



## Manitoba Paddling Association Code of Conduct

### **PHILOSOPHY STATEMENT**

The Manitoba Paddling Association (MPA) recognizes the importance of risk management in promoting safe participation in all MPA organized regattas and training camps. It also is recognized that the responsibility for the care and safety of athletes is shared by the home, club and community.

### **RATIONALE**

As part of MPA club membership, athletes may participate in out of city/province/country regattas and training camps to fulfill training and racing goals. Although there are inherent risks to all physical activities, MPA believes these risks can be significantly reduced when athletes receive appropriate instruction and/or supervision and participate in an environment where rules and routines governing safety are taught and enforced. It is primarily the provincial coaches and the MPA Board who manage risks and safety for athletes.

### **SUPERVISIONS OF ATHLETES**

For each event, the Technical Director selects coaches, chaperones, and drivers, to assist with the supervision and support of athletes. There is no specific adult: athlete ratio that is routinely imposed.

### **Chaperones**

In general, coaches attend to coaching, while chaperones help coaches carry out their duties by running errands and ensuring that athletes in need of medical attention get it. In the absence of an assigned chaperone, all responsible adults available pitch in to help resolve unexpected situations like medical concerns or accidents, or just to help with the overall smooth running of the operation. MPA encourages the parents of young athletes (12 and under) to consider attending events with their child to provide additional support. In fact, all parents are welcome at any MPA event or training camp and make for healthier race experiences for athletes and coaches alike. Regardless of the ages of the athletes, when they are away, the coaches/chaperones are expected to leave someone in charge who can reach them. In general, whether accidental or deliberate, damages that arise from the actions of athletes on MPA trips will be the responsibility of the athletes and/or their families.

### **INFRACTIONS**

Attached are the guidelines for disciplinary action applicable to athletes, master athletes, coaches, managers and chaperones taking part in any MPA event (practice, training camp, regatta, or other event)

### **ENFORCEMENT**

The coaches, managers, and chaperones at any MPA event (practice, training camp, regatta, or other event) are responsible for addressing any unacceptable behaviour. Whenever possible, this should be communicated in a direct but informal manner with the individual(s) involved. The coaches, managers, and chaperones are responsible for assigning any consequences as per the guidelines for disciplinary action.

The person displaying the behaviour in question is expected to respond to the direction of the coach/manager/chaperone. If the person feels they are being treated unfairly they may appeal to another coach/chaperone. If a second coach/manager/chaperone supports the initial decision, the individual must comply at that time, but may appeal/complain to the MPA Board of Directors at the next meeting of the Board.



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In the event of a “major infraction” a written report of the incident will be submitted to the Board of Directors following the event at which the incident occurred, for review.

Recognizing that the behavioural culture at a practice or event is primarily the domain of the coach and his/her athletes, the Board’s role is to support the direction taken by staff unless the action taken is clearly in conflict with guidelines for disciplinary action. As issues of discipline and behaviour involve a certain amount of personal judgment, there may be differences in approach between the coach/manager/chaperone team in the management of similar issues.

### **ALCOHOL & DRUG USE**

Athletes of legal drinking age are only permitted to drink alcohol at MPA events with the permission of the coach/manager/chaperone staff. *Drinking to the extent that it results in disorderly or violent conduct or the inability to perform official functions (racing, training, supervising athletes) is considered a major infraction and will be dealt with as such.*

The consumption of alcohol by athletes under the legal drinking age is not sanctioned by the MPA however is treated as a minor infraction *unless it results in intoxication, disorderly or violent conduct or the inability to perform official functions (racing, training).*

*The use of any illegal substance by an athlete, master athlete, coach, manager, or chaperone is a major infraction and will be dealt with as such.*

### **CANADA SUMMER GAMES/WESTERN CANADA SUMMER GAMES**

These *Codes of Conduct* are distinct from those of MPA are developed specifically for the Games. Participants should be aware that the expectation of conduct at Games tends to be of a higher standard. The Code of Conduct at Games is administered by Team Manitoba, **not** MPA coaches, managers, or chaperones.



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# CODE OF CONDUCT FOR MPA EVENTS

## - guidelines for disciplinary action

APPLIES TO ATHLETES, MASTERS ATHLETES, COACHES, MANAGERS & CHAPERONES

INFRACTION	EXAMPLE	JUDGE	CONSEQUENCES (NON-PROBATION ATHLETES)	CONSEQUENCES (PROBATION ATHLETES)
<b>MINOR</b>	<p>Poor personal hygiene: dirty, torn, messy or smelly clothes or person</p> <p>Late for team meetings, events, departures</p> <p>Lack of courtesy or respect for fellow team mates, competitors, coaches, managers, volunteers or mission staff; disrespectful, abusive, offensive, racist or sexist comments or behavior</p> <p>Lack of cleanliness in room, dining or at races; includes littering and failure to clean up one's room or in dining room</p> <p>Negative or disrespectful comments to media</p> <p>Any behavior which unintentionally results in damage to property or harm to another person</p> <p>Visible possession or use of tobacco by non-masters athletes <math>\geq 18</math> (unless sanctioned) OR use of tobacco by other persons officially associated with MPA in close proximity to athletes.</p>	Coach OR Manager	<ol style="list-style-type: none"> <li>1. verbal or written apology</li> <li>2. If possible, address problem (i.e. clean up if issue is cleanliness)</li> <li>3. Other potential consequences:               <ul style="list-style-type: none"> <li>-pushups</li> <li>-hops</li> <li>-early curfew</li> <li>-grounding</li> <li>-confinement to AV</li> <li>-suspension from team activities</li> </ul> </li> </ol> <p>* may be appealed to coach/ manager or to athlete rep</p>	As for non-probation athletes
<b>MAJOR</b>	<p><math>\geq 5</math> minor infractions in a non-probation athlete or <math>\geq 3</math> minor infractions in a probation status athlete</p> <p>Failure to perform consequences for minor infractions in a probation status athlete.</p> <p>Possession or use of alcohol by non-masters athletes unless sanctioned by coach and manager (use of alcohol in such circumstances by athletes <math>\leq 18</math> will be treated as a minor infraction)</p> <p>Abuse of alcohol resulting in loud, belligerent or unseemly behavior, or the inability to carry out official duties</p> <p>Use of any illegal substances</p> <p>Positive drug test for banned substances</p> <p>Any criminal activities such as vandalism, theft</p> <p>Any behavior which intentionally results in damage to property or harm to a person</p>	BOTH Coach AND Manager	<ol style="list-style-type: none"> <li>1. Immediate probationary status for a period to be determined by the MPA Board</li> <li>2. Written &amp; Verbal apology for behavior</li> <li>3. Reparations for any damages done</li> <li>4. 8 hours volunteer work</li> <li>5. Balance all accounts immediately and pay for any subsequent events fully prior to departure.</li> <li>6. If severe infraction, consequences as for probation status athlete may be considered.</li> <li>7. For coach/ manager/chaperone, consequences to be determined by the MPA.</li> </ol>	<ol style="list-style-type: none"> <li>1. Immediate suspension from MPA practices and events for a period to determined by the MPA Board</li> <li>2. Immediate loss of carding status</li> <li>3. If occurring while out of town, immediate return home at own expense (provided safe return can be arranged for minors)</li> <li>4. Reparations (if applicable) for any damages done or travel home</li> <li>5. Once suspension expired, full one-year period of probation.</li> </ol>



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