

CODE OF CONDUCT AND ETHICS

*Indicates a section that has been adapted from the UCCMS

Purpose

1. The purpose of this Code is to ensure a safe and positive environment within the programs, activities, and events of Golf Ontario by making Participants aware that there is an expectation, at all times, of appropriate behaviour consistent with Golf Ontario's core values and policies. Golf Ontario supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals can safely participate in sport and are treated with respect and fairness.

Application of this Code

2. This Code applies to any Participant's conduct during the business, activities, and events of Golf Ontario including, but not limited to competitions, practices, evaluations, treatment or consultations (e.g., massage therapy), training sessions, travel associated with organizational activities, the office environment, and any meetings.
3. This Code also applies to Participants' conduct outside of the business, activities, and events of Golf Ontario when such conduct adversely affects the organization's relationships (and the work and sport environment) or is detrimental to the image and reputation of Golf Ontario. Such applicability will be determined by Golf Ontario at its sole discretion.
4. *This Code applies to Participants active in the sport or who have retired from the sport where any claim regarding a potential breach of this Code occurred when the Participant was active in the sport.
5. In addition, breaches of this Code may occur when the Participants involved interacted due to their mutual involvement in the sport or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the Participant(s).
6. Any Participant who violates this Code may be subject to sanctions pursuant to the *Discipline and Complaints Policy*. In addition to facing possible sanctions pursuant to the *Discipline and Complaints Policy*, a Participant who violates this Code during a competition may be removed from the competition or training area, and the Participant may be subject to further sanctions.

Persons in Authority and Maltreatment

7. *When they are a Person in Authority, Participants are responsible for knowing what constitutes Maltreatment. The categories of Maltreatment are not mutually exclusive, nor are the examples provided in each category an exhaustive list. Rather, what matters for the assessment of the Maltreatment is whether the conduct falls into one or more of the categories, not into which category it falls. Abuse, assault, Harassment, bullying, and hazing can be experienced in more than one category of Maltreatment.
8. *Maltreatment can be any of the prohibited behaviours and conduct, provided the Maltreatment occurs in any one or a combination of the following situations. The physical location(s) where the alleged Maltreatment occurred is not determinative.
 - a) Within a sport environment;
 - b) When the Participant alleged to have committed Maltreatment was engaging in sport activities;
 - c) When the Participants involved interacted due to their mutual involvement in sport; or
 - d) Outside of the sport environment where the Maltreatment has a serious and detrimental impact on another Participant.
9. *It is a violation of the Code for sport administrators or other Persons in Authority to place Participants in situations that make them vulnerable to Maltreatment. This includes, but is not limited to, instructing an Athlete and coach to share a hotel room when traveling, hiring a coach who has a history of Maltreatment, assigning guides and other support staff to a para-Athlete when the guide or support staff has a reputation for Maltreatment or assigning such a guide or support staff to a para-Athlete in the absence of consultation with the para-Athlete.

Golf Ontario – Code of Conduct and Ethics

Adopted from Golf Canada Safe Sport Policies – November 2021
Board approved on February 27, 2022

Responsibilities

10. Participants have a responsibility to:
- a) *Refrain from any behaviour that constitutes Maltreatment, Discrimination, Harassment, Workplace Harassment, or Workplace Violence.
 - b) Maintain and enhance the dignity and self-esteem of other Participants by:
 - i. Treating each other with the highest standards of fairness, honesty, respect and integrity;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other Participants;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
 - iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory; and
 - v. Ensuring adherence to the rules of the sport and the spirit of those rules.
 - c) Abstain from the non-medical use of medications or drugs or the use of Prohibited Substances or Prohibited Methods as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force. More specifically, Golf Ontario adopts and adheres to the Canadian Anti-Doping Program (Anti-Doping Notice to Players). Golf Ontario will respect any sanction imposed on a Participant as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules.
 - d) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision, who has been found to have committed an anti-doping rule violation and is serving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules.
 - e) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
 - f) Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in the programs, activities, competitions, or events of Golf Ontario (guidelines set out in Appendix "A" – Tournament / Event Guideline).
 - g) In the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or event.
 - h) In the case of adults, not consume cannabis in the Workplace or in any situation associated with the events of Golf Ontario (subject to any requirements for accommodation), not consume alcohol during training, competitions, or in situations where Minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations.
 - i) When driving a vehicle:
 - i. Have a valid driver's license;
 - ii. Not be under the influence of alcohol or illegal drugs or substances;
 - iii. Have valid car insurance; and
 - iv. Refrain from holding a mobile device.
 - j) Respect the property of others and not willfully cause damage.
 - k) Promote sport in the most constructive and positive manner possible.
 - l) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a para-classification, competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition.
 - m) Adhere to all federal, provincial/territorial, municipal and host country laws.
 - n) Comply, at all times, with the bylaw, policies, procedures, and rules and regulations of Golf Ontario as adopted and amended from time to time.
 - o) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions involving a Participant to Golf Ontario including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or prohibited substance or method.
 - p) Comply with the *Golf Ontario Tournament & Event Policy*.
 - q) Comply with *Golf Ontario Dress Code Policy*.

Directors, Committee Members, Work Group Members, and Staff

11. In addition to section 7 (above), Directors, Committee Members, Work Group Members and Staff of Golf Ontario will have additional responsibilities to:
- a) Function as a Director, Committee Member, Work Group Member, or staff member of Golf Ontario

- in a manner that is free of conflicts of interest involving other organizations or constituencies.
- b) Conduct themselves professionally, lawfully and in good faith.
 - c) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
 - d) Not accept or seek, on behalf of themselves or any other person, any significant service, benefit, or gift from anybody offered as a result of them carrying out their duties for Golf Ontario. In the event they are offered a service, benefit, or gift having a value in excess of \$200 needs to be preapproved and disclosed to the CEO of Golf Ontario. If the service, benefit, or gift is received by the CEO, preapproval is required from the Chair of the Finance & Audit Committee of Golf Ontario. If acceptance is approved, then they must complete a declaration statement and submit the form to Human Resources.
 - e) Comply with *Golf Ontario's Conflict of Interest Policy*.
 - f) Comply with the *Screening Policy*.
 - g) Comply with the *Employee and Volunteer Drug and Alcohol Policy*.
 - h) No political contributions (cash or non-cash) will be made by them on behalf of or in the name of Golf Ontario
 - i) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws.
 - j) Maintain confidentiality of private organizational information and not use confidential or propriety information for any other purpose other than Golf Ontario business.
 - k) Have a thorough knowledge and understanding of all policies and by-laws of Golf Ontario, all of which are posted on the Golf Ontario website. Without restricting the generality of the foregoing, specifically acknowledge that they have read and fully understand and agree that they are aware of the *Whistleblower Policy*.

Coaches and Instructors

12. In addition to section 7 (above), coaches and instructors have many additional responsibilities. The coach-Athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the Athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, either consciously or unconsciously. Coaches and instructors will:
- a) *Avoid any behaviour that abuses the Power Imbalance inherent in the coaching position to (i) establish or maintain a sexual relationship with an Athlete that he or she is coaching, or (ii) encourage inappropriate physical or emotional intimacy with an Athlete, regardless of the Athlete's age.
 - b) Not engage in a sexual or intimate relationship with an Athlete of any age in which the coach is in a position of trust or authority.
 - c) Disclose any sexual or intimate relationship with an Athlete over the age of majority to Golf Ontario. Immediately discontinue any coaching involvement with that Athlete.
 - d) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athletes.
 - e) Prepare Athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm Athletes.
 - f) 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 treatments.
 - g) Support the coaching staff of a training camp, provincial/territorial team, or national team, should an Athlete qualify for participation with one of these programs.
 - h) Accept and promote Athletes' personal goals and refer Athletes to other coaches and sport specialists as appropriate.
 - i) Provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete.
 - j) Act in the best interest of the Athlete's development as a whole person.
 - k) Comply with *Golf Ontario's Screening Policy*.
 - l) Comply with *Golf Ontario's Employee and Volunteer Drug and Alcohol Policy*.

- m) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions to Golf Ontario, including those for violence, child pornography, or possession, use, or sale of any illegal or prohibited substance or method.
- n) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances or prohibited methods and, in the case of Minors, alcohol, cannabis, and/or tobacco.
- o) Respect Athletes competing for other jurisdictions and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the Athletes.
- p) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
- q) Dress professionally and use appropriate language.

Athletes

- 13. In addition to section 7 (above), Athletes will have additional responsibilities to:
 - a) Adhere to their Athlete Agreement with Golf Ontario (if applicable).
 - b) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete.
 - c) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations.
 - d) Adhere to rules that govern competition eligibility.
 - e) Adhere to rules and requirements regarding uniform and equipment.
 - f) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers.

Officials

- 14. In addition to section 7 (above), officials will have additional responsibilities to:
 - a) Maintain and update their knowledge of the rules and rules changes.
 - b) Act openly, impartially, professionally, lawfully, and in good faith.
 - c) Refrain from publicly criticizing other officials.
 - d) Work within the boundaries of their position's description while supporting the work of other officials.
 - e) Act as an ambassador of the sport by agreeing to enforce and abide by national and provincial/territorial rules and regulations.
 - f) Take ownership of actions and decisions made while officiating.
 - g) Respect the rights, dignity, and worth of all Participants.
 - h) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
 - i) Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Participants.
 - j) Comply with Golf Ontario's *Screening Policy*.
 - k) Comply with *Golf Ontario's Employee and Volunteer Drug and Alcohol Policy*.
 - l) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform a supervisor or Golf Ontario at the earliest possible time.
 - m) When writing reports, set out the actual facts to the best of their knowledge and recollection.
 - n) Dress in proper attire for officiating.

Volunteers

- 15. Volunteers have additional responsibilities. Volunteers are a critical part of the organization and Golf Ontario's success is directly related to volunteers carrying out their assigned responsibilities.

Volunteers will:

- a) Act with honesty and integrity while carrying out any assigned responsibilities;
- b) Comply with both the letter and the spirit of any training or orientation provided by Golf Ontario;
- c) Take responsibility for their actions and decisions;
- d) Follow reporting lines to facilitate the effective resolution of problems;
- e) Use inoffensive language;
- f) Dress professionally, neatly and inoffensively.

Volunteers will not:

- a) Exceed the authority of their assigned position;
- b) Encourage Players to consume illegal drugs, alcohol, marijuana or performance enhancing drugs and methods;
- c) Engage in an intimate or sexual relationship with a Player, unless the relationship pre-dates the contact between the Volunteer and the Player resulting from the Volunteer's involvement in a Golf Ontario event or tournament.

Parents/Guardians and Spectators

- 16. In addition to section 7 (above), parents/guardians and spectators at events will:
 - a) Refrain from any harassment of competitors, coaches, officials, parents/guardians, or other spectators.
 - b) Comply with *Golf Ontario's Code of Conduct for Parents and Spectators*.
 - c) Respect the decisions and judgments of officials, and encourage Athletes to do the same.
 - d) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm from the sport environment.
 - e) Respect and show appreciation to all competitors, and to coaches, officials and other volunteers.
 - f) Encourage Athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence.
 - g) Condemn the use of violence in any form.

Criminal Convictions

- 17. The following Criminal Code convictions are fundamentally inconsistent with sport involvement. Any Individual's conviction for any of the following criminal offences will be deemed a breach of this Policy, and will be subject to disciplinary sanctions as determined by the Board of Directors:
 - a) Any offences involving child pornography;
 - b) Any sexual offenses;
 - c) Any offences of assault;
 - d) Any offence of physical or psychological violence; or
 - e) Any offence involving trafficking of illegal drugs or substances listed on the Canadian Anti-Doping Program's Prohibited List.