the exercise of physical force, that causes or could cause physical injury; an attempt to exercise physical force that could cause physical injury; or a statement or behaviour that it is reasonable to interpret as a threat to exercise physical force.

Types of behaviour that are applicable to this section include, but are not limited to:

- Verbal threats to attack
- Sending to or leaving threatening notes or emails
- Making threatening physical gestures
- Wielding a weapon
- Hitting, pinching or unwanted touching which is not accidental
- Throwing an object Blocking normal movement or physical interference, with or without the use of equipment
 - Any attempt to engage in the type of conduct outlined above

Refrain from any behaviour that constitutes **sexual harassment**, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature.

Types of behaviour that constitute sexual harassment include, but are not limited to:

- Sexist jokes
- Sexual violence
- Display of sexually offensive material
- Sexually degrading words used to describe a person
- Inquiries or comments about a person's sex life
- Unwelcome sexual flirtations, advances, or propositions
- Inappropriate sexual touching, advances, suggestions or requests
- Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
 - Unwelcome sexual flirtations, advances, requests, or invitations
- Physical or sexual assault

Any member of the organization who violates any of the above conditions will be subject to an immediate suspension .