

ALBERTA POWERLIFTING UNION

Athlete and Coach Code of Conduct (the “Code”)

Definitions

1. The following terms have these meanings in this Code:
 - a. “Individuals” means members of the APU, coaches of members of the APU and registered clubs of the APU; and
 - b. “APU” means the Alberta Powerlifting Union Association, a registered society under the *Societies Act* (Alberta).

Purpose

2. The purpose of this Code is to ensure a safe and positive environment within the APU’s programs, activities, and events by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the APU’s core values. The APU supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all Individuals are treated with respect.

Application of this Code

3. This Code is to be read in conjunction with, and apply in concert with, the bylaws, policies, procedures, and rules and regulations of the APU.

This Code applies to Individuals’ conduct during activities, and events of the APU, the Canadian Powerlifting Union or the International Powerlifting Federation as it relates to social media commentary and behavior, competitions, practices, training camps, travel and an Individual’s involvement with the sport of powerlifting generally.

4. An Individual who violates this Code may be subject to sanctions pursuant to the APU’s Bylaws, including suspension from the APU. Additionally, an Individual who violates this Code during a competition may be removed from the competition; an official of the competition may delay the competition until the Individual complies with the removal, and the Individual may be subject to any additional discipline associated with the particular competition.
5. This Code also applies to Individuals’ conduct outside of the APU’s activities, and events when such conduct adversely affects relationships within the APU (and its work and sport environment) and is detrimental to the image and reputation of the APU. Such applicability will be determined by the APU at its sole discretion.

Responsibilities

6. Individuals have a responsibility to:

- a. maintain and enhance the dignity and self-esteem of the APU members and other participants in powerlifting by:
 - i. demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation;
 - ii. focusing comments or criticism appropriately and not engaging in public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members;
 - iii. maintaining the reputation of the APU but consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct within the sport of powerlifting and otherwise;
 - iv. acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;
 - v. consistently treating individuals fairly and reasonably; and
 - vi. ensuring adherence to the rules of the sport of powerlifting and the spirit of those rules;
- b. refrain from any behaviour 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 behaviour 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, innuendo, or taunts;
 - iv. leering or other suggestive or obscene gestures;
 - v. condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect the experience of sport;
 - 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. behaviours 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; and
 - xii. retaliation or threats of retaliation against an individual who reports harassment to the APU;
- c. abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, the APU adopts and adheres to the doping programs of the Canadian Powerlifting Union, which in turn adopts and adheres to the Canadian Anti-Doping Program as administered by the Canadian Centre for Ethics in Sport. Any infraction under this program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction, pursuant to the APU's Bylaws;
 - d. refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, 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 as recognized by the Canadian Centre for Ethics in Sport;
 - e. refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
 - f. refrain from consuming recreational drugs while participating in the APU programs, activities, competitions, or events;
 - g. in the case of adults, avoid consuming alcohol or tobacco products in competitions or in situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with the APU's events;
 - h. respect the property of others and not wilfully cause damage;

- i. promote the sport in the most constructive and positive manner possible;
- j. adhere to all federal, provincial, municipal and host country laws; and
- k. comply, at all times, with the APU's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time.

Coaches

7. In addition to section 6 (above), coaches have many additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of an 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 of APU members must:
 - a. ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes;
 - b. 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;
 - c. 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;
 - d. support the coaching staff of a training camp, provincial team, or national team; should an athlete qualify for participation with one of these programs;
 - e. provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete;
 - f. act in the best interest of the athlete's development as a whole person;
 - g. respect other coaches;
 - h. meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by the APU's screening procedures;
 - i. report any ongoing criminal investigation, conviction, or existing bail conditions;
 - j. 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, alcohol and/or tobacco;
 - k. respect athletes playing with other teams and, in dealings with them, not encroach upon topics or 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;

- l. not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over the athlete;
- m. 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;
- n. dress professionally, neatly, and inoffensively; and
- o. use inoffensive language, taking into account the audience being addressed.

Athletes

8. In addition to section 6 (above), athletes will have additional responsibilities to:

- a. report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete;
- b. participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events;
- c. 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;
- d. adhere to the APU's rules and requirements regarding clothing and equipment;
- e. never ridicule a participant for a poor performance or practice;
- f. act in a sportsmanlike manner and not display appearances of violence, loud outbursts, foul language, or gestures to other athletes, officials, coaches, or spectators;
- g. dress in a manner representative of the APU which means focusing on neatness, cleanliness, and discretion; and
- h. act in accordance with the APU's policies and procedures and, when applicable, additional rules as outlined by meet directors and APU administrators.