



875 Morningside Avenue, Suite 2040, Toronto ON M1C 0C7

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This agreement must be signed by all prospective team members representing Judo Ontario, before entering into any tournaments and, in particular, the Open National Championships 2018.

I, _____ agree that if I am selected to represent Judo Ontario, that as an ambassador of the sport and a representative of Judo Ontario, I will accept and abide by the following “Code of Conduct” as a condition of my selection.

CODE OF CONDUCT

Members of Team Ontario are subject to Judo Ontario’s policies relating to conduct, discipline and disputes. The Code of Conduct, approved by the Judo Ontario Executive on [November 13th, 2004], is set out in full here:

Judo Ontario is committed to providing an environment in which all individuals are treated with respect. Further, Judo Ontario supports equal opportunity and prohibits discriminatory practices. Members of Judo Ontario and participants in Judo Ontario’s programs and activities are expected to conduct themselves at all times in a manner consistent with the values of Judo Ontario.

Behavior that violates this Code of Conduct may be subject to sanctions pursuant to Judo Ontario’s policies related to discipline. For a member of Team Ontario, this may include loss of funding, fines and/or removal from the Team.

All directors, officers, organizers, coaches, officials, athletes, managers, volunteers, medical and paramedical personnel, employees and other members of Judo Ontario have a responsibility to maintain and enhance the dignity and self-esteem of members and participants of Judo Ontario by:

- Demonstrating respect for individuals regardless of gender, ethnic or racial origin, sexual orientation, athletic potential, age, marital status, religion, political belief, ability/disability or economic status;
- Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
- Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
- Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practices;
- Maintaining members’ and participants’ right to privacy;
- Interacting with others in a way that enables all individuals to maintain their dignity and respect;
- Consistently treating individuals fairly and reasonably;
- Ensuring that the rules of the sport of Judo, and the spirit of such rules, are adhered to.
- Podium Attire: Must wear Judogi or Provincial Team Track Suit to receive Medals



Adhere to Judo Ontario's policies with respect to "no consumption or possession of alcohol" while representing Judo Ontario, at all Judo Ontario events as well as the National and Provincial events.

Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.

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.

Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature. When submitting to or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidating, hostile or offensive environment;

Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;

Comply at all times with the constitution, bylaws, policies, rules and regulations of Judo Ontario, as adopted and amended from time to time, including complying with any contracts or athlete agreements executed with Judo Ontario;

In addition to the above, Coaches will have additional responsibilities. The athlete/coach relationship is a privileged one. Coaches play a critical role 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:

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;

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;

Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment and management of athletes' medical and psychological problems;

Educate athletes about the dangers of drugs and performance-enhancing substances and under no circumstances promote or condone their use;

Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise;

Encourage and facilitate athletes to be responsible for their own behavior, performance and decisions;

Give athletes the opportunity to discuss, contribute to and agree with proposed training and performance standards. 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;

Consider the academic pressures placed on student-athletes and conduct training and events in a manner that supports academic success.

At no time engage in an intimate or sexual relationship with an athlete under the age of 18 years, or with an athlete of any age with whom the coach has a coach/athlete relationship.

Refrain from intervening inappropriately in private matters that are outside the generally accepted jurisdiction of a Judo coach;

Keep confidential any information about athletes or others gained through coaching activities believed to be considered confidential by those persons;

Act in the best interests of the athlete's development as a whole person.

Athletes who have been selected to represent Judo Ontario will have additional responsibilities to:

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

Participate in all competitions, events, activities or projects to which the athlete has made a commitment;

Adhere to Judo Ontario's requirements regarding clothing and equipment.

DISCIPLINARY SANCTIONS

Failure of members of Team Ontario to adhere to the Code of Conduct may give rise to discipline in accordance with Judo Ontario's Discipline Policy.

As stipulated in the Discipline Policy, the Head Coach has the authority to impose immediate disciplinary sanctions for minor infractions occurring within the context of Team Ontario activities, where such sanctions may include:

- verbal or written reprimand;
- verbal or written apology;
- service or other voluntary contribution to Team Ontario or Judo Ontario;
- suspension from the current activity or competition;
- cash fine or penalty
- any other similar sanction considered by the Head Coach to be appropriate for the offense.

Major infractions occurring during competition may be or will be dealt with by the Head Coach. Other major infractions will be investigated and decided by a Discipline Panel in accordance with the provisions of the Discipline Policy.



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Fines will be levied by both Judo Ontario and Judo Canada for any athletes failing to make weight or failing to appear at any National Championships. The fine levied by Judo Canada is \$200.00. The fine levied by Judo Ontario will be in the amount of any expenses incurred by Judo Ontario to accommodate the athlete's failure to make weight or to appear.

APPEALS

Members of Team Ontario wishing to challenge a disciplinary decision of the Head Coach or of a disciplinary panel, made under the Judo Ontario Discipline Policy, may do so in accordance with Judo Ontario's policy on Appeals, also available from the Judo Ontario web site www.judoontario.ca

DOPING CONTROL

All athletes and coaches of athletes who are members of Team Ontario are subject to the provisions of the Canadian Anti-Doping Program (June 2004). Information on banned substances, doping control testing, and anti-doping rule violations can be found on the website of the Canadian Centre for Ethics in Sport (CCES) [www.cces.ca]

I acknowledge that I have read, understand and agree to the above conditions of my selection to compete as a member of Team Ontario at the Canadian Judo Championships 2015.

Signature _____ Date _____

Delegate/Athlete/member

_____ Date _____

Parent/Guardian (If under 18years old)