CODE OF CONDUCT

Purpose

1. The purpose of this Code of Conduct (the "**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 Discrimination, and is committed to providing an environment in which all individuals can safely participate in sport and are treated with respect and fairness.

Definitions

2. **Abuse**: includes child abuse, emotional abuse, physical abuse, neglect, and sexual abuse as described in section 21 (below). Abuse may overlap with Maltreatment or Harassment.

3. **Director**: an individual appointed or elected to the Board of Golf Ontario.

4. **Discrimination:** any distinction, whether intentional or not, based on prohibited grounds under human rights legislation, which has the effect of imposing burdens, obligations or disadvantages on an individual that are not imposed on others, or which withholds or limits access to opportunities, benefits and advantages available to others. A non-exhaustive list of prohibited grounds of Discrimination includes: colour, disability, race, sexual orientation, sex or any other legally recognized status entitled to protection under applicable human rights legislation.

5. **Harassment**: includes conduct, gestures or comments that are known, or ought to be reasonably known to be unwelcome, insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for activities, or which negatively affect performance or conditions for activities. Many of the different forms of harassment may be based on the grounds prohibited in human rights legislation, such as race, ethnicity, sex, sexual orientation and religion. Harassment may occur between peers (e.g., player to player of the same age group, parent to official, coach to coach) or between a Person in Authority and an adult in a subordinate position (e.g.,: coach to player, sports administrator to employee). Harassment includes Sexual Harassment, which is defined below. The following is a non-exhaustive list of examples of Harassment and Sexual Harassment:
   a) Unwelcome jokes, innuendo or teasing about a person's body, looks, race, sexual orientation etc.;
   b) Condescending, patronizing, threatening or punishing actions which undermine self-esteem;
   c) Practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety;
   d) Any form of bullying or intimidation, including threats, spreading rumours, attacking someone physically or verbally, and deliberately excluding someone from a group;
   e) Any form of hazing;
   f) Unwanted or unnecessary physical contact including touching, patting, pinching;
   g) Unwanted conduct, comments, gestures or invitations of a sexual nature which are likely to cause offence or humiliation, or which might on reasonable grounds be perceived as placing a condition of a sexual nature on employment or on any opportunity for training or advancement; or
   h) Sexual assault or physical assault.

Harassment may overlap with Maltreatment or Abuse.

6. **Maltreatment**: a volitional act and/or omission described in Sections 5.2 to 5.6 of the UCCMS that results in harm or has the potential for physical or psychological harm. The current version of the UCCMS can be found here: https://sportintegrity.ca/safesport. Maltreatment may overlap with Abuse or Harassment.

7. **Minor**: any Participant who is under the age of majority in the Province of Ontario at the relevant time; in Ontario, every person attains the age of majority and ceases to be a minor on attaining the age of eighteen (18) years. Adults are responsible for knowing the age of a Minor.

8. **Officer**: an individual appointed as an Officer of Golf Ontario.

9. **Participant**: refers to all categories of individual members and/or registrants defined in the By-laws of Golf Ontario who are subject to the policies of Golf Ontario, as well as all persons employed by, contracted by, or engaged in activities with Golf Ontario including, but not limited to, employees, contractors, athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents/guardians, spectators, and Directors and Officers.

10. **Persons in Authority**: any Participant who holds a position of authority within Golf Ontario including, but not limited to, coaches, instructors, officials, managers, support personnel, chaperones, committee members, and Directors and Officers.

11. **'Rule of Two'**: the 'Rule of Two' provides that a Participant and especially an athlete must never be alone one-on-one with an unrelated Person in Authority.

12. **Sexual Harassment**: includes engaging in a course of vexatious comment or conduct 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 as unwelcome; or 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 to an individual or group of individuals and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

13. **UCCMS:** Universal Code of Conduct to prevent and address Maltreatment in Sport, as amended from time to time. The current version of the UCCMS can be found here: https://sportintegrity.ca/safesport.

14. **Vulnerable Participant**: persons at increased risk of Maltreatment, Abuse, Harassment and/or coercion, often due to age, gender, race, poverty, indigeneity, sexual orientation, gender identity or expression, disability, psychosocial or cognitive ability, and their intersections. Vulnerable Participants include persons who cannot provide informed consent.

Application of this Code

15. 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.

16. 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.

17. 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.

18. 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).

19. Any Participant who violates this Code may be subject to sanctions pursuant to Golf Ontario's *Complaints and Discipline Policy and Procedure*. In addition to facing possible sanctions pursuant to the *Complaints and Discipline Policy and Procedure,* 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.

Commitment to a Sport Environment Free from Maltreatment

20. Golf Ontario is committed to a sport environment free from Maltreatment as follows:
    a) All Participants in sport can expect to play, practice and compete, work, and interact in an environment free from Maltreatment.
    b) Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of all Participants, sport stakeholders, sport club administrators and organization leaders.
    c) Persons in Authority have the general responsibility to protect the health and well-being of all other Participants.
    d) Adult Participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Maltreatment involving Minors and other Vulnerable Participants.
    e) All Participants recognize that Maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of Maltreatment.
    f) All Participants recognize that individuals who have experienced Maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
    g) All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
    h) In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, Persons in Authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to

discriminatory practices.

Commitment to a Sport Environment Free from Harassment

21. Golf Ontario is committed to a sport environment free from Harassment as follows:
    a) Harassment in all its forms will not be tolerated during any Golf Ontario activity or program.
    b) All those involved with Golf Ontario activities or programs (including staff, volunteers, officials, partners, parents, and guardians) are responsible for making every reasonable effort to uphold this commitment.
    c) Specifically, this includes refraining from behaviour which may be Harassment, and reporting or responding to complaints of Harassment.
    d) Participants are expected to refrain from discriminatory, harassing or violent behaviour and are encouraged to report incidents of Harassment.

22. Without limiting Golf Ontario commitment to a sport environment free from Harassment, Golf Ontario also recognizes that certain activity may not be Harassment, which activity may include (as examples and as a non-exhaustive list):
    e) reasonable action or conduct by a Golf Ontario Person in Authority that is part of their normal function even if there are possible unpleasant consequences for a Participant or employee (e.g., disciplinary action, performance management, changes to schedules or duties, implementation of policies, etc.);
    f) difference of opinion or disagreements between co-Participants; or
    g) discipline in training is an indispensable part of a high-performance sport.

23. However, it is of vital importance that Persons in Authority:
    h) set and communicate non-discriminatory performance standards, selection criteria, rules and regulations to all Participants;
    i) ensure that training involving touching or other physical contact occur in an appropriate setting and only after informed consent has been sought and received;
    j) be consistent in taking any corrective or punitive action without discrimination based on prohibited grounds;
    k) use non-discriminatory terminology; and
    l) address individuals by name and avoid use of derogatory slang or offensive terms.

Commitment to a Sport Environment Free from Abuse

24. Golf Ontario is committed to a sport environment free from Abuse as follows:
    a) Abuse includes:
        i. **Child abuse** which is any form of physical, emotional and/or sexual mistreatment or lack of care, which may cause physical injury or emotional damage to a Minor. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust;
        ii. **Emotional abuse** includes an attack on a person's self-esteem; it includes psychologically destructive behaviour by a Person in Authority. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the person's needs.
        iii. **Physical abuse** includes when a Person in Authority purposefully injures or threatens to injure another person. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.
        iv. **Neglect** is chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air. This may occur in golf when

injuries are not adequately treated or Participants are made to play with injuries, equipment is inadequate or unsafe; no one intervenes when team members are persistently harassing another Participant, or road trips are not properly supervised.

v. **Sexual abuse** is when a person is used by another person for the latter person's sexual stimulation or gratification. There are two categories, contact and non- contact.

b) Golf Ontario is committed to prevent Abuse of Participants.

c) In this context, Golf Ontario realizes that people working closely with children and youth have a special awareness of abusive situations. Therefore, these people have a particular reporting responsibility to ensure the safety of Canada's young, by knowing their provincial protection acts and following through as required.

d) Every province and territory in Canada, has mandatory reporting laws regarding the duty to report regarding a child in need of protection; for example, Ontario's *Child, Youth and Family Services Act, 2017* (Child, Youth and Family Services Act, 2017, S.O. 2017, c. 14, Sched. 1 | ontario.ca) requires a person who has reasonable grounds to suspect any of the enumerated examples of harm or abuse regarding a child (i.e., a person younger than 18) (see section 125 of the *Child, Youth and Family Services Act, 2017* (see link immediately above)) to immediately report the suspicion and the information on which it is based to a children's aid society.

Persons in Authority, Maltreatment, Harassment, and Abuse

25. When they are a Person in Authority, Participants are responsible for knowing what constitutes Maltreatment, Harassment and Abuse. The categories of Maltreatment, Harassment and Abuse are not mutually exclusive, nor are the examples provided in each category an exhaustive list. Rather, what matters for the assessment of the Maltreatment, Harassment or Abuse is whether the conduct falls into one or more of the categories, not into which category it falls; assault, Harassment, bullying, and hazing can be experienced in more than one category of Maltreatment, Harassment or Abuse.

26. Maltreatment, Harassment and Abuse can be any of the prohibited behaviours and conduct, provided the Maltreatment, Harassment or Abuse occurs in any one or a combination of situations, including without limitation the following. The physical location(s) where the alleged Maltreatment, Harassment or Abuse occurred is not determinative.

a) Within a sport environment;

b) When the Participant alleged to have committed Maltreatment, Harassment or Abuse 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, Harassment or Abuse has a serious and detrimental impact on another Participant.

It is a violation of this Code for sport administrators or other Persons in Authority to place Participants in situations that make them vulnerable to Maltreatment, Harassment or Abuse. 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, Harassment or Abuse, assigning guides and other support staff to a para-athlete when the guide or support staff has a reputation for Maltreatment, Harassment or Abuse or assigning such a guide or support staff to a para-athlete in the absence of consultation with the para-athlete.

Participants - Responsibilities

27. Participants have a responsibility to:
    a) Refrain from any behaviour that constitutes Maltreatment, Harassment or Abuse.
    b) Refrain from any behaviour that constitutes Discrimination.
    c) 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.
    d) 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. 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.
    e) 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.
    f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
    g) Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in the programs, activities, competitions, or events of Golf Ontario.
    h) In the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or event.
    i) In the case of adults, not consume cannabis 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.
    j) When driving a vehicle:
        vi. Have a valid driver's license;
        vii. Not be under the influence of alcohol or illegal drugs or substances;
        viii. Have valid car insurance; and
        ix. Refrain from holding a mobile device.
    k) Respect the property of others and not willfully cause damage.
    l) Promote sport in the most constructive and positive manner possible.
    m) 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.
    n) Adhere to all federal, provincial/territorial, municipal and host country laws.
    o) Comply, at all times, with the bylaw, policies, procedures, and rules and regulations of Golf Ontario as adopted and amended from time to time.

p) 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.
q) Not use offensive language.

Persons in Authority - Responsibilities

28. In addition to section 27 (immediately above), Persons in Authority have a responsibility to:
    a) **'Rule of Two'**: Comply with and follow the 'Rule of Two' when interacting with Participants and especially athletes to the maximum extent feasible. The 'Rule of Two' provides that a Participant and especially an athlete must never be alone one-on-one with an unrelated Person in Authority.

    b) Golf Ontario recognizes that abiding by the 'Rule of Two' may not be feasible in some instances, given the dynamics of golf participation and golf training.

    c) Persons in Authority must comply with the 'Rule of Two' to the fullest extent feasible. Compliance with the 'Rule of Two' involves adhering to the following guidelines:
        a. To the maximum extent possible, the training environment should be visible and accessible so that all interactions between Persons in Authority and athletes are observable.
        b. Private and one-on-one situations that are not observable by another adult or athlete should be avoided.
        c. A Vulnerable Participant may not be alone under the supervision of a Person in Authority unless prior written permission is obtained from the Vulnerable Participant's parent/guardian.
        d. Persons in Authority may not invite or host Vulnerable Participants in their home without the written permission from a parent/guardian or without a parent/guardian having contemporaneous knowledge of the visit.
        e. If a Person in Authority and an athlete expect to be away from other Participants for a lengthy period of time (for example, they will be on the golf course together), they must inform another Person in Authority where they are going and when they are expected to return. Persons in Authority should always be reachable by phone or text message.
    d) **Communications**: For communication in any form between Persons in Authority and athletes, following guidelines must be followed:
        a. Persons in Authority may only send texts, direct messages on social media or emails to individual athletes when necessary to communicate information related to team activities (i.e., non-personal information).
        b. Invitations to connect on social media channels should not be initiated by a Person in Authority.
        c. Individual communication with an athlete must remain professional in tone. Communication between Persons in Authority and athletes that is personal in nature should be avoided. If such personal communication is unavoidable, it must be recorded and available for review by another Person in Authority and/or by the athlete's parent/guardian (the use of disappearing messages on social media are strictly prohibited).
        d. A parent/guardian may request that their child not be contacted by a Person in Authority

using any form of electronic communication and/or may request that certain information about their child not be distributed in any form of electronic communications.

e. All communication between a Person in Authority and athletes must be between the hours of 6:00am and midnight unless extenuating circumstances justify otherwise.
f. Communication concerning drugs or alcohol use is not permitted, unless the communication relates to policies prohibiting their use or risks associated with their use.
g. Communications may not include sexual inuendo or sexually explicit language, imagery, or content.

e) **Travel:** For travel involving Persons in Authority and athletes, adherence to the following guidelines is required**:**

a. Teams or groups of athletes are to travel with at least two Persons in Authority to the extent that budget and logistical circumstances allow.
b. If two Persons in Authority cannot be present, reasonable efforts should be made to supplement supervision with screened individuals (pursuant to Golf Ontario's *Screening Policy*).
c. To the maximum extent possible, a Person in Authority should not drive a vehicle alone with an athlete unless the Person in Authority is the athlete's parent/guardian.
d. A Person in Authority may not share a hotel room with an athlete unless the Person in Authority is the athlete's parent/guardian or spouse.
e. Room or bed checks during overnight stays must be done by two Persons in Authority.
f. For overnight travel when athletes must share a hotel room, roommates must be age-appropriate (e.g., within approximately two years of age of one another) and of the same gender identity.

f) **Locker Rooms / Changing Areas:** For locker rooms, changing areas, and other closed meeting spaces, adherence to the following guidelines is required:

a. Interactions between Persons in Authority and athletes should not occur in any area where there is a reasonable expectation of privacy - such as a locker room, washroom or changing area; if such interaction is considered absolutely necessary, a second adult must be present.

g) **Photography / Video:** For all photography and video of an athlete, adherence to the following guidelines is required:

a. Photographs and video should be taken in public view. Content must observe generally accepted standards of decency and be both appropriate for and in the best interest of the athlete.
b. The use of recording devices in any areas where there is a reasonable expectation of privacy – such as locker rooms, washrooms or changing areas - is strictly prohibited.
c. If content featuring an athlete will be used on any form of public media, an Image Consent Form (please see Golf Ontario's Image Consent Form) must be completed before the content is recorded.

h) **Physical Contact:** Some physical contact between Persons in Authority and athletes may be necessary for various reasons including, but not limited to, teaching a skill, or tending to an injury. For physical contact, adherence to the following guidelines is required:

a. A Person in Authority must always request permission to make physical contact from the athlete in advance and clearly explain where, why and how the physical contact will occur. The Person in Authority must make clear that they are requesting to touch the

athlete and not requiring physical contact.

b. Infrequent, incidental physical contact during a training session is not considered a violation of policy.
c. Non-essential physical contact may not be initiated by the Person of Authority. It is recognized that some athletes may initiate non-essential physical contact such as hugging or other physical contact with a Person in Authority for various reasons (e.g., celebrating, or crying after a poor performance). This physical contact should always occur in an open and observable environment.

Directors, Committee Members, Work Group Members, and Staff - Responsibilities

29. In addition to section 27 (above), Directors, Golf Ontario committee members, Golf Ontario work group members and staff of Golf Ontario will have additional responsibilities to:
    i) Function as a Director, Golf Ontario committee member, Golf Ontario work group member or staff member of Golf Ontario in a manner that is free of conflicts of interest involving other organizations or constituencies.
    j) Conduct themselves professionally, lawfully and in good faith.
    k) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary, financial and other responsibilities to Golf Ontario.
    l) 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 that they are offered a service, benefit, or gift having a value in excess of $200, accepting such service, benefit, or gift must be disclosed to and preapproved by the CEO of Golf Ontario. If such a service, benefit, or gift is offered to the CEO of Golf Ontario, accepting such service, benefit, or gift must be disclosed to and preapproved by the Chair of the Finance & Audit Committee of Golf Ontario. If acceptance is approved, then the recipient must complete a declaration statement and submit that statement to Human Resources.
    m) No political contributions (cash or non-cash) will be made by them on behalf of or in the name of Golf Ontario.
    n) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws.
    o) Maintain confidentiality of private organizational information and not use confidential or propriety information for any other purpose other than Golf Ontario business.
    p) 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 - Responsibilities

30. In addition to section 27 (above), coaches and instructors have many additional responsibilities. The coach- athlete relationship 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 must:
    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 authority (i.e., where the coach is a Person in 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) 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.
k) 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.
l) 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.
m) 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.
n) Dress professionally.

Athletes - Responsibilities

31. In addition to section 27 (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 - Responsibilities

32. In addition to section 27 (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) 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.
    k) When writing reports, set out the actual facts to the best of their knowledge and recollection.
    l) Dress in proper attire for officiating.

Volunteers - Responsibilities

33. In addition to section 27 (above), 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 off problems;
    e) Dress professionally, neatly and inoffensively.

    Volunteers **will not**:

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

Parents/Guardians and Spectators - Responsibilities

34. In addition to section 27 (above), parents/guardians and spectators at events will:
    f) Refrain from any Harassment of competitors, coaches, officials, parents/guardians, or other spectators.
    g) Comply with Golf Ontario's *Parent and Spectator Policy*.
    h) Respect the decisions and judgments of officials, and encourage athletes to do the same.
    i) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm from the sport environment.
    j) Respect and show appreciation to all competitors, and to coaches, officials and other volunteers.
    k) Encourage athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence.
    l) Condemn the use of violence in any form.

Criminal Convictions

35. The following Criminal Code convictions are fundamentally inconsistent with sport involvement. Any Participant's conviction for such *Criminal Code* offences involving harmful conduct shall carry a presumptive sanction of permanent ineligibility from participating with Golf Ontario. Such *Criminal Code* offences may include, but are not limited to:
    m) Any offences involving child pornography;
    n) Any sexual offenses;
    o) Any offences of assault;
    p) Any offence of physical or psychological violence; or
    q) Any offence involving trafficking of illegal drugs or substances.