



COACHES CODE OF CONDUCT

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal as well as athletic development of the athletes they coach. They must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches must also recognize that they are conduits through which the values and goals of a sport organization are channeled. How an athlete regards his/her sport is often dependent on the behaviour of the coach. The following Code of Conduct has been developed to aid coaches in achieving a level of behaviour which will allow them to assist their athletes in becoming well-rounded, self-confident and productive people.

COACHES HAVE A RESPONSIBILITY TO:

1. Treat everyone fairly regardless of gender, place of origin, color, sexual orientation, religion, political belief or economic status.
2. Direct comments or criticism at the performance rather than the athlete.
3. Consistently display high personal standards and project a favorable image of Coaching:
 - a. Refrain from public criticism of fellow coaches;
 - b. Abstain from the use of tobacco products while in the presence of athletes and discourage their use.
 - c. Abstain from drinking alcoholic beverages when working with athletes. Abuse of alcohol and intoxication or drug abuse will not be tolerated and will result in an immediate removal from the Team and the competition, repayment of the all costs associated with the Team Staff position and subject to any disciplinary measures as may be determined by Ontario Equestrian (OE) Board of Directors.
 - d. OE has a "zero tolerance" policy with respect to the consumption of alcohol and non-prescription drugs by any athlete;
 - e. OE has a zero tolerance policy for alcohol and nonprescription drugs in any Team Members room.
 - f. Discourage the use of alcohol at athletic events or in victory celebrations at the competition site.
 - g. Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of your coaching duties.
4. Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment.
5. Communicate and cooperate with registered medical practitioners in the diagnosis, treatment and management of their athletes' medical and psychological matters. Consider the athletes'

future health and well being foremost when making decisions regarding an injured athletes' ability to continue playing or training.

6. Recognize and accept when to refer athletes to other coaches and sport specialists. Allow athletes' goals to take precedence over those of the coach.
7. Regularly seek ways of increasing professional development and self-awareness.
8. Treat fellow coaches, athletes you do not coach and officials with respect, both in victory and defeat and encourage athletes to act accordingly.
9. In the case of minors, communicate and cooperate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development.
10. Be aware of the academic pressures placed on student-athletes and conduct practices and participation in competitions in a manner supporting academic success.

COACHES MUST:

1. Ensure the safety of the athletes with whom they work.
2. At no time become intimately and/or sexually involved with the athletes they coach as per the Laws of Canada as stated below. This includes requests for sexual favours or threats of reprisal for the rejection or such requests. Coaches should refer to Canada's Law on Child Sexual Abuse: A Handbook, published by the Department of Justice in 1990. The following is an extract from this handbook dealing with the issue of CONSENT.
 - Sexual activity without consent is always a crime regardless of the age of the individuals.
 - Children under 12 are never considered able to consent to sexual activity.
 - Children 12 or more, but under 14, are deemed unable to consent to sexual acts except under specific circumstances involving sexual activity with their peers.
 - Young persons 14 or more but under 18 are protected from sexual exploitation and their consent is not valid if the person touching them for a sexual purpose is in a position of trust or authority over them or if they are in a relationship of dependency with that person.
3. Respect the athletes' dignity; verbal or physical behaviors that constitute harassment or abuse are unacceptable.
4. Never advocate or condone the use of drugs or other banned performance enhancing substances, classes or methods.
5. Never provide under age athletes with alcohol.

Individuals registering as Coach members of OE Teams are advised that by joining the team, they are agreeing to adhere to this and other policies, rules, regulations and by-laws of OE.