

## ***12.2 WATER POLO CANADA - CODE OF CONDUCT (OCTOBER 2004)***

Water Polo Canada (WPC) is committed to providing a sport and work environment in which all individuals are treated with respect. Further, WPC supports equal opportunity and prohibits discriminatory practices.

Members of WPC and participants in WPC's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of WPC: fairness, team work, two way commitment, financial responsibility, achievement, athlete well being, athlete centered. Conduct that violates these values may be subject to sanctions pursuant to WPC's Discipline Policy.

All athletes, coaches, officials, organizers, volunteers, employees, directors, officers and members of WPC have a responsibility to:

1. Maintain and enhance the dignity, self-esteem and well-being of members and participants of WPC by:
  - Demonstrating respect to individuals regardless of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
  - Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, directors, officers and members;
  - Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practices;
  - Ensuring that all programs provide for the safety and the physical, psychological and emotional well-being of participants;
  - Ensuring that the rules of the sport, and the spirit of such rules are adhered to.
2. Take reasonable steps to manage the responsible consumption of alcoholic beverages in social situations associated with WPC events.
3. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
4. Respect the confidentiality of personal and privileged information, and share confidential information only with the consent of the those entitled to confidentiality or in a way that the individual involved cannot be identified;
5. Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct that is cruel, intimidating, humiliating, offensive or physically harmful.
6. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature when submitting to or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidating, hostile or offensive environment;
7. Comply at all times with the Constitution, bylaws, policies, rules and regulations of WPC, as adopted and amended from time to time, including complying with any contracts or agreements executed with WPC;
8. Where an athlete is a member of a representative National Team of WPC, comply at all times with the provisions of the WPC Athlete Agreement.
9. All WPC coaches will have a responsibility to also adhere to the Canadian Professional Coaches Association (CPCA) Coaching Code of Ethics.
10. All WPC officials and referees will have a responsibility to also adhere to the International Aquatic Federation's (FINA) Officials Code of Ethics.
11. All National Club Championship participants will have a responsibility to adhere to the NCCH Code of Conduct