

# Squamish Paddling Club Code of Conduct



## 1. Introduction

- 1.1. Canoe Kayak Canada has a [Code of Conduct policy](#) which all members, program participants, employees and volunteers of the Squamish Paddling Club (“SPC”) are expected to follow.
- 1.2. SPC is committed to providing a respectful, drug free and safe environment, characterized by honesty, fairness, mutual respect, and open and clear communication, where all members, program participants, visitors, volunteers and staff can feel accepted and valued.
- 1.3. The SPC Code of Conduct sets clear behavioural expectations which all SPC members, program participants, volunteers, contractors and employees are required to abide by during any SPC activities. A violation of the SPC Code of Conduct will be cause for discipline and may result in restriction of privileges or immediate dismissal from the club activity or program. Interpretation of the application of this code is at the discretion of the SPC Board of Directors.

## 2. Code of Conduct:

- 2.1. SPC members, program participants, volunteers and employees shall at all times, during any SPC activity, competition or training event, conduct themselves in a manner consistent with SPC ideals and values:
  - 2.1.1. Their behaviour shall at all times be respectful, professional, responsible and sportsmanlike.
  - 2.1.2. They shall treat others with respect and shall not speak disparagingly of any other athlete, coach, official, administrator, volunteer or program.
  - 2.1.3. They shall not engage in conduct likely to bring the SPC, competition or sport into disrepute.
  - 2.1.4. They will respect the club equipment and treat it with care and act responsibly when on and off the water.
  - 2.1.5. They will abstain from underage consumption of alcohol, excessive use of alcohol, possession and/or use of illicit drugs and narcotics, possession and/or use of banned performance enhancing drugs or methods.
  - 2.1.6. They shall refrain from, actively discourage, and report any acts of harassment or bullying behaviour as defined below.

### 2.2. Harassment

- 2.2.1. Harassment includes conduct, gestures or comments which are insulting, hurtful, intimidating, humiliating, malicious, degrading or otherwise offensive to an individual. The Canadian Human Rights Act prohibits harassment based on race, ethnicity, colour, religion, age, sex, marital status, family status, disability, pardoned conviction and sexual orientation.
- 2.2.2. Harassment creates a hostile or intimidating environment which negatively affects performance. Harassment may occur between peers or between someone in a position of authority and someone in a subordinate position.
- 2.2.3. Some examples of harassment include:
  - a) Unwelcome jokes, innuendo or teasing about a person's body, looks, race, or sexual orientation.
  - b) Unsportsmanlike conduct such as angry outbursts or arguing
  - c) Condescending, patronizing, threatening or punishing actions which undermine self-esteem.

- d) Practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety.
- e) Degrading or inappropriate hazing rituals.
- 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. (This would also constitute abuse.)
- h) Sexual assault or physical assault. (This would also constitute abuse.)

### 2.3. Bullying

- 2.3.1. Bullying is a form of repeated, persistent, and aggressive behaviour directed at an individual or individuals that is intended to cause (or should be known to cause) fear, distress, feelings of isolation, and/or harm to another person's body, feelings, self-esteem, or reputation. Bullying occurs in a context where there is a real or perceived power imbalance.
- 2.3.2. Bullying can occur between people at any age and can be:
  - a) Physical (i.e. shoving, hitting, kicking, stealing)
  - b) Verbal (i.e. name calling, insults, threats)
  - c) Social (i.e. gossiping or rumours)
  - d) Cyber bullying (i.e. email, Facebook, Twitter)
- 2.3.3. Some examples of bullying behaviour include:
  - a) Unwarranted yelling and screaming directed at target
  - b) Continually criticizing the target's abilities
  - c) Blaming the target of the bullying for mistakes
  - d) Making unreasonable demands related to performance
  - e) Repeated insults or put downs of the target
  - f) Denying or discounting the targets accomplishments
  - g) Threats of and actual physical violence

## 3. Disciplinary Procedures

- 3.1. Violation of the SPC Code of Conduct will be documented using the Canoe Kayak Canada Incident Report and kept on file for a period of five years.
- 3.2. The following disciplinary sanctions may be applied, singly or in combination:
  - a) verbal reprimand
  - b) written reprimand
  - c) verbal apology
  - d) hand-delivered written apology
  - e) club service or other voluntary contribution to SPC
  - f) suspension and removal from the current program, competition or event
  - g) loss of member status
  - h) other sanctions as may be considered appropriate for the offence

This agreement is applicable while you are at SPC leased properties, including the beach, boat storage or Mamquam Park, or participating in an offsite SPC event such as a social paddle, paddling regatta or training event.