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<b>Policy Number</b> <b>HR22</b>	<b>Updates and Replaces</b> <b>March 10<sup>th</sup>, 2018</b>	
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**CODE OF CONDUCT**

The Ontario Tennis Association is committed to providing an environment in which all individuals are treated with dignity and respect. All individuals are expected to conduct themselves at all times in a manner consistent with the values of the Ontario Tennis Association that include fairness, integrity, open communication and mutual respect.

The purpose of this Code of Conduct is to seek to ensure a safe and positive environment within Ontario Tennis Association programs, activities and events, by making all individuals aware that there is an expectation at all times of appropriate behavior consistent with the values of the Ontario Tennis Association.

**APPLICATION OF CODE**

1. This code will apply to every parent/guardian of a child participating in activities of the Ontario Tennis Association (such as tournaments or other events) and to other spectators of such events.
2. This code also applies to conduct that may arise during the course of Ontario Tennis Association business, activities and events, including but, not limited to, its office environment, competitions, practices, training camps, travel, and any meetings of, or on behalf of, the Ontario Tennis Association.
3. Conduct that violates this Code may be subject to sanctions pursuant to the Ontario Tennis Association’s policies related to discipline and complaints.

**RESPONSIBILITIES**

**4. All Individuals have a responsibility to:**

- a. Maintain and enhance the dignity and self-esteem of participants in Ontario Tennis Association activities and other Individuals by:
  - i. demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status; focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
  - ii. consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
  - iii. consistently treating individuals fairly and reasonably; and,
  - iv. ensuring that the rules of Tennis, and the spirit of such rules, are adhered to.



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- b. Adhere to the Ontario Tennis Association’s Abuse & Harassment Policy (HR1) and the general OTA Code of Conduct.
- c. Abstain from the non-medical use of drugs or the use of performance enhancing drugs or methods, as specified in the OTA-Anti Doping Policy.
- d. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- e. Avoid consuming alcohol or the non-medical use of drugs in situations where minors are present.
- f. Respect the property of others and not willfully cause damage.
- g. Adhere to all federal, provincial, municipal and host country laws.

**5. Parents/Guardians and Spectators**

Parents/guardians of participants in Ontario Tennis Association events and others/spectators are expected to:

- a. encourage athletes to play by the rules and resolve conflicts without resorting to hostility or violence;
- b. refrain from mocking or ridiculing a participant for a poor performance or practice;
- c. provide positive comments that motivate and encourage participants' continued efforts;
- d. respect the decisions and judgments of officials and encourage athletes to do the same;
- e. not question an officials’ or Ontario Tennis Association (or its Member Club’s) staffs’ judgment or honesty;
- f. refrain from threatening, abusive or harassing comments or behavior directed towards participants, spectators or officials at such events;
- g. respect and show appreciation to all host clubs, competitors and to the coaches, officials, referees and other volunteers who give their time to the sport; and,
- h. keep out of the competition area and not interfere with events or calls.

**CODE OF CONDUCT POLICY COMPLAINT**

- 6. Any person who feels that an individual at an Ontario Tennis Association activity or event has violated this Code of Conduct, may file a complaint with their respective Member Club first.
- 7. In the event of an unsatisfactory resolution by the Member Club or if the Member Club does not have conflict resolution procedures, a Code of Conduct complaint may be filed following



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the Complaint procedures outlined in the Ontario Tennis Association’s Abuse & Harassment Policy applied mutatis mutandis with necessary changes.

**DISCIPLINARY PROCEDURE**

8. The Ontario Tennis Association shall have the right to implement and administer reasonable disciplinary measures for violation of this policy as outlined in the general OTA Code of Conduct.

**APPEAL PRODECURE**

9. Appeals of disciplinary measures implemented for a violation of this policy shall follow the procedures outlined in the general OTA Code of Conduct.

**NO DEROGATION**

10. The requirements in this Code are in addition to and not in substitution for other applicable conduct requirements including, without limitation, OTA Code of Conduct, HR1 – Abuse & Harassment Policy and applicable Member Club rules.

**REFERENCE POLICIES**

- HR1 – Abuse & Harassment
- HR24 – Anti-Doping
- OTA By-Laws
- OTA Code of Conduct

**APPROVALS**

Chair of the Board		Date:
on behalf of the Board of Directors		Date: