

Code of Conduct & Agreement

Junior Provincial Wheelchair Basketball Team

Members of 'Team Ontario' are ambassadors for the Ontario Para Network (ONPARA) and the sport of wheelchair basketball. The efforts, accomplishments, and behaviours of our athletes are a source of pride for the organization. Membership on Team Ontario is a privilege - not a right.

Players, coaches, and team staff members are expected to conduct themselves at all times in a manner consistent with the values of ONPARA that include fairness, integrity, open communication, accountability, and mutual respect.

ONPARA fully adheres to the principles articulated in ONPARA's 'Code of Conduct & Ethics' policy within our approved "Policies & Procedures". We place great value in ensuring an environment that is safe, positive, and free from harassment and/or discrimination.

Behavioural Expectations

ONPARA holds the following behavioural expectations for all athletes, coaches, team staff members, and all employees of ONPARA:

- a commitment to the treatment of others and themselves with respect and dignity
- a commitment to behaviours and appearances that will enhance the image of ONPARA
- a commitment to the core values of sportsmanship and fair play
- a commitment to the elimination of sexist, racist, and/or discriminatory behaviours

To meet these expectations, adherence to the following behaviours is required:

- Refrain from any behaviour that constitutes harassment.
 - Harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious.
- Refrain from any behaviour that constitutes sexual harassment.
 - Where sexual harassment is defined as unwelcome sexual comments, advances or conduct of a sexual nature.
- Refrain from hazing activities of any sort.
- Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- Abstain from the consumption of alcohol at any time while representing Team Ontario at events (competition or practice), including during travel to and/or from events, in team rooms or competition facilities (home or away), or in team accommodations, etc.
- Avoid the use of tobacco at any competition facility, team room, etc.
 - The use of tobacco and tobacco products is prohibited at all times for athletes under the age of 19.
- Abstain from the use of illegal drugs, the non-medicinal use of drugs, or the use of performance enhancing drugs and banned substances, per CCES Regulations.
 - The use of cannabis, while legal in Canada for those over the age of 19, is still on the CCES Prohibited List and is therefore considered a banned substance.
- Respect the property of others and not willfully cause damage.

- Refrain from displaying any content or engaging in any behaviours on social media that are deemed to be contrary to behaviours that demonstrate a lack of good judgement or that will enhance the image of ONPARA.
 - It is not relevant whether or not the individual(s) appear(s) wearing Team Ontario apparel.
 - Any postings on any social media including Facebook, Twitter, Instagram, etc. are subject to the above 'Behavioural Expectations'
- Exhibit a high level of sportsmanship and fair play towards teammates, opponents, officials, volunteers, and spectators.
- Exhibit a high level of team spirit, positivity, engagement, and support towards teammates.
- Demonstrate respect towards coaching staff and recognize the responsibilities of the coaches in coaching-related decisions.
- Practice open and respectful communication with regards to thoughts and feelings, suggestions, attendance/absences, issues, etc.
- Resolve conflicts without the use of hostility or violence.
- Dress appropriately and respectfully at all times, as directed by Team Ontario coaching staff.
 - This includes the maintenance of high personal hygiene standards.
 - This applies to athletes' personal belongings and equipment.
- Demonstrate independence with regards to self-care, medical, and travel needs.
 - Family support is always encouraged, but athletes are expected to look after themselves, their equipment, and any other needs they might have.

All players, coaches, team staff members, and employees of ONPARA are required to behave, at all times, in a manner consistent with ONPARA's 'Code of Conduct & Ethics'. Violations of the Code will not be tolerated and may be subject to sanctions pursuant to ONPARA's policies related to discipline and complaints.

I have read and understand the above statements and agree to conduct myself in a manner that demonstrates the standards established in the *Code of Conduct & Agreement*.

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| Name | Signature | Date |
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