



Universal Code of Conduct (UCCMS) "Safe Sport"

Note: The Safe Sport Policy Suite Definitions apply to this policy, please refer to that document for term definitions. Our Safe Sport policies follows the legal practice of capitalized defined terms to assist the reader in identifying that the term has a specific meaning within the policy suite.

*Sail Canada (the "Organization") has adopted the Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS"), as amended from time to time, (provided as **Appendix A**). 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 Sail Canada.*

Sail Canada is a Program Signatory of the Office of the Sport Integrity Commissioner (the "OSIC"), as of March 1st, 2023 (the "Effective Date").

Sail Canada has designated specific Individuals within the organization as UCCMS Participants. A full list of designated individuals is available at 53 Yonge St Kingston ON K7M 6G4

*It is important to note that the Code applies to all Individuals, **but not all Individuals are UCCMS Participants** and subject to the OSIC Process.*

This UCCMS Code of Practice has now been adapted by Newport Yacht Club Stoney Creek.

A. Purpose

1. The purpose of this Code of Conduct is to ensure a safe and positive environment within the programs, activities, and Events of Sail Canada, Ontario Sailing, and **NEWPORT YACHT CLUB STONEY CREEK INC** by making all Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with NEWPORT YACHT CLUB's core values, mission, and policies.
2. Sail Canada, Ontario Sailing, NEWPORT YACHT CLUB and Individuals support equal opportunity, prohibit discriminatory practices, and are committed to providing an environment in which all individuals can safely participate in programs and events and are treated with respect and fairness.

B. Application – General

3. This Code of Conduct applies to the conduct of all Individuals during the business, activities, and Events of Sail Canada, Ontario Sailing, and NEWPORT YACHT CLUB.
4. This Code of Conduct also applies to the conduct of all Individuals outside of the club, activities, and Events of Sail Canada, Ontario Sailing, and NEWPORT YACHT CLUB when such conduct adversely affects NEWPORT YACHT CLUB's relationships or is detrimental to the image and reputation of Sail

Canada, Ontario Sailing or NEWPORT YACHT CLUB. Such applicability will be determined by Sail Canada, Ontario Sailing or NEWPORT YACHT CLUB, at its sole discretion.

5. In addition, breaches of the Code of Conduct may occur when the Individuals involved interacted due to their mutual involvement in the event/program, if the breach occurred outside of the club environment or, if the breach has a serious and detrimental impact on the Individual(s).
6. This Code of Conduct applies to Individuals active in the sport or who have retired from the sport where any claim regarding a potential breach of this Code of Conduct occurred when the Individual was active in the sport.
7. **Competition & the Racing Rules of Sailing**
At competition hosted or organized by Sail Canada, Ontario Sailing, or NEWPORT YACHT CLUB, covered by *The Racing Rules of Sailing* as amended from time to time (herein referred to as the Rules):
 - a. Participants shall conduct themselves as prescribed by the Rules as well as any amendments thereto prescribed by the organizers of the specific event.
 - b. All protests and appeals with respect to the misconduct of participants shall be conducted in the manner prescribed by the Rules, including any amendments thereto by the Organizing Authority (OA) for the event.

The Racing Rules of Sailing do not preclude, or limit, a Complaint being filed with OSIC, regardless of whether the matter was addressed in any manner under the Racing Rules of Sailing.

C. Prohibited Behaviours

8. All Individuals must refrain from any behaviour that constitutes a Prohibited Behaviour as defined by the UCCMS and this Code of Conduct
9. Individuals are responsible for knowing what actions or behaviours constitute Prohibited Behaviours and Maltreatment.
10. Prohibited Behaviours under the UCCMS include, but are not limited to:
 - a) Physical Maltreatment
 - b) Psychological Maltreatment
 - c) Neglect
 - d) Sexual Maltreatment
 - e) Grooming
 - f) Boundary Transgressions
 - g) Discrimination
 - h) Failing to Report
 - i) Aiding and Abetting
 - j) Retaliation
 - k) Interference with or Manipulation of Process
 - l) False Reports

In addition to the Prohibited Behaviours as defined by the UCCMS, this Code of Conduct sets out other expected standards of behaviours and conduct for all Individuals and any failure to respect these expected standards of behaviour by an Individual may constitute a breach of this Code of Conduct.

D. Responsibilities of Individuals

11. All Individuals have a responsibility to:
 - a) Commit to prioritizing safety in all activities, both on and off the water.
 - b) Refrain from any behaviour that constitutes Maltreatment or Prohibited Behaviour under this Code of Conduct or the UCCMS.
 - c) Maintain and enhance the dignity and self-esteem of other Individuals by:
 - i. Treating each other with fairness, honesty, respect and integrity;

- ii. Focusing comments or criticism appropriately and avoiding public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other Individuals;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct; and
 - iv. Ensuring adherence to the rules of the sport and the spirit of those rules.
- d) Refrain from the use of power or authority to coerce another person to engage in inappropriate activities.
 - e) Refrain from the use of tobacco products (and vaping) while in the presence of other participants except in designated smoking areas while participating in the programs, activities, competitions, or Events of Sail Canada, Ontario Sailing or NEWPORT YACHT CLUB
 - f) In the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or Event.
 - g) Not being under the influence of cannabis, alcohol or any medication that could cause impairment, or otherwise being impaired, at any time while performing duties or actively participating in events. Take reasonable steps to manage the responsible consumption of alcohol or cannabis in adult-oriented social situations.
 - h) Respect the property of others and not wilfully cause damage.
 - i) Refrain from engaging in deliberate behaviour which is intended to manipulate the outcome of a para-classification, competition and/or not offer, receive, or refrain from offering or receiving any benefit which is intended to manipulate the outcome of a competition or para-classification. A benefit includes the direct or indirect receipt of money or other anything else of value, including, but not limited to, bribes, gains, gifts, preferential treatment, and other advantages.
 - j) Adhere to all federal, provincial/territorial, municipal and host country laws.
 - k) Comply with the bylaws, policies, procedures, rules, and regulations of Sail Canada, Ontario Sailing and NEWPORT YACHT CLUB as applicable, and as adopted and amended from time to time. Recognizing that some policies, such as the Social Media Policy, provide specific requirements for responsibilities.

Directors, Committee Members, Members, Employees and Subcontractors

12. In addition to section D (above), Directors, Committee Members, and employees of NEWPORT YACHT CLUB will have additional responsibilities to:

- a) Function primarily as a Director, committee member or employee of NEWPORT YACHT CLUB and ensure to prioritize their duty of loyalty to NEWPORT YACHT CLUB (and not to any other sport organization or group) while acting in this role.
- 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 Individual'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 in their decision-making on behalf of NEWPORT YACHT CLUB
- 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) When acting as a Director or Committee Member, respect the decisions of the majority (of the Board or a Committee, as applicable) and resign if unable to do so.
- j) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
- k) Have a thorough knowledge and understanding of all governance documents

Member Organizations

13. Member Organizations and their members must:

- a) When required, adhere to Sail Canada and Ontario Sailing's by-laws and amend their own policies to comply or align with those of Sail Canada and Ontario Sailing unless prohibited by provincial/local legislation.
- b) Pay all required dues and fees and complete all required documents by the prescribed deadlines.
- c) Ensure that all Athletes and coaches participating in sanctioned competitions, programs and Events of Sail Canada or Ontario Sailing are registered and in good standing.
- d) Appropriately screen prospective employees in compliance with the Screening Policy to help ensure Athletes have a healthy and safe sport environment.
- e) Ensure that any possible or actual misconduct is investigated promptly and thoroughly
- f) Impose appropriate disciplinary or corrective measures when misconduct has been substantiated
- g) Advise Sail Canada and Ontario Sailing immediately of any situation where a complainant has publicized a complaint in the media (including social media).
- h) Provide Sail Canada and Ontario Sailing with a copy of all decisions rendered pursuant to the Safe Sport Policy Package for complaints and appeals.
- i) Implement any decision and disciplinary sanctions imposed pursuant to Sail Canada, Ontario Sailing, or any other Member Organization's discipline process.

Retaliation, Retribution or Reprisal

14. It is a breach of this *Code of Conduct* for any Individuals to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging that Individual from filing, in good faith, a Report pursuant to any NEWPORT YACHT CLUB policy. It is also a breach of this *Code of Conduct* for an Individual to file a Report for the purpose of retaliation, retribution, or reprisal against any other Individual. Any Individual found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

Privacy

15. The collection, use and disclosure of any personal information pursuant to this Policy is subject to NEWPORT YACHT CLUB's *Privacy Policy*.

Appendix A – [Universal Code of Conduct to Prevent and Address Maltreatment in Sport v6.0](#)

***Reviewed and Approved by
The Board of Directors
Date: March 1, 2023***