



BASKETBALL NWT CODE OF CONDUCT AND ETHICS

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Definitions

1. The following terms have these meanings in this Code:
 - a) *"Discrimination"* – Differential treatment of an individual based on one or more prohibited grounds which include race, citizenship, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability.
 - b) *"Individuals"* – All categories of membership defined in Basketball NWT Bylaws, as well as all individuals engaged in activities with Basketball NWT, including but not limited to, National Participants, athletes, coaches, officials, directors, officers, volunteers, committee members, parents and spectators, managers and administrators.

Purpose

2. The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment within Basketball NWT programs, activities and events, by making all individuals aware that there is an expectation of appropriate behavior consistent with the values of Basketball NWT. Basketball NWT supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness. Basketball NWT is committed to providing an environment in which all individuals are treated with respect.
3. This Code also applies to the conduct of individuals that may occur outside of Basketball NWT's activities. An individual affecting the image and reputation of Basketball NWT through misconduct can be sanctioned by Basketball NWT.
4. This Code applies to Directors of Clubs, Leagues, or any other individuals who perform duties on behalf of these Members when engaged in basketball activities sanctioned by Basketball NWT.
5. This Code is not intended to specifically outline every instance of misconduct. Misconduct that is not in line with the values of Basketball NWT or with the purpose of this Code may still constitute a breach of the Code and be subject to sanctions even though not specifically included listed in the Code of Conduct and Ethics.

Scope and Application

6. This code applies to the Individuals defined above, relating to conduct that may arise during the course of Basketball NWT business, activities and events, including but not limited to, office environment, competitions, practices, tournaments, training camps, social media, travel, and any work-related meetings.
7. An Individual who violates this Code may be subject to sanctions pursuant to Basketball NWT's *Discipline and Complaints Policy*. In addition to facing possible sanction pursuant to Basketball NWT *Discipline and Complaints Policy*, an Individual who violates this Code during a competition may be ejected from the competition or the playing area, the official may delay the competition until the Individual complies with the ejection, and the Individual may be subject to any additional discipline associated with the competition.
8. This Code also applies to Individuals' conduct outside of Basketball NWT's business, activities, and events when such conduct adversely affects relationships within Basketball NWT (and its work and sport environment) and is detrimental to the image and reputation of Basketball NWT. Such applicability will be determined by Basketball NWT at its sole discretion.
9. This Code applies to Directors of Clubs, Leagues, or any other individuals who perform duties on behalf of these Individuals when engaged in basketball related activities sanctioned by Basketball NWT.

Responsibility

10. All Individuals have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of Basketball NWT Members and other Individuals by:
 - i. Treating everyone with the highest standards of respect and integrity regardless of body type physical characteristics, athletic ability, age, ancestry, color, 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 avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members.
 - iii. Consistently demonstrating the spirit of fair play, sportsmanship, sports leadership and ethical conduct.
 - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory.
 - v. Consistently treating individuals fairly and reasonably.
 - vi. Ensuring adherence to the rules of the sport and the spirit of those rules.
- b) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Basketball NWT adopts and adheres to the Canadian Anti-Doping Program. Any infraction of this Program shall be considered an infraction of this Code and shall be subject to disciplinary action, and possible sanction, pursuant to Basketball NWT's *Discipline and Complaints Policy*. Basketball NWT will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Basketball NWT or any other sport organization.
- c) 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 and recognized by the Canadian Centre for Ethics in Sport (CCES)
- d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- e) In the case of minors, refrain from consuming alcohol, cannabis or tobacco products while participating in Basketball NWT's programs or events
- f) In the case of adults, refrain from consuming cannabis in the Workplace or in any situation associated with Basketball NWT's events, refrain from consuming alcohol during competitions and in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with Basketball NWT's events.
- g) Use social media responsibly and strategically, modeling appropriate behavior expected of representatives of Basketball NWT.
- h) Respect the property of others and not willfully cause damage.
- i) Always comply with the Bylaws, policies, rules and regulations of Basketball NWT, as adopted and amended from time to time.
- j) Adhere to all Federal, Provincial, Municipal or host country laws.

Harassment

11. a) Refrain from any behavior that constitutes harassment, where a single incident or course of vexatious comment or conduct against an Individual or group, which is known or ought to reasonably be known to be unwelcome. Types of behaviour that constitute harassment include, but are not limited to:
- i. Written or verbal abuse, threats, or outbursts;
 - ii. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;
 - iii. Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin;
 - iv. Leering or other suggestive or obscene gestures;

- v. Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - vi. Practical jokes which endanger a person's safety, or may negatively affect performance;
 - vii. Hazing, which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual's positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual'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 or group member based on class, number of years on the team or with the group, or ability;
 - viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
 - ix. Deliberately excluding or socially isolating a person from a group or team;
 - x. Persistent sexual flirtations, advances, requests, or invitations;
 - xi. Physical or sexual assault;
 - xii. Behaviours such as those described above that are not directed towards a specific person or group but have the same effect of creating a negative or hostile environment;
 - xiii. Retaliation or threats of retaliation against a person who reports harassment to Basketball NWT.
- b) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as an unwelcomed vexatious comment or conduct against an Individual because of sex, sexual orientation, gender identify or gender expression, request for sexual favors or sexual advances. Types of behaviour that constitute Sexual Harassment include, but are not limited to:
- i. Sexist jokes;
 - ii. Display of sexually offensive material;
 - iii. Sexually degrading words used to describe an Individual;
 - iv. Inquiries or comments about an Individual's sex life;
 - v. Persistent unwelcome sexual flirtations, advances, or propositions;
 - vi. Persistent unwanted contact.

Board/Committee Members and Staff

12. In addition to section 10 (above), Board and Committee Members will:
- a) Function primarily as a member of the board and/or committee(s) of Basketball NWT; not as a member of any other particular member or constituency.
 - b) Act with honesty and integrity and conduct himself or herself in a manner consistent with the nature and responsibilities of Basketball NWT business and the maintenance of Member confidence.
 - c) Ensures that the financial affairs of Basketball NWT are conducted in a responsible and transparent manner with due regard for his or her fiduciary responsibilities.
 - d) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Basketball NWT.
 - e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism.
 - f) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate and honest in all dealings with others.
 - g) Keep informed about the activities of Basketball NWT, the sport community, and general trends in the sectors in which it operates.
 - h) Exercise the degree of care, diligence and skill required in the performance of his or her duties pursuant to the laws under which Basketball NWT is incorporated.
 - i) Respect the confidentiality appropriate to issues of a sensitive nature.
 - j) Ensure that all Individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight.
 - k) Respect the decisions of the majority and resign if unable to do so.

- l) Commit the time to attend meetings and to be diligent in preparation for, and participation in, discussions at such meetings.
- m) Have a thorough knowledge and understanding of all Basketball NWT governance documents.
- n) Conforms to the Bylaws and all policies approved by Basketball NWT and/or Canada Basketball.

Coaches

13. In addition to section 10 (above), coaches have additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the 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 will:

- a) Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by Basketball NWT Screening Policy, so that the community is satisfied it has minimized the risk of an unsafe environment.
- b) Report any ongoing criminal investigation, conviction or existing bail conditions, including those for violence; child pornography; or possession, use or sale of any illegal substance.
- c) 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, alcoholic beverages, cannabis and/or tobacco.
- d) Respect all other teams and athletes from other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless first receiving approval from the coach who is responsible for the team or athlete(s) involved.
- e) 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.
- f) Not engage in a sexual relationship with an athlete under the age of majority, or an intimate or sexual relationship with an athlete over the age of majority if in a position of power, trust, or authority over the athlete.
- g) Disclose any sexual or intimate relationship with an athlete over the age of majority to the Organization prior to any coaching involvement with that athlete.
- h) Follow a physician's advice to decide when injured players are ready to play again.
- i) Dress professionally, neatly and inoffensively.
- j) Use inoffensive language, taking into account the audience being addressed.

Athletes

14. In addition to section 10 (above), athletes will have additional responsibilities to:

- a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
- b) Participate and appear on time, well-nourished and prepared to participate to one's best abilities in all competitions, practices, training sessions, events, activities, or projects.
- c) Properly represent oneself and not attempt to enter a competition for which one is not eligible, by reason of age, classification, or other reason.
- d) Adhere to Basketball NWT'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, foul language, or gestures to other players, officials, coaches, or spectators.
- g) Dress in a manner representative of Basketball NWT with focus being on neatness, cleanliness, and discretion. Designated official clothing, if applicable, must be worn when traveling and competing.
- h) Act in accordance with Basketball NWT's policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones.
- i) Respect everyone involved in the game.

Officials

15. In addition to paragraph 10 (above), officials will have additional responsibilities to:
- a) Maintain and update their knowledge of the rules and rules changes;
 - b) Work within the boundaries of their position's description while supporting the work of other officials;
 - c) Act as an ambassador of Basketball NWT by agreeing to enforce and abide by national and provincial rules and regulations;
 - d) Take ownership of actions and decisions made while officiating;
 - e) Respect the rights, dignity, and worth of all Individuals;
 - f) Not publicly criticize other officials or any club or association;
 - g) Act openly, impartially, professionally, lawfully, and in good faith;
 - h) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
 - i) Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals;
 - j) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time;
 - k) When writing reports, set out the actual facts and not attempt to justify any decisions;
Dress in proper attire for officiating;
 - l) Not make any statement to the media (newspaper, television, radio, etc.) related to a game in which the referee has officiated, or to the performance of the players or other officials;
 - m) Not accept any appointment to officiate in unsanctioned events.

Parents/Guardians and Spectators

16. In addition to section 10 (above), parents/guardians and spectators at events are expected to:
- a) Encourage athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence;
 - b) Condemn the use of violence in any form;
 - c) Provide positive comments that motivate and encourage participants' continued effort;
 - d) Respect the decisions and judgments of officials, and encourage athletes to do the same;
 - f) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm;
 - g) Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers;
 - h) Refrain from harassing competitors, coaches, officials, parents/guardians, or other spectators;
 - i) Never ridicule a participant for making a mistake during a performance or practice;
 - j) Refrain from entering the training or competition area and from interfering with any activities.

Duty of Disclosure, Reporting and Cooperation

17. Any behavior prohibited by this Code that is experienced or observed must be reported confidentially and in writing to the Executive Director to rami.bnwt@gmail.com. Alternatively, individuals can report in writing to the President.

When a report is submitted, the following shall apply:

- a) A person reporting a violation of this Code shall be provided the opportunity to remain anonymous, except in those circumstances where the nature of the disclosure and/or the resultant investigation make it necessary to disclose identify (for example, legal investigations or proceedings). In such cases, all reasonable steps shall be taken to protect the person reporting from harm as a result of having made a disclosure.
- b) The identity of the person submitting a report shall remain confidential unless the person and the Ethics/Disciplinary Committee Members agree otherwise.

- c) A person is protected against retaliation as a result of having made, in good faith, a report which the person believes to be valid or as a result of such person having otherwise assisted in the investigation of the report. Retaliation against a person who raises a concern, in good faith, will not be tolerated and is considered a violation of this Code

All parties must cooperate fully with the Ethics, Disciplinary and Appeals Committees as requested.

Review and Approval

18. This Policy was reviewed and approved by the Basketball NWT Board of Directors on the 20th day of October, 2020. This policy may be amended, rescinded and/or replaced by Ordinary Resolution of the Board of Directors.