



CODE OF CONDUCT AND ETHICS

1. Definitions

The following terms have these meanings in this Policy:

- 1.1. “Individuals”: All categories of membership including but not limited to, athletes, coaches, officials, parents, volunteers, and board members.
- 1.2. “CUHC”: Calgary Underwater Hockey Club.

2. Purpose

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

3. Scope and Application

- 3.1. The CUHC is committed to providing an environment in which all individuals are treated with mutual respect, fairness, integrity, and open communication.
- 3.2. Conduct that violates this Code of Conduct and Ethics may be subject to disciplinary action as described in the Discipline and Complaints policy.
- 3.3. This policy applies to Individuals relating to conduct that that may arise during the course of any activity or event associated with the CUHC.
- 3.4. This policy applies to conduct that may occur outside of the CUHC when such conduct adversely affects relationships within the CUHC and is detrimental to the image and reputation of the CUHC.

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

- 4.1. Maintain and enhance the dignity and self-esteem of CUHC Members and other Individuals by:
 - 4.1.1. Demonstrating respect to individuals regardless of body type, physical characteristics, sexual orientation, or athletic ability
 - 4.1.2. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches
 - 4.1.3. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct
 - 4.1.4. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory
 - 4.1.5. Consistently treating individuals fairly and reasonably
 - 4.1.6. Ensuring that the rules of water polo, and the spirit of such rules, are adhered to.

August 22, 2026



- 4.2. Refrain from any behavior 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.
- 4.3. Types of behavior that constitute harassment include, but are not limited to:
 - 4.3.1. Written or verbal abuse, threats or outbursts;
 - 4.3.2. The display of visual material which is offensive or which one ought to know is offensive;
 - 4.3.3. Unwelcome remarks, jokes, comments, innuendos or taunts
 - 4.3.4. Leering or other suggestive or obscene gestures
 - 4.3.5. Condescending or patronizing behavior which is intended to undermine self-esteem, diminish
 - 4.3.6. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or are discriminating
 - 4.3.7. Any form of hazing
 - 4.3.8. Retaliation or threats of retaliation against an individual who reports harassment.
 - 4.3.9. Physical or sexual assault or harassment (unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature.
- 4.4. Types of behavior that constitute sexual harassment include, but are not limited to:
 - 4.4.1. Sexist jokes
 - 4.4.2. Display of sexually offensive material
 - 4.4.3. Sexually degrading words used to describe a person
 - 4.4.4. Inquiries or comments about a person's sex life
 - 4.4.5. Unwelcome sexual flirtations, advances or propositions;
- 4.5. Unwanted physical contact including touching, petting, pinching or kissing
- 4.6. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activity
- 4.7. In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with CUHC events.
- 4.8. Respect the property of others and not willfully cause damage.
- 4.9. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
- 4.10. Comply at all times with the bylaws, policies, rules and regulations of the CUHC.
- 4.11. Adhere to all Federal, Provincial, Municipal or host country laws.

5. Coaches:

In addition to the individual responsibilities above, Coaches have additional responsibilities. The athlete-coach relationship is a privileged one and plays a critical role

August 22, 2026



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:

- 5.1. 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.
- 5.2. Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes.
- 5.3. Avoid compromising the health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment and management of athletes' medical or psychological well being..
- 5.4. Under no circumstances provide, promote or condone the use of drugs or performance-enhancing substances.
- 5.5. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise.
- 5.6. At no time engage in an intimate or sexual relationship with an athlete.
- 5.7. Where an athlete has qualified for a training camp, provincial team, national team, etc., the Coach will support the program and the applicable coaching staff.
- 5.8. Give athletes the opportunity to discuss and contribute to proposed training and performance standards as appropriate. 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 as appropriate.
- 5.9. Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a coach.
- 5.10. Act in the best interest of the athlete's development as a whole person.
- 5.11. 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.

6. Athletes:

In addition to individual responsibilities above, Athletes will have additional responsibilities to:

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



- 6.2. Participate and appear on time in all competitions, practices, training sessions, events, activities or projects.
- 6.3. Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons.
- 6.4. Adhere to the CUHC's rules and requirements regarding clothing and equipment.

7. Referees and Officials:

In addition to individual responsibilities above, Referees and Officials will have additional responsibilities to:

- 7.1. Be fair and objective.
- 7.2. Avoid situations where a conflict of interest may arise.
- 7.3. Make independent judgments

8. Review Date and Approval Date

This policy is to be reviewed annually either by the Board or a committee assigned for such purpose. Changes should be recommended and presented to the Board for approval.

Approval Date: August 22, 2026

Review Date:

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