

Draft Code of Conduct Policy

Effective Date: [Insert Date]

Approved by: 2026 CNSC Board of Directors

1. Purpose

The purpose of this Code of Conduct is to ensure a safe, respectful, inclusive, and abuse-free sport environment for all consistent with:

- Nordiq Canada Safe Sport Policy
- Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)
- Sport Canada's Abuse-Free Sport framework

Caledonia Nordic Ski Club (CNSC) will not tolerate bullying, harassment, abuse, discrimination, or retaliation.

2. Application

This Code applies to all members, defined as:

- Members with annual memberships as well as day pass holders;
- Athletes (youth, competitive, recreational, masters);
- Parents and guardians;
- Coaches, officials, instructors, and volunteers;
- Employees, contractors, and staff; and
- Directors, officers, and committee members.

It applies when:

- Participating in CNSC programs or events;
- Using CNSC facilities;
- Traveling or training with CNSC;
- Representing CNSC as an official (director), employee, or contractor; and
- Engaging in CNSC-related online or digital interactions.

3. Safe Sport Principles

Members are expected to uphold:

- Respect – dignity and fairness for all;
- Safety – physical, psychological, and emotional;
- Inclusion – welcoming all backgrounds and abilities;



- Integrity – honest and responsible conduct; and
- Accountability – taking responsibility for actions.

4. Expected Behaviour

Members must:

- Treat all other members with courtesy, dignity, and respect;
- Follow CNSC policies, rules, and directions from authorized personnel;
- Act in a manner that reflects positively on CNSC;
- Respect personal boundaries, consent, and privacy; and
- Contribute to a positive and supportive sport environment.

5. Maltreatment, Bullying, Harassment, and Prohibited Behaviour

Maltreatment

Any conduct that causes or has the potential to cause physical or psychological harm, including abuse, harassment, bullying, neglect, or discrimination.

Bullying

Repeated or severe behaviour that humiliates, intimidates, degrades, or harms another person, including verbal, physical, social, or cyberbullying.

Harassment

Unwelcome conduct that demeans, humiliates, intimidates, or threatens an individual, including sexual harassment.

A single serious incident may constitute bullying, harassment, or abuse.

Prohibited Behaviour

The following are strictly prohibited:

- Bullying or harassment in any form;
- Discrimination or hateful conduct;
- Psychological, physical, or sexual abuse;
- Grooming: using trust, influence, or authority to create an inappropriate or exploitative relationship or boundary violations;
- Neglect: failure by a person in a position of responsibility or authority to provide reasonable care, supervision, or protection to a participant, where such failure may place the participant's safety, well-being, or development at risk;
- Cyberbullying or online harassment; and
- Retaliation against anyone who reports concerns in good faith.

6. Duty to Prevent and Report Harm

All members share responsibility to:



- Avoid engaging in maltreatment;
- Speak up or seek help when witnessing concerning behaviour;
- Report concerns honestly and promptly;
- Cooperate with Safe Sport processes;

Members in positions of trust (e.g., employees, coaches, officials, directors, and program leaders) have an enhanced duty of care.

7. Reporting and Safe Sport Pathways

Concerns should be reported as soon as possible:

- Through CNSC's GM, directors, head coaches, and/or program leaders; and
- Through the appropriate Safe Sport authority (e.g., Office of the Sport Integrity Commissioner / Abuse-Free Sport) where jurisdiction applies.

Reports will be handled:

- Seriously and promptly;
- With confidentiality and fairness; and
- Without retaliation.

8. Complaint Handling and Discipline

Breaches of this Code may result in discipline that follows CNSC's bylaws including:

- Education or corrective action;
- Verbal or written warnings;
- Suspension from activities or programs;
- Removal from leadership roles;
- Termination of membership; and
- Referral to Safe Sport bodies or external authorities.

Discipline will be assessed on a case-by-case basis, using principles of administrative fairness while respecting privacy, the interests of other members, and CNSC's role as a society rather than a law enforcement or judicial body. Any disciplinary action will be proportionate, fair, and consistent with the Universal Code of Conduct to Prevent and Address Maltreatment in Sport and Nordiq Canada requirements.

9. Online and Digital Conduct

This Code applies equally to:

- Social media;
- Messaging apps; and
- Emails and online forums

Online bullying, harassment, or harmful conduct is a violation of this Code.



10. Retaliation

Retaliation against any person who:

- Reports maltreatment;
- Participates in an investigation; or
- Seeks Safe Sport assistance

is strictly prohibited and constitutes a serious breach.

11. Policy Review

This policy shall be reviewed by CNSC's Board of Directors at least every five (5) years, or sooner if required by legislative, governance or organizational changes to maintain alignment with Nordiq Canada and Safe Sport requirements.

12. Acknowledgement

Membership in CNSC constitutes acknowledgement of, and agreement to comply with, this Code of Conduct.

