



## Code of Conduct

2022-07-11

### Values.

The Club and all individuals participating in Club activities will be guided by the following values:

1. Empowerment Through Sport and Play: We promote sport and play to effect personal and community-level change, enhance self-esteem, develop leadership and foster independence.
2. Inclusiveness and Diversity: We value inclusiveness, diversity, openness, trust and communication in order to create a welcoming, non-discriminating, safe and supportive environment for all members of the Club.
3. Equality of Opportunity: Economic status and other social conditions should not be a barrier to participation.
4. Linguistic Inclusiveness and Diversity: The Club welcomes the use of English, French, and other languages in all its activities so as to include members of all linguistic backgrounds.
5. Harassment-Free Environment: We require that all individuals be treated with respect and dignity and be protected from harassment when participating in Club activities.
6. Conflict of Interest: We expect that the Club's business and decision-making will be conducted in a manner that ensures that trust and integrity are maintained within the membership and the community. Persons in conflict of interest situations will make it known in the Club's meetings to avoid unduly influencing decisions and they will abstain from voting.
7. Transparency: We expect that the Club's business and activities will be conducted in an open and transparent manner that ensures that trust and integrity are maintained within the membership.

In addition, the Club and its members will comply with:

[SWIM ONTARIO COMPREHENSIVE CODE OF CONDUCT AND ETHICS](#)

### Definitions

"Harassment" means:

- a. engaging in a course of vexatious comment or conduct against an individual in any space where a Club activity is undertaken, that is known or ought reasonably to be known to be unwelcome, including:
  - i. offending or humiliating someone physically or verbally;

- ii. threatening or intimidating someone;
- iii. displaying or circulating offensive pictures or materials; or
- iv. making unwelcome jokes or comments about someone's sexual orientation, gender identity, gender expression, sex, race, national or ethnic origin, religion, age, marital status, family status, disability or pardoned conviction.

b. sexual harassment;

Note: A reasonable action taken by a Club representative relating to the management and direction of individuals, other Club representatives, or the regular actions related to the organizing and supervision of Club activities is not harassment.

"Sexual harassment" means:

a. engaging in a course of vexatious comment or conduct against an individual in any space where a Club activity is undertaken because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, including:

- i. offensive or humiliating behaviour; or
- ii. behaviour of a sexual nature that creates an intimidating, unwelcome, hostile or offensive environment.
- iii. behaviour of a sexual nature that could reasonably be thought to put sexual conditions

b. making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement on a person volunteering with the Club or participating in Club programming or events and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

"Conflict of Interest" exists where a member of the Executive Committee, Coordinator or other designated Club representative:

- a. has, or is perceived to have, personal, family or business interests that might benefit from a decision in which they are involved or is able to influence those making it;
- b. is involved with a competing or sister organization that may result in a divided loyalty in the context of making a decision.