

Manitoba Amateur Wrestling Association

CODE OF CONDUCT

*** This Code of Conduct replaces and supersedes all pre-existing alternate codes of conduct as well as the MAWA Harassment Policy posted on the Manitoba Amateur Wrestling Association's website prior to Nov.14, 2012. ***

Definitions

1. The following terms have these meanings in this Code:

- a) *MAWA*– Manitoba Amateur Wrestling Association
- b) *Individuals*” – All categories of membership defined in MAWA’s By-laws, as well as, all individuals engaged in activities with the MAWA, including but not limited to, affiliated member associations, clubs, athletes, coaches, officials, volunteers, managers, administrators, directors and officers of the MAWA, spectators of MAWA events and parents of MAWA members.
- c) *PSO/TSO* – Provincial Sport Organization/Territorial Association
- d) *CAWA* – Canadian Amateur Wrestling Association

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Purpose

- 2. The purpose of this Code of Conduct ("Code") is to ensure a safe and positive environment (within MAWA programs, activities, and events) by making all Individuals aware that there is an expectation, at all times, of appropriate behavior consistent with the values of the MAWA, as set out in section 3 of this Code and in the statement of values as set out in the MAWA constitution.
- 3. The MAWA is committed to providing an environment in which all individuals are treated with respect. The MAWA supports equal opportunity and prohibits discriminatory practices. Individuals are expected to conduct themselves at all times in a manner consistent with the values of the MAWA that include fairness, integrity, accountability, excellence, accessibility, innovation, and respect.
- 4. Conduct that violates this Code may be subject to sanctions pursuant to the MAWA’s Discipline and Complaints Policy.
- 5. Severe cases of harassment and cases of Abuse are dealt with under the Criminal Code of Canada and are to be dealt with by the appropriate authorities. See Appendix A for definitions of Harassment and Abuse and MAWA Policy on Obligations to Report Abuse.

Application of this Code

6. This Code applies to conduct that may arise during the course of MAWA (including member clubs and member affiliated associations) business, activities, and events, including but not limited to: its office environment, competitions, practices, training camps, tryouts, travel, and any meetings of the MAWA.
7. This Code also applies to the conduct of Individuals that may occur outside of the MAWA's business, activities, events, and meetings when such conduct adversely affects relationships within the MAWA (and its work and sport environment) and is detrimental to the image and reputation of the MAWA. Such applicability will be made by the MAWA in its sole discretion.

Responsibilities

8. All Individuals have a responsibility to:
 - a) Maintain and enhance the dignity and self-esteem of MAWA members and other Individuals by:
 - i. Demonstrating 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 belief, political belief, disability or economic status
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct
 - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
 - v. Consistently treating individuals fairly and reasonably
 - vi. Ensuring adherence to the rules of wrestling and the spirit of those rules
 - b) Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behavior that constitute harassment include, but are not limited to:
 - i. Written or verbal abuse, threats or outbursts
 - ii. The display of visual material which is offensive or which one ought to know is offensive in the circumstances
 - iii. Unwelcome remarks, jokes, comments, innuendo or taunts
 - iv. Leering or other suggestive or obscene gestures
 - v. Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions

- vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
 - vii. Any form of hazing where hazing is defined as *"Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior team-mate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any team-mate based on class, number of years on the team, or athletic ability."*
 - viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
 - ix. Unwelcome sexual flirtations, advances, requests, or invitations
 - x. Physical or sexual assault
 - xi. Behaviors such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
 - xii. Retaliation or threats of retaliation against an individual who reports harassment to the MAWA
- c) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute 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. Inquiries or comments about a person's sex life
 - v. Unwelcome sexual flirtations, advances or propositions
 - vi. Persistent unwanted contact
- d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, the MAWA adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and shall be subject to disciplinary action, and possible sanction, pursuant to the MAWA Discipline and Complaints Policy. The MAWA will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by the MAWA or any other sport organization
- e) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development or supervision of the sport of competitive wrestling, 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)

- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- g) In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with MAWA events
- h) Respect the property of others and not willfully cause damage
- i) Promote wrestling in the most constructive and positive manner possible
- j) Adhere to all federal, provincial, municipal and host country laws
- k) Comply at all times with the bylaws, policies, procedures, rules and regulations of the MAWA, as adopted and amended from time to time.

Board/Committee Members and Staff

9. In addition to paragraph 8 of the MAWA Code of Conduct (above), Board and Committee Members and Staff will:

- a) Function primarily as a member of the board and/or committee(s) of the MAWA; not as a member of any other particular member or constituency
- b) Act with honesty and integrity and conduct himself or herself in a manner consistent with the nature and responsibilities of MAWA business and the maintenance of Member confidence
- c) Ensures that the financial affairs of the MAWA are conducted in a responsible and transparent manner with due regard for his or her fiduciary responsibilities
- d) Conduct oneself openly, professionally, lawfully and in good faith in the best interests of the MAWA
- e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism
- f) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate and honest in all dealings with others
- g) Keep informed about the activities of the MAWA, the provincial sport community, and general trends in the sectors in which it operates
- h) Exercise the degree of care, diligence and skill required in the performance of his or her duties pursuant to the laws under which the MAWA is incorporated
- i) Respect the confidentiality appropriate to issues of a sensitive nature
- j) Ensure that all Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight
- k) Respect the decisions of the majority and resign if unable to do so
- l) Commit the time to attend meetings and to be diligent in preparation for, and participation in, discussions at such meetings
- m) Have a thorough knowledge and understanding of all MAWA governance documents

- n) Conforms to the bylaws and policies approved by the MAWA, in particular this Code of Conduct as well as, for Directors, the Conflict of Interest Policy and Confidentiality Agreement

Clubs

10. In addition to paragraph 8 of the MAWA Code of Conduct (above), Clubs and Affiliated Members will:

- a) Deliver their services in compliance with the constitution, bylaws, policies, rules, regulations and procedures of the MAWA, and, where necessary, amend their own rules to comply with those of the MAWA
- b) Ensure that all athletes and coaches participating in sanctioned competitions are registered Members, in Good Standing, of their respective organizations where respective organizations means Provincial/Territorial Sport Organizations affiliated with the Canadian Amateur Wrestling Association.
- c) Engage only authorized coaches and sanctioned athletes (members in good standing of MAWA)
- d) Obtain sanctioning for all events they host according to the MAWA Sanction Policy
- e) Only participate in sanctioned events hosted by other clubs/organizations (out of province events must be sanctioned by their respective PSO/TSO).
- f) Recruitment of members from other clubs/organizations is strictly prohibited without first obtaining permission from the wrestler's designated coach. This clause does not prevent athletes from switching clubs at their own discretion.

Coaches

11. In addition to paragraph 8 of the MAWA Code of Conduct (above), coaches have additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. 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. The National Coaching Certification Program has established a Code of Ethics which all coaches will be expected to follow. Follow the link http://www.coach.ca/files/NCCP_Code_of_Ethics_2012_en.pdf for NCCP code of ethics. The expectations listed below expand on some of these ethics as well as presenting some additional expectations. Coaches will:

- a) Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by the MAWA Screening Policy, so that the community is satisfied it has minimized the risk of an unsafe environment
- b) 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
- c) Under no circumstances provide, promote or condone the use of drugs (other than properly prescribed medications) or performance-enhancing

substances and, in the case of minors, alcoholic beverages and/or tobacco

- d) Respect all other teams and athletes from other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless first receiving approval from the coach who is responsible for the team or athlete(s) involved
- e) Not engage in a sexual relationship with an athlete of under the age of 18 years, or an intimate or sexual relation with an athlete over the age of 18 if the coach is in a position of power, trust or authority over such athlete
- f) Dress professionally, neatly and inoffensively
- g) Use inoffensive language, taking into account the audience being addressed
- h) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment;
- i) Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes;
- j) 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 problems;
- k) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise;
- l) Where an athlete has qualified for a training camp, provincial team, national team, etc., the coach will support the program and applicable coaching staff;
- m) Give athletes the opportunity to discuss and contribute to proposed training and performance standards as appropriate. Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete as appropriate;
- n) Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a coach;
- o) Act in the best interest of the athlete's development as a whole person; recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy); informed participation and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.

Athletes

12. In addition to paragraph 8 of the MAWA Code of Conduct (above), athletes will have additional responsibilities to:

- a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete
- b) Participate and appear on time, well nourished and prepared to participate to one's best abilities in all competitions, practices, training sessions, events, activities, or projects
- c) Properly represent oneself and not attempt to enter a competition for which one is not eligible, by reason of age, classification, or other reason
- d) Adhere to the MAWA's rules and requirements regarding clothing and equipment
- e) Never ridicule a participant for a poor performance or practice
- f) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators
- g) Dress in a manner representative of the MAWA with focus being on neatness, cleanliness, and discretion. Designated official clothing, if applicable, must be worn when traveling and competing
- h) Act in accordance with the MAWA's policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones

Officials

12. In addition to paragraph 8 of the MAWA Code of Conduct (above), officials will have additional responsibilities to:

- a) Accept an assignment to officiate at a match only if one intends to honour that commitment. If, for any reason, one is unable to attend, let the person in charge of officials know as soon as possible
- b) Be fair and objective
- c) Avoid situations in which a conflict of interest may arise
- d) Be as impartial, unobtrusive and inconspicuous as possible
- e) Conduct all events according to the rules of the MAWA
- f) Make independent judgments

Parents/Guardians and Spectators

13. In addition to paragraph 8 of the MAWA Code of Conduct (above), parents/guardians of Individuals and Spectators at events will:

- a) Encourage athletes to play by the rules and resolve conflicts without resorting to hostility or violence
- b) Never ridicule a participant for a poor performance or practice
- c) Respect the decisions and judgments of officials and encourage athletes to do the same
- d) Not question the judgment or honesty of an official or an MAWA staff member
- e) Respect and show appreciation to all competitors and to the coaches, officials, and other volunteers who give their time to the sport
- f) Keep off of the competition area and not interfere with events or calls

Violation of this policy will be dealt with according to the MAWA Discipline and Complaints Policy.

This policy was adopted by the MAWA Board November 14, 2012

APPENDIX A

DEFINITIONS & TERMS

AND

MAWA ABUSE OF MINORS REPORTING POLICY

I. ABUSE

1. Child Abuse

Child abuse is any form of physical, emotional and/or sexual mistreatment or lack of care that causes physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust. In Manitoba a child is considered any person under the age of 18.

2. Emotional Abuse

Emotional abuse is a chronic attack on a child's self-esteem; it is psychologically destructive behaviour by a person in a position of power, authority or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child's needs.

3. Physical Abuse

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.

4. Neglect

Neglect is chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air. This may occur in wrestling when injuries are not adequately treated or participants are made to play with injuries, weight loss or gain is required to "make weight", equipment is inadequate or unsafe; no one intervenes when teammates are persistently harassing another participant, or road trips are not properly supervised.

5. Sexual Abuse

Sexual abuse is when an older child, adolescent or adult for his or her own sexual stimulation or gratification, uses a young person. There are two categories:

Contact	Non-Contact
<ul style="list-style-type: none">• touched or fondled in sexual areas• forced to touch another person's sexual areas• kissed or held in a sexual manner• forced to perform oral sex• vaginal or anal intercourse• vaginal or anal penetration with an object or finger• sexually oriented hazing	<ul style="list-style-type: none">• obscene remarks on phone/computer or in notes• voyeurism• shown pornography• forced to watch sexual acts• sexually intrusive questions and comments• forced to pose for sexual photographs or videos• forced to self-masturbate or forced to watch others masturbate

II. HARASSMENT

1. Harassment is defined as conduct, gestures or comments directed toward an individual or group of individuals which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions.
2. Any of the different forms of harassment may be based on the grounds prohibited in human rights legislation, such as race, ethnicity, sex, sexual orientation and religion.
3. Harassment may occur between peers (e.g.: player to player of the same age group, parent to official, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (e.g.: coach to player, sports administrator to employee).
4. The following is a non-exhaustive list of examples of harassment:
 - a) Unwelcome jokes, innuendo or teasing about a person's body, looks, race, sexual orientation etc.
 - b) Condescending, patronizing, threatening or punishing actions which undermine self-esteem
 - c) Practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety
 - d) Any form of hazing
 - e) Unwanted or unnecessary physical contact including touching, patting, pinching
 - f) Unwanted conduct, comments, gestures or invitations of a sexual nature which are likely to cause offence or humiliation, or which might on reasonable grounds be perceived as placing a condition of a sexual nature on employment or on any opportunity for training or advancement
 - g) Leering, ogling or other suggestive or obscene gestures
 - h) Physical or sexual assault;
 - i) Behaviours such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
 - j) Retaliation or threats of retaliation against an individual who reports harassment.
 - k) Condescending, paternalistic or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;

5. Sexual Harassment

For the purposes of this policy, *sexual harassment* is defined as unwelcome sexual advances, requests for sexual favours or other verbal or physical conduct of a sexual nature when:

- a) Submitting to or rejecting this conduct is used as the basis for making decisions which affect the individual; or
- b) Such conduct has the purpose or effect of interfering with an individual's performance; or
- c) Such conduct creates an intimidating, hostile or offensive environment.

It is important to note that the behaviours described above, when directed towards a child or youth, constitute abuse under child protection legislation. This may also be true of other behaviours, for example, certain hazing practices. In such cases, the duty to report provisions of the Prevention of Abuse Policy comes into effect.

III. HARASSMENT AND ABUSE – DIFFERENCES AND SIMILARITIES

Victim	Any person under age of majority as determined by Provincial and Territorial Child Protection Acts; may be male or female	Person of any age; may be male or female
Offender	Any person who has power or authority over victim and/or breaches trust; may be male or female	May be peer or person with power or authority over adult victim; may be male or female
Investigation	External to organization; referred to child welfare or police	Most often internal unless referred to police in cases of suspected physical or sexual assault or criminal harassment (stalking)
Follow-up actions	Determined by Provincial and Territorial Child Protection Acts and Criminal Code; civil suits may also occur	Determined by organization's harassment policies, Criminal Code, labour tribunals, civil action and/or Provincial Human Rights Tribunals; may be used concurrently or alone
Philosophy	The victim is not to blame; offenders are responsible for their behaviour	The victim is not to blame; offenders are responsible for their behaviour

Those involved with the MAWA in providing wrestling opportunities for participants understand and agree that abuse or neglect, as defined above, may be the subject of a criminal investigation and/or disciplinary procedures. Failure to report an offence and thereby, failure to provide safety for participants may render the adult who keeps silent legally liable for conviction under the provincial child protection acts.

By educating our provincial body, members and wrestling association personnel, the MAWA is weaving a tighter safety web around our most precious resources... the participants.

MAWA Abuse of Minors Reporting Policy

1. MAWA realizes that persons working closely with children and youth have a special awareness of abusive situations. Therefore we have a particular reporting responsibility to ensure the safety of Manitoba's young, by knowing our provincial protection acts and following through as required.
2. Manitoba has mandatory reporting laws regarding the abuse and neglect of children and youth. Consequently, it is the policy of the MAWA that any MAWA personnel (part-time and full-time staff, volunteer, participant, team official,) or MAWA partner (parent, guardian) who, has reasonable grounds to suspect that a participant is or may be suffering or may have suffered from emotional, physical abuse and neglect and/or sexual abuse shall immediately report the suspicion and the information

on which it is based to the local child protection agency and/or the local police detachment. In Manitoba a child is considered anyone under the age of 18.

