



**Climbing Escalade Canada (the “CEC”)
Code of Conduct and Ethics (the “Code”)**

Climbing Escalade Canada (the “CEC”) has adopted the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (“UCCMS”), as amended from time to time, which shall be incorporated into this Code by reference as if set out in full herein. Any modifications or amendments made to the UCCMS by the Sport Dispute Resolution Centre of Canada (“SDRCC”) shall come into effect immediately upon their adoption by the SDRCC and automatically without the need for any further action by the CEC.

The CEC has designated specific individuals within the CEC as UCCMS Participants. A full list of designated individuals is available at info@climbingcanada.ca

*It is important to note that the CEC Code of Conduct and Ethics applies to all CEC participants, **but not all CEC participants are UCCMS Participants** and subject to the Abuse-Free Sport Process. Please view definitions below.*

1. Definitions

1.1 Terms in this Code are defined as follows:

- a) **Athlete** – An individual who is an Athlete Participant in the CEC who is subject to the policies of the CEC and to this Code.
- b) **Athlete Support Personnel** - Any coach, trainer, manager, agent, team staff, official, medical personnel, paramedical personnel, parent or any other person working with, treating or assisting an Athlete participating in or preparing for sports competition.
- c) **Bullying** – Offensive behaviour and/or abusive treatment of CEC participants that typically, but not always, involves an abuse of power.
- d) **Event** – an event sanctioned by the CEC, and which may include a social Event
- e) **Harassment** – A course of vexatious comment or conduct against a CEC participant or group, which is known or ought reasonably to be known to be unwelcome.
- f) **Member** – Refers to the provincial/territorial organizations that are admitted as Members of the CEC per the CEC’s By-laws.
- g) **NSO/MSO** – National Sport Organizations or Multi-Sport Organizations. Climbing Escalade Canada is a NSO, and examples of MSOs include the Canadian Olympic Committee (COC), Own The Podium (OTP), Coaches Association of Canada (CAC), Canadian Centre for Ethics in Sport (CCES), etc.
- h) **Official** – Refers to participants engaged by the CEC to act in an official capacity at a CEC event, including but not limited to, judges, route setters, technical delegates and jury members.
- i) **OSIC** – Office of the Sport Integrity Commissioner, an independent division of the SDRCC which comprises the functions of the Sport Integrity Commissioner
- j) **CEC participants**– Refers to all categories of individual licensees and/or registrants defined in the By-laws of the CEC who are subject to the policies of the CEC, as well as all people employed by, contracted by, or engaged in activities with the CEC including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, committee members, or directors and officers.
- k) **Person in Authority** – Any CEC participants who holds a position of authority within the CEC including, but not limited to, coaches, instructors, officials, managers, support personnel, chaperones, committee members, or Directors and Officers.
- l) **Power Imbalance** – as defined in the UCCMS

- m) **UCCMS** – Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as amended from time to time by the SDRCC
- n) **UCCMS Participant** – A participant affiliated with the CEC who has a) been designated by the CEC as a UCCMS Participant and b) signed the required consent form. UCCMS Participants may include, but is not limited to, an Athlete, a coach, an official, an Athlete Support Personnel, an employee, a contractual worker, an administrator, or a volunteer acting on behalf of, or representing the CEC in any capacity.
- o) **Vulnerable Participant** – as defined in the UCCMS
- p) **Workplace** – Any place where business or work-related activities are conducted. Workplaces include but are not limited to, the registered office(s) of the CEC, the training and competition environment, and any other location, physical or virtual, where work-related activities occur. These activities include, but are not limited to, work-related social functions, work assignments outside the registered office(s), work-related travel, and work-related conferences or training sessions.
- q) **Workplace Harassment** – A course of vexatious comment or conduct against a CEC participant in a Workplace that is known or ought reasonably to be known to be unwelcome. Workplace Harassment should not be confused with legitimate, reasonable management actions that are part of the normal work/training function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions.
- r) **Workplace Violence** – The use of or threat of physical force by a person against a worker in a Workplace that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker in a Workplace that could cause physical injury to the worker; or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker in a Workplace that could cause physical injury to the worker.

2. Purpose

- 2.1 The purpose of this Code is to ensure a safe and positive environment within the programs, activities, and Events of the CEC by making all CEC participants aware that there is an expectation, at all times, of appropriate behaviour consistent with the CEC’s core values, mission, and [policies](#).
- 2.2 The CEC and the CEC’s participants support equal opportunity, prohibit discriminatory practices, and are committed to providing an environment in which all individuals can safely participate in sport and are treated with respect and fairness.

3. Application – General

- 3.1 This Code applies to the conduct of all CEC participants during the business, activities, and Events of the CEC including, but not limited to competitions, practices, evaluations, treatment, or consultations (e.g., massage therapy), training camps, travel associated with organizational activities, the office environment, and any meetings.
- 3.2 This Code also applies to the conduct of all CEC participants outside of the business, activities, and Events of the CEC when such conduct adversely affects the CEC’s relationships (and the work and sport environment) or is detrimental to the image and reputation of the CEC. Such applicability will be determined by the CEC, as applicable, at its sole discretion.
- 3.3 In addition, this Policy will apply to breaches of the Code that occurred when the involved CEC participants 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 Individual(s).
- 3.4 This Code applies to CEC 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 CEC participant was active in the sport.

4. Prohibited Behaviours

- 4.1 All CEC participants must refrain from any behaviour that constitutes a Prohibited Behaviour as defined by the UCCMS and the Code.
- 4.2 CEC participants are responsible for knowing what actions or behaviours constitute Prohibited Behaviours and Maltreatment.

4.3 Prohibited Behaviours under the UCCMS include, but are not limited to:

- a) Physical Maltreatment
- b) Psychological Maltreatment
- c) Neglect
- d) Sexual Maltreatment
- e) Grooming
- f) Boundary Transgressions
- g) Discrimination
- h) Failing to Report
- i) Aiding and Abetting
- j) Retaliation
- k) Interference with or Manipulation of Process
- l) False Reports

4.4 In addition to the Prohibited Behaviours as defined by the UCCMS, this Code sets out other expected standards of behaviour and conduct for all CEC participants and any failure to respect these expected standards of behaviour by a CEC participants may constitute a breach of this Code.

5. Responsibilities of CEC Participants

5.1 All CEC participants have a responsibility to:

- a) Conduct themselves in a manner consistent with the True Sport principles as defined by the True Sport organization (<https://truesportpur.ca/>)
- b) Refrain from any behaviour that constitutes Maltreatment and Prohibited Behaviour under this Code and the UCCMS.
- c) Maintain and enhance the dignity and self-esteem of other CEC participants by:
 - i. Treating each other with fairness, honesty, respect and integrity;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other CEC participants;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct; and
 - iv. Ensuring adherence to the rules of the sport and the spirit of those rules.
- d) Refrain from the use of power or authority to coerce another person to engage in inappropriate activities.
- e) Refrain from consuming alcohol, tobacco products, cannabis, or recreational drugs while participating in the programs, activities, competitions, or Events of the CEC:
 - i. In the case of Participants who are minors (minor as defined by the laws of the province in which the event or activity is occurring) not consume alcohol, tobacco, or cannabis at any competition or event; and
 - ii. In the case of individuals who are not Minors, not consume cannabis in the Workplace or in any situation associated with the Events of the CEC (subject to protections under applicable human rights legislation), 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.
- f) When driving a vehicle:
 - i. Have a valid driver's license;
 - ii. Obey traffic laws;
 - iii. Not be under the influence of alcohol or illegal drugs or substances;
 - iv. Have valid car insurance; and
 - v. Refrain from engaging in any activity that would constitute distracted driving.
- g) Respect the property of others and not wilfully cause damage.
- h) Promote sport in the most constructive and positive manner possible.
- i) Refrain from engaging in deliberate behaviour which is intended to manipulate the outcome of a para-classification or competition and/or not offer, receive or refrain from offering or receiving any benefit which is intended to manipulate the outcome of a competition or para-classification. A benefit includes the direct or

indirect receipt of money or anything else of value, including, but not limited to, bribes, gains, gifts, preferential treatment, and other advantages.

- j) Adhere to all applicable federal, provincial/territorial, municipal and host country laws.
- k) Comply with the bylaws, policies, procedures, rules, and regulations of the CEC and those of any other sport NSO or MSO with authority over the CEC participants, as applicable, and as adopted and amended from time to time.

6. Directors, Committee Members, and Employees

6.1 In addition to section 5 (above), Directors, Committee Members, and employees of the CEC will have additional responsibilities to:

- a) Function primarily as a Director, committee member or employee of the CEC (as applicable) and ensure to prioritize their duty of loyalty to CEC (and not to any other NSO or group) while acting in this role.
- b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of the CEC participants' confidence.
- c) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
- d) Comply with their obligations under the *CEC Screening Policy*, including understanding ongoing expectations under the *CEC Screening Policy* and fully cooperating in the screening process
- e) Conduct themselves openly, professionally, lawfully and in good faith.
- f) Be independent and impartial and not allow their decision-making on behalf of the CEC to be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
- g) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws.
- h) Maintain required confidentiality of organizational information.
- i) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
- j) Have a thorough knowledge and understanding of all governance documents.

7. Athlete Support Personnel

7.1 In addition to section 5 (above), Athlete Support Personnel have additional responsibilities. Athlete Support Personnel must understand and respect the inherent Power Imbalance that exists in this relationship and must not abuse it, either consciously or unconsciously.

7.2 Athlete Support Personnel will:

- a) Avoid any behaviour that abuses the Power Imbalance inherent in the position of the Athlete Support Personnel.
- b) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athletes.
- c) Prepare Athletes systematically and progressively, using appropriate timeframes and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm Athletes.
- d) 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 support.
- e) Support the Athlete Support Personnel of a training camp, provincial/territorial team, or national team, should an Athlete qualify for participation with one of these programs.
- f) Comply with all established responsibilities and obligations as set out by the Athlete Support Personnel's professional governing association or order, if any.
- g) Accept and promote Athletes' personal goals and refer Athletes to other Athlete Support Personnel as appropriate as appropriate.

- h) Provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete.
- i) Act in the best interest of the Athlete's development as a whole person.
- j) Comply with their obligations under the *CEC Screening Policy*, including understanding ongoing expectations under this Code and fully cooperating in the CEC screening process.
- 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 competitor Athletes and, in dealings with them, not encroach upon topics or take actions which are deemed to be within the realm of 'coaching', unless approval from the coaches who are responsible for the Athletes has been received.
- m) When a Power Imbalance exists, not engage in a sexual or intimate relationship with an Athlete of any age.
- n) Disclose to the CEC any sexual or intimate relationship with an Athlete over the age of majority and, if requested by the CEC, immediately discontinue any support involvement with that Athlete
- o) Recognize the power inherent in the position of Athlete Support Personnel and respect and promote the rights of all CEC participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Athlete Support Personnel have a special responsibility to respect and promote the rights of CEC participants who are in a vulnerable or dependent position and less able to protect their own rights.
- p) Dress professionally and use appropriate language.

8. Athletes

8.1 In addition to section 5 (above), Athletes will have additional responsibilities to:

- a) Follow their CEC's athlete agreement (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) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason.
- e) Adhere to any rules and requirements regarding clothing, professionalism, and equipment.
- f) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by Athlete Support Personnel.

9. Officials

9.1 In addition to section 5 (above), officials will have additional responsibilities to:

- a) Maintain and update their knowledge of the rules and rules changes
- b) Not publicly criticize other CEC participants
- c) Adhere at all times to the rules of their international federation and any other sport NSO or MSO that has relevant and applicable authority
- d) Place the safety and welfare of competitors, and the fairness of the competition above all else
- e) Strive to provide a fair sporting environment, and at no time engage in Maltreatment or Prohibited Behaviour toward any person on the field of play
- f) Respect the terms of any agreement that they enter with the CEC
- g) Work within the boundaries of their position's description while supporting the work of other officials.
- h) Act as an ambassador of the sport by agreeing to enforce and abide by national and provincial/territorial rules and regulations.
- i) Take ownership of actions and decisions made while officiating.
- j) Respect the rights, dignity, and worth of all CEC participants.

- k) Act openly, impartially, professionally, lawfully, and in good faith.
- l) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
- m) Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about CEC participants.
- n) Comply with their obligations under the *CEC Screening Policy*, including understanding ongoing expectations under this Code and fully cooperating in the screening process
- o) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform a supervisor or the CEC at the earliest possible time.
- p) When writing reports, set out the actual facts to the best of their knowledge and recollection
- q) Dress in proper attire for officiating and use appropriate language.

10. Parents/Guardians and Spectators

10.0 In addition to section 5 (above), parents/guardians and spectators at Events will:

- a) Encourage Athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence.
- b) Condemn the use of violence in any form.
- c) Never ridicule CEC participants for making a mistake during a competition or practice.
- d) Respect the decisions and judgments of Officials and encourage Athletes to do the same.
- e) Support all efforts to stop and prevent verbal and physical abuse, coercion, intimidation, and excessive sarcasm.
- f) Respect and show appreciation to all competitors, and to coaches, officials and other volunteers.
- g) Never harass CEC participants, competitors, Athlete Support Personnel, Officials, parents/guardians, or other spectators.
- h) Never encourage, aid, covert up or assist an Athlete in cheating through doping, competition manipulation or other cheating behaviors.

11. Anti-Doping¹

11.1 The CEC adopts and adheres to the Canadian Anti-Doping Program. The CEC will respect any sanction imposed on an Individual as a result of a breach of the [Canadian Anti-Doping Program](#) or any other applicable Anti-Doping Rules.

11.2 All CEC participants shall:

- a) 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.
- b) 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.
- c) Cooperate with any Anti-Doping NSO or MSO that is conducting an investigation into any anti-doping rule violation(s).
- d) Refrain from any offensive conduct toward a Doping Control Official or other individual involved in Doping Control, whether or not such conduct constitutes Tampering as defined in the Canadian Anti-Doping Program.
- e) All Athlete Support Personnel or other Persons who are Using a Prohibited Substance or Prohibited Method without a valid and acceptable justification shall refrain from providing support to Athletes that fall under the CEC's jurisdiction.

¹ Any capitalized terms used in this Anti-Doping section shall, unless the context requires otherwise, have the meanings ascribed to them in the Definitions section of the Canadian Anti-Doping Program.

12. Retaliation, Retribution or Reprisal

12.1 It is a breach of this *Code of Conduct and Ethics* for any CEC participants to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging that CEC participant from filing, in good faith, a complaint pursuant to any CEC policy. It is also a breach of this *Code of Conduct and Ethics* for a CEC participant to file a complaint for the purpose of retaliation, retribution or reprisal against any other CEC participant. Any CEC participants found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

13. Privacy

13.1 The collection, use and disclosure of any personal information pursuant to this Policy is subject to the CEC's *Privacy Policy*.

Policy No. CEC-SP-02

Pages: 7 (+1 Appendix A)

Original Version Approved: 2020/08/25

Current Version Approved: 2023/03/14

Date of Next Review: 2024/14

Appendix A – Reasonable Consumption Guidelines

Alcohol

The CEC recognizes there may be benefits to having alcohol available at certain CEC related events. In order to limit any negative consequences associated with the presence of alcohol, it is CEC's expectation that there will only be "reasonable consumption" of alcohol during CEC related events.

The following scenarios are examples of "reasonable consumption" for individuals who are of the age of majority or older:

- Athletes should refrain from drinking immediately prior to a competition.
- Individuals may drink in moderation. Drinking in moderation could mean, for example, enjoying a drink or two at dinner or at post-event gathering. When drinking, individuals are encouraged not to wear CEC-branded gear. Coaches, Staff and chaperons must be able to respond to urgent needs of athletes and others. It is recognized that Coaches, Staff and chaperons need downtime but, while engaged on CEC business, this should not take the form of getting impaired.
- Coaches and Staff may socialize and enjoy drinks with athletes following an event provided it occurs in a public setting such as a restaurant and not in a private setting such as one Coach and one athlete in a hotel room, and provided the actions of the Coach follow the CEC's *Athlete Protection Policy*.
- When at one's home location (i.e., when not travelling for competition or training), drinking among Coaches or Staff and athletes should be limited to special events such as banquets and should not be a regular occurrence.

Cannabis

With the 2018 legalization of cannabis in Canada, some restrictions on cannabis use remain the same while others have changed. It is important for all Individuals to understand that cannabis remains banned in sport, and a positive test for cannabis may still result in a sanction. Cannabis will remain banned in sport in Canada because the Canadian Anti-Doping Program (CADP) follows the World Anti-Doping Agency's (WADA) Prohibited List, an international standard that is not affected by changes in Canadian law. Cannabis is just one of many substances that is legal in Canada yet prohibited in sport.

Cannabis is banned "in-competition" only. Having a trace of cannabis (over the threshold limit) in your urine or blood sample during the "in-competition" period is prohibited. This should be emphasized as many Individuals think that consuming the product on the day of competition is the only prohibition. Athletes who choose to use cannabis do so at their own risk. If you use cannabis for therapeutic purposes, you are encouraged to talk to your doctor about non-prohibited alternatives. If cannabis is the only treatment that works for a diagnosed ailment, then Athletes are encouraged to apply for a medical exemption.

With the changing legislation, reasonable use of cannabis by Coaches and Staff is permitted. The following scenarios are examples of "reasonable consumption" for Coaches and Staff who are of the age of majority or older:

- "Reasonable use" means infrequent use that is not habitual or abusive.
- Coaches and Staff should not be under the influence of cannabis while carrying out CEC duties or while interacting with athletes or minors.
- Coaches and Staff are encouraged not to use using e-cigarettes/vaporizers in the presence of athletes or minors.

Cannabis is not legal in many other countries. An individual is not allowed to take legally purchased cannabis from Canada to another country even if cannabis is legal in that country. Individuals must always follow the local laws and be very careful about procuring and consuming cannabis in a country where it is legal. As with the reasonable use of alcohol, Coaches, Staff and chaperons should remain "fit for duty" so that they can respond to urgent needs of athletes and others.