



CODE OF ETHICS AND CODE OF CONDUCT

The purpose of the Code of Ethics is to establish and communicate the values and beliefs that are fundamental to the well being of the organization and its members. The principle of “honoring sport” challenges members to recognize, act on and promote the value of sport in individuals, teams and for society in general. The Code of Ethics advocates the fundamentally positive aspects of sport and actively seeks ways to reduce potentially negative aspects. As members of Sport NS, Rowing Canada Aviron and the Coaches Association of Canada, ROW NOVA SCOTIA members shall also abide by the principles and ethical standards outlined by these organizations.

Row Nova Scotia - Code of Ethics

- Members shall encourage a climate of mutual support among participants in the sport of rowing.
- Members shall treat others equitably within the context of their sport, regardless of their gender, race, place of origin, athletic potential, color, sexual orientation, religion, political beliefs, socio-economic status or any other conditions.
- All athletes have the right to participate in suitable and safe settings. Safety and the physical, psychological and emotional well being of each individual athlete shall be of primary importance in all programs.
- Members, clubs/organizations shall ensure that athletes travel, train, perform in suitable and safe settings and that participants receive qualified instruction from certified and safety conscious coaches.
- All members shall abide by a sense of fair play and respect for rules and established procedures.
- All members are expected to treat each other with courtesy and respect at all times and refrain from malicious gossip and demeaning remarks to others, expressing their displeasure with officials by any means other than the accepted appeal procedures, attempting to disrupt, distract or in any way interfere with the performance of an athlete during competition or training.
- Members shall share confidential information only with the consent of those requesting confidentiality or in a way that individuals cannot be identified.
- All members are expected to be honest and forthright in their dealings with the ROW NOVA SCOTIA, other members and non-members.



- Members of ROW NOVA SCOTIA shall strive to react to success, failure and controversy with grace and dignity.
- Members of ROW NOVA SCOTIA shall seek to discover and promote the positive aspects of rowing activities.
- Members of ROW NOVA SCOTIA shall refrain from seeking special privileges or treatment, and remember that others are striving for the same objects.
- Active recruitment of individual athletes and coaches from other clubs/organizations is strictly prohibited.
- It is unacceptable for any member to physically strike, abuse or harass another person regardless of the situation or location. Members shall abstain from and refuse to tolerate in others all forms of harassment including sexual harassment.

CODE OF CONDUCT

The Row Nova Scotia values honesty and integrity through the fostering of respect for and compliance with guidelines, regulations and rules, and, mutual respect among athletes, coaches, officials, administrators and volunteers. The Code of Conduct outlines the principles of conduct, the obligations and duties governing the behavior of all members of ROW NOVA SCOTIA. Conduct that violates this Code of Conduct may be subject to sanctions pursuant to ROW NOVA SCOTIA's policies related to discipline.

All directors, officers, organizers, coaches, officials, athletes, managers, volunteers, employees, and other members of the Row Nova Scotia have a responsibility to:

1. Maintain and enhance the dignity and self-esteem of members and participants of the Row Nova Scotia by:
 - a. Demonstrating respect to individuals regardless of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
 - b. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
 - c. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practices;
2. Take steps to manage the responsible consumption of alcoholic beverages in social situations associated with sanctioned Rowing events;



3. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods, in conformance with the Canadian Anti-Doping Program and any applicable international anti-doping policies;
4. Refrain from any behavior 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;
5. Refrain from any behavior 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; and
6. Comply at all times with the Constitution, Bylaws, policies, rules and regulations of the Row Nova Scotia, as adopted and amended from time to time, including complying with any contracts or athlete agreements executed with the Row Nova Scotia.

In addition to the above, **Coaches** will have additional responsibilities. The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will at all times:

7. 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;
8. Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment and management of athletes' medical and psychological problems;
9. Educate athletes about the dangers of drugs and performance-enhancing substances and under no circumstances promote or condone their use;
10. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise;
11. Give athletes the opportunity to discuss, contribute to and agree with 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;
12. Consider the academic pressures placed on student-athletes and conduct training and events in a manner that supports academic success;
13. At no time engage in an intimate or sexual relationship with an athlete;
14. Take a strong stance against profanity, abusive language, gambling and similar violations of a true sportsman's code;



15. Maintain self-control at all times, accepting adverse decisions without public displays of emotion, or of dissatisfaction with the officials; and
16. Abide by the Coaching Code of Ethics of the Coaching Association of Canada.

Athletes who have been selected to represent the Row Nova Scotia will have additional responsibilities to:

17. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete;
18. Participate in all competitions, events, activities or projects to which the athlete has made a commitment;
19. While traveling and competing, dress appropriately and adhere to the Row Nova Scotia's requirements regarding clothing and official team uniforms;
20. Comply with instruction and direction provided by team officials and coaches; and
21. Avoid any behavior which would cause unreasonable disruption or interference in competitions, training camps, or preparation of any athlete for a competition; and
22. Maintain a high degree of physical fitness by observing team and training rules conscientiously.

Officials who officiate at Row Nova Scotia events will have additional responsibilities to:

23. Conduct themselves with dignity, both on and off the water, and shall, by their example endeavor to inspire the true principles of sportsmanship and earn the respect of those they serve.
24. Perform their designated responsibilities, including attending organized clinics, meetings, lectures etc., and assist fellow officials to upgrade and improve their standard of officiating, instructing and assessing.