

**Policy Number:** NWR01

**Most Responsible Board Member:** Director of Member Administration and President

**Approval date:** May 7, 2025

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## **Code of Conduct**

### **Definitions**

Refer to the Northwest Calgary Ringette Society (NWR) Bylaw definitions.

The following terms have these meanings in this Policy:

**Individuals** means all categories of Membership within the NWR Bylaws, as well as all individuals engaged in activities with the NWR, including but not limited to, athletes, coaches, parents/guardians, volunteers, managers, administrators, directors and officers.

## **Purpose**

Everyone has a right to feel safe, included and respected in their sporting organization.

The purpose of the Code of Conduct and Ethics policy is to ensure a safe and positive environment within NWR programs, activities and events, by making all **individuals** aware that there is an expectation, at all times, of appropriate behavior.

NWR is committed to providing an environment in which all individuals are treated with respect. NWR supports equal opportunity and prohibits discriminatory practices. Individuals are expected to always conduct themselves in a manner consistent with the values of the NWR that include fairness, integrity, open communication and mutual respect.

Bullying is a societal problem which impacts an individual's well-being in all areas of life such as school, work, sport, and home. In the sporting world, bullying sometimes hides behind the disguise of teamwork and normalized behaviour, so it's often difficult to pinpoint. Whether it is exhibited by athletes, parents/caregivers, coaches or staff members, disrespectful behaviour has become a growing concern in our gyms, swimming pools, rinks and on our playing fields.

NWR will not tolerate disrespectful or bullying behaviour of any kind. All athletes, caregivers, coaches and associated members are expected to display a positive attitude, respectful behaviour, and support to all members of this organization whether at practice, competition, team events, or online. Further, we expect that all members act as positive ambassadors of our organization at all times. To ensure that a culture of bullying does not exist at NWR, it is expected that all members read, understand and abide by the following the Code of Conduct.

Due to the pervasiveness of bullying in sports, NWR takes a no-nonsense approach to all bullying behaviour and ALL members will be held accountable for their behaviour.

## **Policy**

**NWR abides by [Ringette Alberta Code of Conduct and Ethical Behavior Policy](#) and as such, abides by the [Universal Code of Conduct to Prevent and Address Maltreatment in Sport \(UCCMS\)](#) and the [True Sport principles](#).**

Conduct that violates this Code may be subject to sanctions pursuant to NWR policies related to Discipline and Complaints.

**Application**

1. Applies to conduct that may arise during the course of NWR business, activities and events, including but not limited to, its office environment, competitions, practices, training camps, travel, and any meetings.
2. Applies to the conduct of individuals that may occur outside of NWR business, activities, events and meetings when such conduct is detrimental to the image and reputation of NWR, as determined by NWR.
3. All players, parents/ guardians, coaches and other members of Northwest attending Northwest practices, games or other functions are:
  - a. expected to behave in a socially acceptable manner and to act as positive role models for all Northwest players.
  - b. required to abide by the Ringette Alberta Code of Conduct and Ethical Behavior Policy.
4. The Code of Conduct must be reviewed with the parents/ guardians and coaches at the first team parent meeting.
5. All players, parents/ guardians and coaches must acknowledge their commitment to the Code of Conduct by their signature on the Fair Play Pledge. See [Fair Play Pledge](#).

**Learning Requirements**

6. Parents/ guardians
  - a. Must complete any applicable courses as per Ringette Canada, Ringette Alberta, Ringette Calgary, Chinook Ringette League, and NWR requirements.
    - a. Refer to webpages for more information. See Cross-Reference.
  - b. Costs associated with required courses are the responsibility of the parent/ guardian.
  - c. Certificates for required courses must be shared with NWR.
7. Coaches
  - a. Must complete applicable courses as per the NCCP, Ringette Canada, Ringette Alberta, Ringette Calgary, Chinook Ringette League, and NWR requirements.
  - b. Costs associated with Code of Conduct and Ethics required courses may be covered by NWR as per the coach certifications policy.
  - c. Certificates for required courses must be shared with NWR.

**Code of Conduct Complaints**

Refer to the Complaints, Discipline and Appeals Policy.

**Fair Play Pledge**

All players, parents/guardians and coaches must review and sign a Fair Play Pledge. The policy acknowledges that NWR benefits from the volunteer efforts of caring and dedicated coaches, but that concerns do arise regarding the treatment of players and coaches. The pledge is designed to enhance the ringette experience of all participants; players, coaches and parents/guardians.

1. The Code of Conduct and Fair Play Pledges must be reviewed with the parents, guardians, and coaches at the team kick off meeting at the beginning of the season.
2. All parents/ guardians, players, and coaches must acknowledge their commitment to the appropriate Fair Play Pledge by their signature on the Fair Play Pledge form.
  - a. Parents/ guardians, players, and coaches are asked to read over each section of the pledge, discuss the significance of adhering to a common fair play pledge, sign the appropriate sections and return the sheet to the team manager.
  - a. Team Managers are responsible to collect all completed Fair Play Pledges. They will be kept until June 30 of the current playing season.
3. Players will be allowed to play in league games only after signed copies of the player and parent/guardian pledges are returned to team managers.
4. A violation of the Fair Play Pledge enables NWR, at its sole discretion, to suspend that participant from NWR events and activities for a time deemed appropriate by the NWR Board of Directors.

**Coach Fair Play Pledge**

- I will abide by the Ringette Alberta Code of Conduct and Ethics as adopted by the Northwest Calgary Ringette Society.
- I will ensure that my expectations as a coach, regarding practice and game commitments and player behaviour are clearly stated to players and parents at the beginning of the season.
- I will teach my players to play fairly and to respect the rules, officials, opponents and, most importantly, each other.

## Code of Conduct and Ethics

- I will ensure that all players get instruction, support and ice time in an equitable manner and will follow the NWR policy on Shortening the Bench as it pertains to the level I am coaching.
- I will not ridicule or yell at my players for making mistakes or performing badly.
- I will remember that players play to have fun and gain confidence in themselves through encouragement.
- I will remember that children learn best by example and witness my behaviour before, during and after games.
- I acknowledge that participants need a coach they can respect, and I will strive to be a good role model.
- I will be generous with praise and set a good example.
- I will obtain the required coaching certification and continue to strive to upgrade my coaching skills beyond the minimum requirements.
- I will work in co-operation with officials for the benefit of the game.
- I will work in co-operation with other coaches/parents who have volunteered their time to assist my efforts.
- I will respect the playing facilities provided for my team and our opponents, and I will inspire my team to show the same respect.

## Player Fair Play Pledge

- I will abide by the Ringette Alberta Code of Conduct and Ethics as adopted by the Northwest Calgary Ringette Society.
- I will play by the rules of ringette.
- I will do my best to be a true team player and uphold the spirit of ringette.
- I will control my temper and not let physical or verbal hostility spoil the activity for everyone.
- I will respect my teammates, opponents, the coaches, officials & spectators.
- I will remember that I am playing a game to have fun, improve skills, make friends and to try my best.
- I will acknowledge all good plays and performances, including those of my teammates and my opponents.
- I will remember that coaches and officials are there to help me. I will accept their decisions and show them respect.

## Parent/ Guardian Fair Play Pledge

- I will abide by the Ringette Alberta Code of Conduct and Ethics as adopted by the Northwest Calgary Ringette Society.

## Code of Conduct and Ethics

- I will not force my child to participate in ringette.
- I will remember that my child plays ringette for her or his enjoyment of the game, not mine.
- I will encourage my child to play by the rules and to resolve conflict without resorting to verbal or physical displays of hostility or violence.
- I will teach my child that doing one's best is more important than winning, so that my child will never feel defeated by the outcome of the game.
- I will make my child feel like a winner by offering praise for competing fairly and trying hard to the best of his or her ability.
- No player will be chastised or verbally abused over the result of a game or mistakes therein.
- I will remember that children learn best by example and witness my behaviour before, during and after games.
- I will applaud good plays or performances by my child's team and her/his opponent's.
- I will refrain from questioning the official's judgement or honesty in public.
- I will support all efforts to remove verbal and physical abuse from children's ringette.
- I will respect and show appreciation for the volunteer coaches who give their time to coach ringette for my child.
- I agree to receive practice, game and related ringette activity schedule by email. In the event I do not have access to email, it is my responsibility to obtain information on scheduled activities.

## Cross-Reference

### Ringette Alberta

- [Code of Conduct and Ethical Behaviour Policy](#)
- [Safe Sport Policies](#)
- [True Sport](#)
- [Universal Code of Conduct to Prevent and Address Maltreatment in Sport](#)

## Learning Requirements

\*Note this may not be an exhaustive list.

### Ringette Alberta

- [Coach and Team Staff Requirements](#)

### Ringette Calgary

**Code of Conduct and Ethics**

- [Team Staff Certification](#)
- [Respect in Sport](#) Parents

**Revision History**

<b>Date</b>	<b>Action Taken</b>
Feb 18, 2025	Document formatted. Code of Conduct section from Policy Manual (2023) combined with Appendix A Code of Conduct and Appendix B Fair Play Pledge. Content edited to simplify and remove duplication within the document and content removed where it overlapped with referenced Code of Conduct documents. Grievance section moved to Complaints Policy. Fair Play Pledge forms created as printable forms/ separate documents. (T. Laerz, Director at Large)
May 7, 2025	Added statement: NWR abides by the True Sport Principles Approved NWR Board.