

Canadian Pony Club



SAFE SPORT POLICIES
CODE OF CONDUCT AND ETHICS



CANADIAN PONY CLUB

CODE OF CONDUCT AND ETHICS

2023

Loyalty

Character

Sportsmanship

CODE OF CONDUCT AND ETHICS

(the “Code”)

CPC recognizes the development of the [Universal Code of Conduct to Prevent and Address Maltreatment in Sport \(UCCMS\)](#). The CPC has adopted the UCCMS, as amended from time to time, which shall be incorporated into the Code by reference as if set out in full herein.

Any modifications or amendments made to the UCCMS by the Sport Dispute Resolution Centre of Canada (SDRCC) shall come into effect immediately upon their adoption by the SDRCC and automatically without the need for any further action by CPC.

Purpose

1. The purpose of the *Code* is to ensure a safe and positive environment within the programs, business, activities, and events of CPC by making all Organizational Participants aware that there is an expectation, at all times, of appropriate behaviour consistent with CPC’s core values, mission and policies.
2. CPC and its Organizational Participants support equal opportunity, prohibit discriminatory practices, and are committed to providing an environment in which all individuals can safely participate in equine activities and are treated with respect and fairness.

Application of this Code

3. The *Code* applies to any Organizational Participant’s conduct during the programs, business, activities, and events of CPC including, but not limited to competitions, practices, evaluations, treatment, or consultations (i.e., massage therapy), training camps, travel associated with organizational activities, the office environment, and any meetings.
4. The *Code* also applies to Organizational Participants’ conduct outside of the programs, business, activities, and events of CPC when such conduct adversely affects CPC’s relationships (and the work and equine environment) or is detrimental to the image and reputation of CPC. Such applicability will be determined by CPC at its sole discretion.
5. In addition, the *Code* will apply to breaches that occur when the Organizational Participants involved interact due to their mutual involvement in equine activities or, if the breach occurred outside of the equine environment, if the breach has a serious and detrimental impact on the Organizational Participant(s).
6. The *Code* applies to Organizational Participants active in equine activities or who have retired from equine activities where any claim regarding a potential breach of the *Code* occurred when the Organizational Participants were active in equine activities.



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Prohibited Behaviours

7. All Organizational Participants must refrain from any behaviour that constitutes a Prohibited Behaviour as defined by the UCCMS and the Code.
8. Organizational Participants are responsible for knowing what actions or behaviours constitute Prohibited Behaviours and Maltreatment.

Prohibited Behaviours under the UCCMS include, but are not limited to:

- | | |
|-------------------------------------|---|
| a) Prohibited Physical Maltreatment | g) Discrimination |
| b) Psychological Maltreatment | h) Failing to Report |
| c) Neglect | i) Aiding and Abetting |
| d) Sexual Maltreatment | j) Retaliation |
| e) Grooming | k) Interference with or Manipulation of Process |
| f) Boundary Transgressions | l) False Reports |

In addition to the Prohibited Behaviours as defined by the UCCMS in Appendix “A”, the *Code* sets out other expected standards of behaviour and conduct for all Organizational Participants and any failure to respect these expected standards of behaviour by an Organizational Participants may constitute a breach of the *Code*. In addition, the following behaviours also constitute breaches of the *Code*:

- | | |
|---------------|-------------------------|
| a) Bullying | c) Workplace Harassment |
| b) Harassment | d) Workplace Violence |

Organizational Participants must follow any policies regarding animal welfare and equine care that are developed and imposed by CPC.

Responsibilities of all Organizational Participants

9. All Organizational Participants have a responsibility to:
 - a) refrain from any behaviour that constitutes Maltreatment and Prohibited Behaviour under the *Code*, the UCCMS and other conduct policies established by CPC;
 - b) maintain and enhance the dignity and self-esteem of other Organizational Participants by:
 - i. treating each other with the highest standards of respect and integrity;
 - ii. focusing comments or criticism appropriately and avoiding public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other Organizational Participants;



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	<ul style="list-style-type: none">iii. consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;iv. consistently treating individuals fairly and reasonably; andv. ensuring adherence to the rules of the equine activities and the spirit of those rules.	
c)	refrain from the use of power or authority to coerce another person to engage in inappropriate activities;	
d)	refrain from consuming tobacco products, cannabis, or recreational drugs while participating in the programs, activities, competitions, or Events of CPC;	
e)	in the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or Event;	
f)	in the case of individuals who are not Minors, not consume cannabis in the Workplace or in any situation associated with the Events of CPC (subject to protections under applicable human rights legislation), not consume alcohol during training, competitions, in situations where Minors are present, or when in the presence or control of horses, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations;	
g)	when driving a vehicle: <ul style="list-style-type: none">i. have a valid driver's license;ii. not be under the influence of alcohol or illegal drugs or substances;iii. have valid car insurance; andiv. refrain from engaging in any activity that would constitute distracted driving.	
h)	respect the property of others and not wilfully cause damage;	
i)	promote equine activities in the most constructive and positive manner possible;	
j)	refrain from engaging in deliberate behaviour which is intended to manipulate the outcome of a competition and/or not offer, receive or refrain from offering or receiving any benefit which is intended to manipulate the outcome of a competition. A benefit includes the direct or indirect receipt of money or anything else of value, including, but not limited to, bribes, gains, gifts, preferential treatment, and other advantages;	
k)	adhere to all applicable federal, provincial/territorial, municipal and host country laws; and	
l)	comply, at all times, with the By-laws, policies, procedures, and rules and regulations of CPC, as applicable and as adopted and amended from time to time.	



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Directors, Committee Members, and Staff

10. In addition to section 10 (above), directors, committee members, and staff of CPC have additional responsibilities to:
- a) function primarily as a director, committee member or staff member of CPC (as applicable) and ensure to prioritize their loyalty to CPC (and not to any other organization or group) while acting in this role. Certain obligations of directors, such as confidentiality, continue after the end of a director's or committee member's term;
 - b) act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of an Organizational Participant's confidence;
 - c) ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
 - d) comply with their obligations under the Screening Policy, including understanding ongoing expectations under the Screening Policy and fully cooperating in the screening process;
 - e) conduct themselves openly, professionally, lawfully and in good faith;
 - f) be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism influence their decision-making on behalf of CPC;
 - g) exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws;
 - h) maintain required confidentiality of organizational information;
 - i) commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings; and
 - j) have a thorough knowledge and understanding of all governance documents.

Athlete Support Personnel

11. In addition to section 10 (above), Athlete Support Personnel have many additional responsibilities.
12. Athlete Support Personnel must understand and respect the inherent Power Imbalance that exists in this relationship and must not abuse it, either consciously or unconsciously.
13. Athlete Support Personnel will:
 - a) avoid any behaviour that abuses the Power Imbalance inherent in the coaching position of the Athlete Support Personnel;



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b)	ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athletes and ensuring that they are suitably mounted;	
c)	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 or their mounts;	
d)	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 treatments;	
e)	support the Athlete Support Personnel of a training camp, provincial/territorial team, or national team should an Athlete qualify for participation with one of these programs;	
f)	comply with all established responsibilities and obligations as set out by the Athlete Support Personnel's professional governing association or order, if any;	
g)	accept and promote Athletes' personal goals and refer Athletes to other coaches and sport specialists as appropriate;	
h)	provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete;	
i)	act in the best interest of the Athlete's development as a whole person;	
j)	comply with their obligations under the Screening Policy, including understanding ongoing expectations under this policy and fully cooperating in the screening process;	
k)	under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances or prohibited methods to both Athletes and mounts and, in the case of Minors, alcohol, cannabis, and/or tobacco;	
l)	respect competitor Athletes and, in dealings with them, not encroach upon topics or take actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the Athletes;	
m)	when a Power Imbalance exists, not engage in a sexual or intimate relationship with an Athlete of any age;	
n)	avoid compromising the present and future health of Athletes by communicating and cooperating with sport science and sport medicine professionals in the diagnosis, treatment, and management of Athletes' medical and psychological treatments, including weight control methods for junior-aged Athletes and above (18 + years of age). Dieting and other weight control methods are not permitted for Athletes 17 years of age and younger;	



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- o) recognize the power inherent in the position of Athlete Support Personnel and respect and promote the rights of all Organizational 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 Organizational Participants who are in a vulnerable or dependent position and less able to protect their own rights; and
- p) dress professionally and use appropriate language, considering the audience being addressed (e.g., the age/maturity of the individuals).

Athletes

14. In addition to section 10 (above), Athletes will have additional responsibilities to:

- a) follow their athlete agreement (if applicable);
- b) report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete;
- c) participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations;
- d) properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason;
- e) adhere to any rules and requirements regarding clothing, professionalism, and equipment; and
- f) act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by Athlete Support Personnel.

Officials and Examiners

15. In addition to section 10 (above), officials will have additional responsibilities to:

- a) maintain and update their knowledge of the rules and rules changes;
- b) not publicly criticize other Organizational Participants;
- c) adhere, at all times, to the rules of their international federation and any other sporting organization that has relevant and applicable authority;
- d) place the safety and welfare of competitors and their mounts, and the fairness of the competition above all else;
- e) strive to provide a fair sporting environment and, at no time, engage in Maltreatment or Prohibited Behaviour toward any person on the field of play;
- f) respect the terms of any agreement that they enter with CPC;



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	<ul style="list-style-type: none">g) work within the boundaries of their position's description while supporting the work of other officials;h) act as an ambassador of equine activities by agreeing to enforce and abide by national and provincial/territorial rules and regulations;i) take ownership of actions and decisions made while officiating;j) respect the rights, dignity, and worth of all Organizational Participants;k) act openly, impartially, professionally, lawfully, and in good faith;l) be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;m) respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Organizational Participants;n) comply with their obligations under the Screening Policy, including understanding ongoing expectations under this policy and fully cooperating in the screening process;o) honour all assignments, unless unable to do so by virtue of illness or personal emergency and, in these cases, inform a supervisor or CPC at the earliest possible time;p) when writing reports, set out the actual facts to the best of their knowledge and recollection; andq) dress in proper attire for officiating.	

Parents/Guardians and Spectators

16. In addition to section 10 (above), parents/guardians and spectators at Events will:
- a) encourage Athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence;
 - b) condemn the use of violence in any form against any individual or horse, including the maltreatment of a horse at a CPC Event;
 - c) never ridicule an Organizational Participant for making a mistake during a competition or practice;
 - d) respect the decisions and judgments of officials and encourage Athletes to do the same;
 - e) support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm;
 - f) respect and show appreciation to all competitors, and to coaches, officials and other volunteers;



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Privacy

21. The collection, use and disclosure of any personal information pursuant to this policy is subject to CPC's *Privacy Policy*.



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APPENDIX A – UCCMS

The UCCMS is available [here](#).