

Toronto Olympic Club Code of Conduct and Ethics

Definitions

1. The following terms will have these descriptions in this Policy:

- a) "Individuals" - All categories of membership defined by TOC, in addition to all individuals involved in activities with TOC, including but not limited to, Board Members, runners (including Full, Associate and Honorary Membership) and Coaches.
- b) "Sportsmanship" - Respect for one's opponent and courteousness in training, competing, winning, or losing.
- c) "TOC" - Refers to the Toronto Olympic Track and Field Club.

Preamble

2. Membership with TOC and participating in its activities fosters with it several benefits and privileges which are commensurate by an Individual's responsibilities and obligations. This Policy denotes the boundaries for these duties and commitments, and therefore identifies a level of behaviour that is expected of all Individuals.

Purpose

3. The purpose of this Code of Conduct and Ethics Policy is to certify a secure and favourable environment within TOC programs, activities, and events, by rendering all Individuals conscious that there is a level of suitable behaviour, homogenous with the values of TOC, at all times.

4. Action that breaches this Code of Conduct and Ethics policy may be subject to disciplinary action and/or dismissal from the club.

Application of this Policy

5. This policy pertains to an Individual's action that may surface during TOC's business, activities, and events, including but not limited to, competitions, practices, training, travel, and meetings.

6. This policy pertains to action that may happen outside of TOC's business and events when such action adversely impacts relationships with TOC's sport environment and is toxic to the image and reputation of TOC.

Responsibilities

7. TOC is dedicated to providing an environment in which all Individuals are treated with respect.

a) All Individuals have an obligation to sustain and augment the dignity and self-esteem of all Individuals by:

- i) Exhibiting respect to Individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious beliefs, political beliefs, disability, economic status, or any other reason.
- ii) Centring comments or criticism judiciously and abstaining public criticism of Individuals.
- iii) Habitually exhibiting Sportsmanship, sports leadership, and ethical behaviour.
- iv) Considerate and respectful of the property and assets of TOC and all Individuals.
- v) Habitually treating Individuals impartially, justly and with respect; and
- vi) Following The Code of Conduct of Athletics Ontario and Athletics Canada

b) Abstain from any actions that represents harassment, where harassment is defined as a comment or conduct aimed towards an Individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Examples of behaviour that represents harassment include, but are not limited to:

- i) Written or verbal abuse, threats, or outbursts
- ii) The display of visual material which is offensive, inappropriate or which one ought to know is offensive
- iii). Unwelcome remarks, jokes, comments, innuendoes, or taunts
- iv) Leering or other suggestive or obscene gestures
- v) Condescending or patronizing behaviour, which is intended to undermine self-esteem, diminish performance, or adversely impact working conditions
- vi) Practical jokes which create awkwardness or embarrassment, endanger a person's safety, or adversely affect performance

- vii) Any form of hazing
- viii) Unwanted physical contact
- ix) Retaliation or threats of retaliation against an individual who reports harassment

c) Abstain from any action that comprises sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, or behaviour of a sexual nature. Types of conduct that define sexual harassment include but are not limited to:

- i) Sexist jokes
- ii) Display of sexually offensive material
- iii) Sexually degrading words used to describe a person
- iv) Inquires or comments about a person's sex life
- v) Unwelcome sexual flirtations, advances, or propositions
- vi) Persistent unwanted contact
- vii) Sexual assault

d) Abstain from the use of supremacy or conjecture to persuade another person to participate in any inappropriate activities.

e) Be mindful to manage the responsible consumption of alcoholic beverages and/or tobacco products in social gatherings associated with TOC events.

f) Refrain from being impaired by alcohol or drugs at any workout with TOC and/or participating in any TOC events

g) Renounce from the non-medical use, control or possession of drugs or performance-enhancing drugs.

h) Abide at all times the Bylaws, policies, rules, and regulations of TOC as adopted and amended, with any contracts or agreements executed by TOC, and any injunctions or concurrence implemented by TOC.