

WAI NUI O KANAKA OUTRIGGER CANOE CLUB

Code of Conduct

WAI NUI O KANAKA OUTRIGGER CANOE CLUB (WAI NUI) acknowledges it is our responsibility to protect the health, safety and physical and mental well-being of every individual that is involved in our paddling community. This policy is to ensure a safe and enjoyable paddling experience for everyone who takes part in a WAI NUI camp or program.

A violation of the WAI NUI Code of Conduct will be cause for discipline and may result in restriction of privileges or immediate dismissal from the camp or club programs. Interpretation of the application of this code is at the discretion of the WAI NUI Board of Directors.

1. Introduction

- 1.1. WAI NUI is committed to providing a respectful, drug free and safe environment, characterized by honesty, fairness, mutual respect, and open and clear communication, where all members, campers, visitors, volunteers and staff can feel accepted and valued.
- 1.2. WAI NUI takes any situation involving misconduct or maltreatment very seriously; for this reason we collectively committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or maltreatment.

2. Code of Conduct:

- 2.1. WAI NUI members, campers, volunteers and employees shall at all times, during any WAI NUI activity, competition or training event or while on club premises, conduct themselves in a manner consistent with WAI NUI ideals and values:
 - 2.1.1. Their behaviour shall at all times be respectful, professional, responsible and sportsmanlike
 - 2.1.2. They shall treat others with respect and shall not speak disparagingly of any other athlete, coach, official, administrator, volunteer or program
 - 2.1.3. They shall not engage in conduct likely to bring the WAI NUI, competition or sport into disrepute
 - 2.1.4. They will respect the club equipment and treat it with care and act responsibly when on and off the water.
 - 2.1.5. They will abstain from underage consumption of alcohol, excessive use of alcohol, possession and/or use of illicit drugs and narcotics, possession and/or use of banned performance enhancing drugs or methods.
 - 2.1.6. They shall refrain from, actively discourage, and report any acts of harassment or bullying behaviour as defined below.

2.2. Harassment

- 2.2.1. Harassment includes conduct, gestures or comments which are insulting, hurtful, intimidating, humiliating, malicious, degrading or otherwise offensive to an individual. The Canadian Human Rights Act prohibits harassment based on race, ethnicity, colour, religion, age, sex, marital status, family status, disability, pardoned conviction and sexual orientation.
- 2.2.2. Harassment creates a hostile or intimidating environment which negatively affects performance. Harassment may occur between peers or between someone in a position of authority and someone in a subordinate position.
- 2.2.3. Some examples of harassment include:
- a) Unwelcome jokes, innuendo or teasing about a person's body, looks, race, or sexual orientation
 - b) Unsportsmanlike conduct such as angry outbursts or arguing
 - c) Condescending, patronizing, threatening or punishing actions which undermine self-esteem
 - d) Practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety
 - e) Degrading or inappropriate hazing rituals
 - f) Unwanted or unnecessary physical contact including touching, patting, pinching.
 - g) Unwanted conduct, comments, gestures or invitations of a sexual nature which are likely to cause offence or humiliation. (This would also constitute abuse.)
 - h) Sexual assault or physical assault. (This would also constitute abuse.)

2.3. Bullying

- 2.3.1. Bullying is a form of repeated, persistent, and aggressive behaviour directed at an individual or individuals that is intended to cause (or should be known to cause) fear, distress, feeling of isolation, and/or harm to another person's body, feelings, self-esteem, or reputation. Bullying occurs in a context where there is a real or perceived power imbalance.
- 2.3.2. Bullying can occur between people at any age and can be:
- a) Physical (i.e. shoving, hitting, kicking, stealing)
 - b) Verbal (i.e. name calling, insults, threats)
 - c) Social (i.e. gossiping or rumours)
 - d) Cyber bullying (i.e. email, Facebook, Twitter)
- 2.3.3. Some examples of bullying behaviour includes:
- a) Unwarranted yelling and screaming directed at target
 - b) Continually criticizing the target's abilities
 - c) Blaming the target of the bullying for mistakes
 - d) Making unreasonable demands related to performance
 - e) Repeated insults or put downs of the target
 - f) Denying or discounting the targets accomplishment
 - g) Threats of and actual physical violence

3. Reporting an Incident

All violations of the WAI NUI Code of Conduct should be reported to a coach, staff member or Board member as soon as possible

at

Email: wendypaddle@gmail.com or wainui.registrar@gmail.com

Phone: 905-215-2540 (24 hour Wai Nui voicemail)

When an incident is reported to a staff member or Board Member, they are then required to report the violation to the WAI NUI Board.

4. Disciplinary Procedures

- 4.1. Violation of the WAI NUI Code of Conduct will be documented using the WAI NUI Incident Report and kept on file for a period of two years.
- 4.2. Violation reported directly to WAI NUI will result in a discipline committee formed by the Board of Directors and the following disciplinary sanctions may be applied, singly or in combination:
 - a) verbal reprimand
 - b) written reprimand
 - c) verbal apology
 - d) hand-delivered written apology
 - e) club service or other voluntary contribution to WAI NUI
 - f) suspension and removal from the current program, competition or event
 - g) loss of member status
 - h) other sanctions as may be considered appropriate for the offence

Declaration: I have read and understand the WAI NUI Code of Conduct and I agree to adhere to them during my time at the WAI NUI or any offsite WAI NUI events.

Parents/Guardians: I have read and understand the WAI NUI Code of Conduct, and will be available to remove my child from camp or club program should that action be required by the WAI NUI Board of Directors. Parents and paddlers are responsible for arranging prompt transportation home should the WAI NUI Board of Directors require this action. I understand that the decision of the Board is final during the summer, and that I may appeal the decision with the Board after September 1st of the same year.