

## Code of Conduct

The Newfoundland and Labrador Amateur Taekwondo Union Inc. (NLATU) supports equal opportunity, is committed to providing an environment in which all members are treated with respect and prohibits discriminatory practices.

At all times, members of NLATU are expected to conduct themselves in a manner consistent with the values of the Association. All directors, officers, organizers, coaches, referees, athletes, managers, volunteers, medical personnel and other members of the Association have a responsibility to:

1. Maintain and enhance the dignity and self-esteem of members and participants of by:

Demonstrating respect to individuals regardless of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;

Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, referees, organizers, volunteers and members;

Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practices;

Ensuring that the rules and Tenets of the Martial Art and sport of Taekwondo, are strictly adhered to (Courtesy, Integrity, Perseverance, Self-Control, and Indomitable Spirit).

2. Take steps to manage the responsible consumption of alcoholic beverages in social situations associated with sanctioned Taekwondo events;

3. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods, in conformance with the Canadian Anti-Doping Program and any applicable international anti-doping policies;

4. 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;

5. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature, when submitting to or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidating, hostile or offensive environment; and

6. Comply at all times with the Constitution, Bylaws, policies, rules and regulations of NLATU, as adopted and amended from time to time, including complying with any contracts or athlete agreements executed with the Association.

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7. Coaches will have additional responsibilities. The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will at all times:

Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment;

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 problems;

Educate athletes about the dangers of drugs and performance-enhancing substances and under no circumstances promote or condone their use;

Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise;

Give athletes the opportunity to discuss, contribute to and agree with proposed training and performance standards.

Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete;

Consider the academic pressures placed on student-athletes and conduct training and events in a manner that supports academic success; and

At no time engage in an intimate or sexual relationship with an athlete under the age of 18 years.

8. Athletes selected to representative team Newfoundland and Labrador will be responsible to:

Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete;

Participate in all competitions, events, activities or projects to which the athlete has made a commitment;

While traveling and competing, dress appropriately and adhere to NLATU requirements regarding clothing and official team uniforms;

Comply with instruction and direction provided by team officials and coaches; and

Avoid any behaviour which would cause unreasonable disruption or interference in competitions, training camps, or preparation of any athlete for a competition.

9. Referees who have been selected to officiate at NLATU events will be responsible to:

Referee Taekwondo matches with absolute fairness, honesty and integrity, ensuring that the rules are properly enforced and that all competitors comply with those rules;

REFEREE Taekwondo matches with absolute fairness, honesty and integrity, ensuring that the rules are properly enforced and that all competitors comply with those rules;

Indicate any conflict of interest in any match (such as being from the same province / club as one or both of the competitors) and request to be replaced in any such a conflict exists;

Adhere to all NLATU policies, regulations, standards and directives regarding refereeing; and

Not publicly criticize other referees or officials or any Taekwondo body, nor comment publicly on any match in which they served as a referee.

10. Conduct that violates this Code of Conduct shall be subject to sanctions pursuant to NLATU policies related to discipline.

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