



Code of Conduct

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Introduction	Page 2
Purpose	Page 3
Application of the Code	Page 3
Responsibilities	Page 4
Board/Committee Members and Staff	Page 6
Member Associations and Clubs	Page 7
Coaches	Page 8
Athletes	Page 10
Officials	Page 11
Parents/Guardians and Spectators	Page 13
Recruitment	Page 14

Basketball New Brunswick Code of Conduct

Basketball New Brunswick strongly believes in fostering the development of its members, coaches, officials, parents and especially the athletes.

Fair Play by definition is based on three main principles INTEGRITY, FAIRNESS and RESPECT. Fair Play does not refer to equal playing time. It is expected that everyone involved with Basketball New Brunswick will uphold the Fair Play Policies that Basketball New Brunswick has adopted.

As we are involved with the development of young people, Basketball New Brunswick wants every child's experience with the program to be positive. We want everybody to experience success, but also want to emphasize the importance of skill development and fun. It is important that we all have a clear understanding of what Fair Play is, and that we work together toward common Fair Play goals. Our older athletes need to be reminded of the importance of Fair Play and our younger athletes need to be taught Fair Play effectively so that it becomes an important part of their overall development.

The Five Ideals of Fair Play as identified by the Commission for Fair Play:

- Respect the rules
- Respect the officials and accept their decisions
- Respect your opponent
- Give everybody an equal chance to participate
- Maintain your self control at all times

WITH FAIR PLAY, EVERYBODY WINS!

The following are the Codes of Conduct that Basketball New Brunswick has adopted and expects each one of the parties identified to respect.

1. All categories of membership defined in Basketball New Brunswick's By-Laws, as well as, all individuals engaged in activities with Basketball New Brunswick, including but not limited to, minor associations, clubs, athletes, coaches, officials, volunteers, managers, administrators, directors and officers of Basketball New Brunswick, spectators of Basketball New Brunswick, events and parents of Basketball New Brunswick members.

PURPOSE

2. The purpose of this Code of Conduct ("Code") is to ensure a safe and positive environment (within Basketball New Brunswick 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 Basketball New Brunswick, as set out in section 3 of this Code.

3. Basketball New Brunswick is committed to providing an environment in which all individuals are treated with respect. Basketball New Brunswick supports equal opportunity and prohibits discriminatory practices. Individuals are expected to conduct themselves at all times in a manner consistent with the values of Basketball New Brunswick that include passion, commitment & dedication, inclusivity, equal opportunity, dignity, excellence, goal orientation, accountability, creativity, open mindedness, and integrity.

4. Conduct that violates this Code may be subject to sanctions pursuant to the Basketball New Brunswick Discipline Policy.

APPLICATION OF THE CODE

5. This Code applies to conduct that may arise during the course of Basketball New Brunswick business, activities, and events, including but not limited to: its office environment, competitions, practices, training camps, tryouts, travel, and any meetings of Basketball New Brunswick

6. This Code also applies to the conduct of Individuals that may occur outside of Basketball New Brunswick business, activities, events, and meetings when such conduct adversely affects relationships within Basketball New Brunswick (and its work and sport environment) and is detrimental to the image and reputation of Basketball New Brunswick and the sport of basketball in New Brunswick. Such applicability will be made by Basketball New Brunswick in its sole discretion.

RESPONSIBILITIES

7. All Individuals have a responsibility to:

a) Maintain and enhance the dignity and self-esteem of Basketball New Brunswick members and other Individuals by:

- i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, race, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious beliefs, political beliefs, 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 basketball 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, innuendos 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 teammate, 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 teammate 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 Basketball New Brunswick

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, Basketball New Brunswick 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 Basketball New Brunswick Discipline Policy. Basketball New Brunswick will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Basketball New Brunswick 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 basketball, 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 Basketball New Brunswick events

h) Respect the property of others and not willfully cause damage

i) Promote basketball 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 Basketball New Brunswick, as adopted and amended from time to time

BOARD/COMMITTEE MEMBERS and STAFF

8. In addition to paragraph 7 of Basketball New Brunswick 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 Basketball New Brunswick; 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 Basketball New Brunswick business and the maintenance of Member confidence

c) Ensures that the financial affairs of Basketball New Brunswick 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 Basketball New Brunswick
- 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 Basketball New Brunswick, 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 Basketball New Brunswick 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 Basketball New Brunswick governance documents
- n) Conforms to the bylaws and policies approved by Basketball New Brunswick, in particular this Code of Conduct

MEMBER ASSOCIATIONS and CLUBS

9. In addition to paragraph 7 of Basketball New Brunswick Code of Conduct (above), Member Associations and Clubs will:

- a) Deliver their services in compliance with the constitution, bylaws, policies, rules, regulations and procedures of Basketball New Brunswick, and, where necessary, amend their own rules to comply with those of Basketball New Brunswick
- b) Ensure that all athletes and coaches participating in sanctioned competitions are registered Members, in Good Standing, of their respective organizations

- c) Engage only authorized coaches and sanctioned athletes
- d) Do your best to see that all players are given the same chance to participate, regardless of gender, ability, ethnic background or race
- e) Become familiar with Basketball New Brunswick Policies and Procedures and ensure that all others involved are aware of them as well
- f) Incorporate Fair Play into policy statements and develop methods of ensuring those policies are followed
- g) Ensure that all equipment and facilities are safe and match the athlete ages and abilities
- h) Ensure that the age and maturing level of the participants are considered in program development, rule enforcement and scheduling
- i) Remember that play is done for its own sake and make sure that winning is kept in proper perspective
- j) Make Fair Play the foundation of all club/association workshops, seminars, coaching / officials clinics and meetings
- k) Distribute Fair Play Codes to spectators, coaches, players, officials, parents and media and lead by example
- l) Ensure that coaches and officials are capable of promoting Fair Play as well as the development of good technical skills and encourage them to become certified and continue their development
- m) Remember that you are in a position of authority and will use your best judgment that is in the best interests of the children and for the game of basketball

COACHES

10. In addition to paragraph 7 of Basketball New Brunswick 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.

Coaches will:

- a) Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by the Basketball New Brunswick 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 coaches 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) 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
- g) Dress professionally, neatly and inoffensively
- h) Use inoffensive language, taking into account the audience being addressed
- i) Be reasonable when scheduling practices and games, and remember the other interests and obligations of players
- j) Teach players to play fair and respect the rules of the game as they are written
- k) Ensure that all players get equal instruction and support
- l) Recognize and reward all achievements other than just scoring points
- m) Never ridicule or yell at the players for making mistakes, performing poorly or losing. Remember that children play to have fun and satisfaction and must be encouraged to have confidence in themselves
- n) Ensure that equipment and facilities meet safety standards and are appropriate for player age and size

- o) Teach your team to respect the opposing teams, judgment of the referees and other administrators and will lead by example
- p) Follow a physician's advice to decide when injured players are ready to play again
- q) Remember that children need a coach they can respect. Be generous with deserved praise and set a good example
- r) Keep informed on sound coaching techniques based on the principles of growth and development of children and continue to upgrade their coaching skills
- s) Plan their season in advance and ensure it is shared it with the players and parents, particularly at the beginning of the season
- t) All coaches and athletes are expected to respect the officials on and off the court and remember that the official's decision is final

As a coach, you are one of the most influential people in a child's life. Your job is not only to teach the game of basketball, but also to teach how to win and lose graciously. You must also remind your athletes that sport is meant to be fun. The athletic skills these young people learn from you may only be used for a few years, the attitudes they develop toward themselves and others will last a lifetime.

Athletes

11. In addition to paragraph 7 of Basketball New Brunswick 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 Basketball New Brunswick rules and requirements regarding clothing and equipment
- e) Never ridicule participants 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 Basketball New Brunswick 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 Basketball New Brunswick policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones
- i) Participate because you want to, not just because parents or coaches want you to
- j) Play the game for the game's sake. Be generous when you win and be gracious when you lose
- k) Play by the rules of basketball and in the spirit of the game
- l) Control your temper and understand that fighting and & inappropriate language can spoil the game for everybody and is unacceptable
- m) Respect your opponents
- n) Do your best to be a true team player and work for the good of the team
- o) Remember that having fun, improving skills, making friends and doing your best are more important than just winning games
- p) Remember that coaches and officials are there to help and accept their decisions and show them respect
- q) Acknowledge all good plays / performances of those of your team and of your opponents

OFFICIALS

12. In addition to paragraph 7 of Basketball New Brunswick Code of Conduct (above), officials will have additional responsibilities to:

- a) Accept an assignment to officiate a game 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 Basketball New Brunswick and the current FIBA rule system, with modifications for the youth levels where appropriate
- f) Make independent judgments
- g) Ensure that every player has a reasonable opportunity to perform to the best of his or her ability, within the limits of the rules
- h) Avoid or put an end to any situation that threatens the safety of the players
- i) Encourage other officials, players and coaches to play fair and respect the rules of the game as they are written
- j) Maintain a healthy atmosphere and environment for competition
- k) Do your best job you can in each game, no matter the category of basketball you are working
- l) Do not permit the intimidation of any player either by word or by action
- m) Do not tolerate unacceptable conduct toward officials, other players, coaches, spectators or yourself
- n) Represent yourself as professionally as possible in appearance and physical conditioning to suit the level of basketball you are officiating
- o) Be consistent and objective in calling all infractions, regardless of your personal feelings toward a specific team, player or coach
- p) Handle all conflicts firmly but with dignity
- q) Accept your role as teacher and role model for Fair Play, especially with young participants
- r) Be open to discussion and contact with the players before and after the game
- s) Remain open to constructive criticism and show respect and consideration for different points of view
- t) Show respect for other officials, players, coaches, volunteers and spectators
- u) Obtain proper training and continue to upgrade your officiating skills and knowledge of the game

v) Work in cooperation with coaches for the benefit of the game

PARENTS/GUARDIANS and SPECTATORS

13. In addition to paragraph 7 of Basketball New Brunswick 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 participants 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 a Basketball New Brunswick staff or board 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

g) Not force your child or others to participate in basketball

h) Remember that children play organized sports for their own fun and benefit. They are not there to entertain, and they are NOT miniature professional athletes

i) Explain the importance of Fair Play to your child and their coach along with others involved in basketball

j) Encourage your child to play by the rules and to resolve conflicts without resorting to hostility or violence

k) Teach your child that doing ones best is as important as winning, so your child will never feel defeated by the outcome of the game

l) Make your child feel like a winner every time by offering praise for competing fairly and trying hard

m) Never ridicule or yell at your child or coach for making a mistake or losing a game

n) Remember that children learn best by example and will applaud good plays by the home team and the visiting team

- o) Be on your best behaviour at all times and do not use profane language or harass players, coaches, referees, administrators, volunteers or the opposing team
- p) Never question the referee or coach's judgment or honesty in public and respect their decisions and involvement in children's development
- q) Show respect for the visiting team without them there would be no game
- r) Make involvement in this basketball program for your child and others a positive experience
- s) Condemn the use of violence and verbal abuse in all forms
- t) Encourage players to always play according to the rules of basketball
- u) Attempt to relieve the pressure of competition, not increase it. A child is easily affected by outside influences.

RECRUITMENT of Players and/or Coaches

Basketball New Brunswick expects its member teams to conduct themselves in a proper manner at all times when creating teams. The following points apply to all Minor Association and Clubs teams registered with our organization.

- a) Recruitment of players from other programs during the competitive season shall be prohibited. Any contact for the purpose of recruiting athletes or coaches from opposing teams between September 1st and March 31st is strictly prohibited. Please have respect for athletes and your fellow coaches alike. Do not place either party in positions of torn loyalties.
- b) New players can be added to a roster so long as the player is not currently registered for any other Basketball New Brunswick registered Association/Club Team. Players who are registered with another Association/Club are not permitted to change teams after November 30th of the current playing season.
- c) Players who decide not to continue with a team must inform both their current program before they register with another and must respect current 'roster freeze' deadline (i.e. November 30th).
- d) Recruitment is only allowed for your own program and based off the merits of your program and accomplishments only. Please do not degrade opposing coaches or programs.

e) The use of individual sponsorships/scholarships or other incentives to attract other players or coaches is not permitted.

f) Have respect for fellow coaches and their programs, always show professionalism and follow the rules of Basketball New Brunswick. Interact with coaches, parents, players and administrators in the same fashion that you would want to be treated yourself.

g) Let athletes and parents know how the player fits into your program in the short term and the long term. Promises are commitments to action. Failure to follow through compromises your integrity.

h) Coaches who are contacted by players/parents who are already involved in another program should advise their existing coach of the contact.

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