

Code of Conduct

Club Addendum to BCAS and CAS Safe Sport — North Shore Artistic Swimming Club

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Version	1.0
Adopted by	Board Resolution
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Review cycle	Annually
Owner	Board of Directors

1. Purpose

This Code of Conduct sets out the behavioural expectations for everyone involved in North Shore Artistic Swimming Club (the "Society" or "NSASC"). It is a Club-level addendum to the North Shore Artistic Swimming Club's Safe Sport Adoption Policy (SSP-001), which adopts by reference the BC Artistic Swimming (BCAS) Conduct Policy Suite, the Canada Artistic Swimming (CAS) Code of Conduct and Ethics, and the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). Where this Code is silent, the adopted policies apply. Where this Code imposes a higher standard, this Code applies.

2. Scope

This Code applies to "Participants," being athletes, Parents, coaches, officials, volunteers, Directors, Officers, employees, and contractors of the Society, at all times and locations where the Participant is acting in connection with the Society, including but not limited to practice, competition, travel, team events, social gatherings, online communications, and interactions that affect the Society's reputation or relationships.

3. Core Expectations

All Participants will:

- Treat every person with dignity, respect, and fairness, regardless of age, race, ancestry, place of origin, religion, sex, sexual orientation, gender identity or expression, disability, or socio-economic status.
- Act honestly and with integrity; avoid conduct that undermines the Society, the sport, or other Participants.
- Respect the Society's property, the facilities we use, and the property of other Participants.
- Follow the instructions of coaches, officials, Directors, and pool-facility staff in matters relating to safety and the conduct of practices and competitions.
- Comply with all laws, including those relating to the protection of minors, human rights, and privacy.

4. Expectations by Role

4.1 Athletes

- Attend practices, competitions, and team events on time and prepared; notify the Coach promptly of unavoidable absences.
- Respect teammates, opponents, coaches, officials, and volunteers, in person and online.
- Refrain from the use of language, gestures, or content that is discriminatory, harassing, or sexually inappropriate.
- Refrain from the use of alcohol, cannabis, or other drugs at Society events, and from any performance-enhancing substance prohibited by the World Anti-Doping Code.
- Report, promptly and in good faith, any conduct that may be a violation of this Code or the Safe Sport Adoption Policy.

4.2 Parents and Guardians

- Support the athlete and the team; model respectful behaviour at training sessions, competitions, and online.
- Refrain from coaching from the pool deck or the gallery; allow the coaches to coach and the officials to officiate.
- Address concerns through the Society's published communication pathways rather than through public confrontation, pool-deck disputes, or social media.
- Complete Respect in Sport for Parents as required by the Programs Policy.

4.3 Coaches and Officials

- Maintain NCCP certification, current Criminal Record Check with vulnerable sector

screening, and current Safe Sport training, as required by the Programs Policy.

- Apply the Rule of Two in all interactions with minor athletes.
- Maintain appropriate professional boundaries with athletes, including in digital communications; no private social-media channels with minor athletes.
- Model sportspersonship in interactions with athletes, opponents, officials, and Parents.

4.4 Directors, Officers, and Volunteers

- Act in the best interests of the Society and its Members.
- Respect confidentiality of matters discussed in camera or in Safe Sport, discipline, privacy, or financial contexts.
- Declare and manage conflicts of interest under the Conflict of Interest Policy (COI-001).
- Support the Society's Safe Sport framework, including timely reporting of concerns.

5. Prohibited Conduct

The following conduct is a breach of this Code and is treated as serious misconduct. It incorporates the prohibited conduct categories of the BCAS Conduct Policy Suite, CAS Code of Conduct and Ethics, and UCCMS, and adds Club-specific prohibitions:

- Maltreatment as defined by the UCCMS, including physical, sexual, and psychological maltreatment, neglect, and grooming.
- Discrimination and harassment on any ground protected by the BC Human Rights Code.
- Bullying, intimidation, or retaliation against another Participant, a complainant, or a witness.
- Violence, threats of violence, or weapons at any Society activity or facility.
- Sexual relations between a coach (or other adult in a position of trust) and an athlete who is a minor, in all circumstances, and between a coach and any athlete of the Society while the coaching relationship exists.
- Use, possession, or distribution of illegal drugs, or intoxication, at Society events.
- Theft, fraud, or serious damage to property.
- Breach of confidentiality in Safe Sport, discipline, appeal, privacy, or financial matters.
- Use of the Society's name, logo, equipment, or funds for unauthorized personal benefit.

6. Digital and Social Media

Participants will:

- Treat digital communications (email, text, messaging apps, social media) with the same standards of respect as in-person communication.
- Use official Club channels (email or registration system) for Club business; avoid private one-on-one messaging between coaches and minor athletes.
- Not post images, video, or identifying information of minor athletes on public channels, except under Society-approved photo consents (see Privacy Policy).
- Not post content that is discriminatory, harassing, or adverse to another Participant.

7. Enforcement

Concerns about conduct under this Code are addressed under the Discipline and Complaints Policy (DCP-001). Serious matters, including any matter alleging maltreatment as defined by the UCCMS or falling within the jurisdiction of BCAS's Conduct Policy Suite, are referred to BCAS or OSIC as set out in that Policy.

8. Acknowledgement

Each Participant is required to acknowledge this Code on registration, on appointment to a governance role, or on engagement as an employee or contractor. The Society may accept a single annual acknowledgement in place of multiple role-specific acknowledgements.