



Code of Conduct and Ethics Policy

Date of Approval: July 8, 2026, Next Review: 2028

Approved by: Board of Directors

Purpose

The purpose of this Code is to ensure a safe and positive environment (within BCTTA's programs, activities, and events) by making individuals aware that there is an expectation, at all times, of appropriate behavior consistent with BCTTA's core values. BCTTA supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.

Definitions

The following terms have these meanings in this Code:

- a) "Individuals"—individuals employed by, or engaged in activities with, BCTTA, but not limited to, the athletes, coaches, referees, officials, managers, administrators, committee members, directors, sponsors, and volunteers
- b) "Workplace"—Any place where business or work-related activities are conducted. Workplaces include, but are not limited to, work-related social functions, work assignments, tournaments, work-related travel, work-related conference or training sessions.

Application of this Code

- a) This Code applies to Individuals' conduct during BCTTA's business, activities and events including, but not limited to, competitions, practices, tryouts, training sessions, travel associated with BCTTA's activities, environment, and any meetings.
- b) An Individual who violates this Code may be subject to sanctions pursuant to BCTTA's Discipline and Complaints Policy. An Individual who violates this Code during a competition may be ejected from the competition or the playing area; the official may delay the competition until the Individual complies with the ejection; and the Individual may be subject to any additional discipline associated with the particular competition.
- c) An employee of BCTTA found to have engaged in acts of violence or harassment against any other employee, worker, contractor, member, supplier or other third-party during business hours, or at any BCTTA's event, will be subject to appropriate disciplinary action subject to the terms of BCTTA's personnel Policy as well as the employee's Employment contract.
- d) This Code also applies to Individuals' conduct outside of BCTTA's business, activities, and events when such conduct adversely affects relationships within BCTTA (and its work and sport environment) and is detrimental to the image and reputation of BCTTA. BCTTA has sole discretion to determine such applications.

Responsibilities

Individuals have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of BCTTA members and other individuals by:

- Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation
 - Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, employees, volunteers, sponsors, or members.
 - Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct
 - Consistently treating individuals fairly and reasonably
- b) Refrain from any behaviour that constitutes harassment, where harassment is defined as a comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious, but not limited to:
- Written or verbal abuse, threats, or outbursts
 - The display of visual material which is offensive or which one ought to know is offensive in the circumstances
 - Unwelcome remarks, jokes, comments, innuendo, or taunts
 - Leering or other suggestive or obscene gestures
 - Physical or sexual assault
 - Unwelcome sexual flirtations, advances, requests, or invitations
 - Unwanted physical contact, touching, petting, pinching or kissing
- c) Refrain from any behaviour such as vexatious comments or conduct against a worker in the workplace
- Bullying
 - Repeated offensive or intimidating phone calls or emails
 - Personal harassment
 - Psychological abuse
 - Inappropriate sexual touching, suggestions or requests
 - Discrimination
- d) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti—doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and /or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES)
- e) Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in BCTTA's program, activities, competitions or events
- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- g) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. Adopt and follow the Canadian Anti-Doping Program
- h) Adhere to all federal, provincial, municipal and host country laws.

Board/Committee Members and staff

- Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of BCTTA's business and maintenance of individuals' confidence
- Ensure that BCTTA's financial affairs are conducted responsibly and transparently with due regard for all fiduciary responsibilities
- Conduct themselves openly, professionally, lawfully and in good faith in the best interests of BCTTA
- Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate and honest in all dealings with others
- Have a thorough knowledge and understanding of all BCTTA governance documents

- Conform to the bylaws and policies approved by BCTTA, in particular this Code of Conduct and Ethics as well as the Conflict-of-Interest Policy

Coaches

Coaches have many responsibilities. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:

- Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes
- Act in the best interests of the athletes' development as a whole person
- Respect other coaches, officials, athletes, and administrators
- Meet the highest standards of credentials, integrity, and suitability
- Do not engage in a sexual relationship with an athlete
- Report any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance
- Support the coaching staff of a training camp, provincial team, or national team, should an athlete qualify for participation with one of these programs
- Dress professionally, neatly, and inoffensively

Athletes

Athletes will have responsibilities to additionally:

- Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice or compete
- Participate and appear on time, well nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events
- Never ridicule a participant for a poor performance or practice
- Act in a sportsmanlike manner and do not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators
- Act in accordance with BCTTA's policies and procedures and additional rules as outlined by coaches or managers

Officials

Officials have responsibilities to additionally:

- Maintain and update their knowledge of the rules and rule changes
- Work within the boundaries of their position's description while supporting the work of other officials
- Respect the rights, dignity, and worth of all individuals
- Conduct themselves openly, professionally, lawfully, and in good faith in the best interests of BCTTA, athletes, coaches, other officials, and parents
- When writing reports, set out the true facts and not attempt to justify any decisions
- Dress in proper attire for officiating