



## Ontario Weightlifting Association Code of Conduct and Ethics Policy

### Review and Approval

This Policy, and related codes of conduct included herein, were last reviewed and approved by the Board of Directors on February 11, 2024.

### DOCUMENT HISTORY

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## **General Code of Conduct**

### **A. Purpose**

1. The purpose of this Code of Conduct is to ensure a safe and positive environment within the programs, activities, and events of OWA by making all Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with OWA's core values, mission, and policies.
2. OWA and Individuals support equal opportunity, prohibit discriminatory practices, and are committed to providing an environment in which all individuals can safely participate in sport and are treated with respect and fairness.

### **B. Application – General**

3. This Code of Conduct applies to the conduct of all Individuals during the business, activities, and events of OWA including, but not limited to competitions, practices, evaluations, treatment, or consultations (e.g., massage therapy), training camps, travel associated with organisational activities, the office environment, and any meetings.
4. This Code of Conduct also applies to the conduct of all Individuals outside of the business, activities, and events of OWA when such conduct adversely affects OWA's relationships (and the work and sport environment) or is detrimental to the image and reputation of OWA or a Member. Such applicability will be determined by OWA as applicable, at its sole discretion.
5. In addition, breaches of the Code of Conduct may occur when the Individuals involved interacted due to their mutual involvement in the sport or, if the breach occurred outside of the sport environment or, if the breach has a serious and detrimental impact on the Individual(s).
6. This Code of Conduct applies to Individuals active in the sport or who have retired from the sport where any claim regarding a potential breach of this Code of Conduct occurred when the Individual was active in the sport.
7. Competition Rules of Weightlifting

At competitions hosted or organised by OWA or WCH covered by the current IWF Technical and Competition Rules & Regulations as amended from time to time (herein referred to as the Rules):

- a. Participants shall conduct themselves as prescribed by the Rules as well as any amendments thereto prescribed by the organisers of the specific event.

b. All protests and Appeals with respect to the misconduct of participants shall be conducted in the manner prescribed by the Rules, including any amendments thereto by the Organizing Authority (OA) for the event. The Rules do not preclude, or limit, a Complaint being filed with OSIC, regardless of whether the matter was addressed in any manner under the Rules.

### **C. Prohibited Behaviours**

8. All Individuals must refrain from any behaviour that constitutes a Prohibited Behaviour as defined by this Code of Conduct

9. Individuals are responsible for knowing what actions or behaviours constitute Prohibited Behaviours and Maltreatment.

10. Prohibited Behaviours include, but are not limited to:

a) Physical Maltreatment - Harm inflicted through physical contact or non-contact means, including deliberate actions that cause or have the potential to cause injury or physical discomfort;

b) Psychological Maltreatment - Behaviours causing emotional harm, including verbal attacks, isolation, or other non-physical actions that negatively impact mental well-being;

c) Neglect - Failure to provide adequate care, attention, or necessary conditions for safety and well-being, leading to potential or actual harm;

d) Sexual Maltreatment - Any non-consensual sexual act, behaviour, or harassment that violates an individual's sexual integrity;

e) Grooming - Conduct aiming to manipulate and prepare a person, often a minor or vulnerable individual, for abuse, particularly sexual maltreatment;

f) Boundary Transgressions - Actions or communications that inappropriately breach reasonable personal boundaries;

g) Discrimination - Unfair treatment or harmful behaviour based on race, gender, disability, or other protected characteristics;

h) Failing to Report - Not reporting known or suspected instances of maltreatment or prohibited behaviour;

i) Aiding and Abetting - Assisting, facilitating, or encouraging the commission of maltreatment or prohibited behaviours;

j) Retaliation - Adverse actions taken to prevent reporting of maltreatment or against someone for reporting maltreatment or participating in an investigation; It is also a breach of this policy to file a complaint for the purpose of retaliation, retribution or reprisal against any other Participant.

k) Interference with or Manipulation of Process - Actions aimed at obstructing or manipulating the integrity of investigation or disciplinary processes;

l) False Reports - Knowingly making untrue allegations of prohibited behaviour;

m) Engaging in illegal activity - participating in actions contrary to law, which could also encompass behaviours under maltreatment if they violate legal statutes;

n) Cyberbullying and Online Harassment: Negative behaviours that take place over digital devices like computers, phones, and tablets, which can include sending, posting, or sharing negative, harmful, false, or mean content about someone else.;

o) Hazing: Any action taken or situation created intentionally that causes embarrassment, harassment, or ridicule and risks emotional and/or physical harm to members of a group or team, regardless of the person's willingness to participate;

p) Theft or Vandalism: Unauthorised taking of property or deliberate damage to facilities, equipment, or personal belongings of others involved in the sporting environment;

q) Breach of Confidentiality: Unauthorised sharing of sensitive information that could harm individuals or the organisation;

r) Non-compliance with Health and Safety Protocols: Ignoring or deliberately violating health and safety guidelines put in place to protect participants from injury and illness, including those related to pandemic response.

11. Failure to respect these expected standards of behaviour by an Individual may constitute a breach of this Code of Conduct.

#### **D. Responsibilities of Individuals**

12. All Individuals have a responsibility to:

a) Commit to prioritising safety in all activities;

b) Refrain from any behaviour that constitutes Maltreatment as defined above.;

c) Maintain and enhance the dignity and self-esteem of other Individuals by:

i. Treating each other with fairness, honesty, respect and integrity;

ii. Focusing comments or criticism appropriately and avoiding public criticism of Athletes, coaches, officials, organisers, volunteers, employees, or other

Individuals;

iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct; and

iv. Ensuring adherence to the rules of the sport and the spirit of those rules;

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

e) Refrain from the use of tobacco products (and vaping) while in the presence of other participants except in designated smoking areas while participating in the programs, activities, competitions, or events of OWA;

f) In the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or Event;

g) Not being under the influence of cannabis, alcohol or any medication that could cause impairment, or otherwise being impaired, at any time while performing duties or actively competing. Take reasonable steps to manage the responsible consumption of alcohol or cannabis in adult-oriented social situations;

h) Respect the property of others and not wilfully cause damage;

i) Refrain from engaging in deliberate behaviour which is intended to manipulate the outcome of a para-classification, competition and/or not offer, receive, or refrain from offering or receiving any benefit which is intended to manipulate the outcome of a competition or para-classification. A benefit includes the direct or indirect receipt of money or other anything else of value, including, but not limited to, bribes, gains, gifts, preferential treatment, and other advantages;

j) Adhere to all federal, provincial/territorial, municipal and host country laws;

k) Comply with the bylaws, policies, procedures, rules, and regulations of OWA as adopted and amended from time to time. Recognizing that some policies provide specific requirements for responsibilities.

## **E. Failure to Comply**

13. Non-compliance with the provisions of this Code of Conduct may lead to disciplinary actions as outlined in the OWA's Discipline and Complaints Policy. This may include but is not limited to:

a) Immediate disqualification and termination of participation in the current event;

b) Disqualification from future participation in events and activities related to the Ontario

Weightlifting Association (OWA), Weightlifting Canada Haltérophilie (WCH), and affiliated clubs;

c) Withdrawal or denial of funding for future events, teams, or activities sponsored by the OWA, WCH, or associated clubs;

d) Additional disciplinary measures, which may include sanctions, probation, suspension, or permanent bans, as determined appropriate by the Ontario Weightlifting Association, Weightlifting Canada Haltérophilie, and/or the involved individual's respective club.

## **Directors, Committee Members, Contractors, and Employees**

14. In addition to the responsibilities outlined in section D, directors, committee members, employees, and contractors of the Ontario Weightlifting Association (OWA) and its Member Organizations will have additional responsibilities to::

a) Fulfil their roles and responsibilities with integrity and dedication to OWA, ensuring that their actions and decisions are in the best interest of OWA

b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of an Individual's confidence;

c) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;

d) Comply with their obligations under the Screening Policy, including understanding ongoing expectations under the Screening Policy and fully cooperating in the screening process;

e) Conduct themselves openly, professionally, lawfully and in good faith;

f) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism in their decision-making on behalf of OWA;

g) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws;

h) Maintain required confidentiality of organisational information;

i) When acting as a Director or Committee Member, respect the decisions of the majority (of the Board or a Committee, as applicable) and resign if unable to do so;

- j) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings;
- k) Have a thorough knowledge and understanding of all governance documents.

## **Athlete Support Personnel**

15. In addition to section D (above), Athlete Support Personnel which may include any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent, or any other person working with, treating, or assisting an Athlete participating in or preparing for sports competition have additional responsibilities.

16. Athlete Support Personnel must understand that there is an inherent Power Imbalance that exists regardless of age or experience and as such the Athlete Support Personnel must:

- a) Avoid any behaviour that abuses the Power Imbalance inherent in the position of the Athlete Support Personnel;
- b) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athletes;
- c) Prepare Athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments;
- d) 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 treatments;
- e) Support the Athlete Support Personnel of a training camp, provincial/territorial team, or national team should an Athlete qualify for participation with one of these programs;
- f) Accept and promote Athletes' personal goals and refer Athletes to other coaches and sport specialists as appropriate;
- g) Provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete;
- h) Act in the best interest of the Athlete's development as a whole person;
- i) Comply with their obligations under the Screening Policy, including understanding ongoing expectations under this Policy and fully cooperating in the screening process;



- j) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances or prohibited methods and, in the case of Minors, alcohol, cannabis, and/or tobacco;
- k) Respect competitor Athletes and, in dealings with them, not encroach upon topics or take actions which are deemed to be within the realm of 'coaching', unless after first communicating with the coaches who are responsible for the Athletes;
- l) Refrain from engaging in sexual or intimate relationships with athletes recognising a power imbalance exists regardless of the athlete's age.
- m) Cease all coaching activities with any athlete with whom a sexual or intimate relationship develops, provided the athlete is over the age of majority.;
- n) Immediately report any sexual or intimate relationships with athletes to the OWA.;
- o) Only resume coaching activities with an athlete after a one-year period following the report of the relationship, ensuring that the coach and athlete are either in a common-law partnership, legally married, or have received approval from the OWA;
- p) Not refer athletes to other coaches with the intention of pursuing romantic or intimate relationships;
- q) Recognize the power inherent in the position of Athlete Support Personnel and respect and promote the rights of all Individuals 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 Individuals who are in a vulnerable or dependent position and less able to protect their own rights;
- r) Dress professionally and use appropriate language;
- s) Ensure that any comments or criticism are directed at the performance rather than the individual;
- t) Avoid public criticism of athletes, coaches, technical or elected officials, and administrators;
- u) Ensure a physically safe environment by maintaining facilities and equipment, being generally prepared for first aid scenarios, adhering to environmental safety guidelines, and enforcing health and hygiene protocols to safeguard the physical well-being of all athletes.



## Athletes

17. In addition to section D (above), Athletes will have additional responsibilities to:

- a) Follow their Athlete Agreement (if applicable);
- b) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete;
- c) Take responsibility for understanding and knowing the location of reporting forms, familiarising themselves with competition timelines, qualification periods, qualification standards, or any other relevant procedures to ensure compliance with all competition and training requirements.
- c) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations;
- d) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason;
- e) Adhere to any rules and requirements regarding clothing, professionalism, and equipment;
- f) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by Athlete Support Personnel.

## Officials

18. In addition to section D (above), officials will have additional responsibilities to:

- a) Maintain and update their knowledge of the rules and rules changes;
- b) Not publicly criticise other Individuals;
- c) Adhere at all times to the rules of their international federation and any other sport organisation that has relevant and applicable authority;
- d) Place the safety and welfare of competitors, and the fairness of the competition, above all else;
- e) Strive to provide a fair sporting environment, and at no time engage in Maltreatment or Prohibited Behaviour toward any person on the field of play;
- f) Respect the terms of any agreement that they enter into with OWA;
- g) Work within the boundaries of their position's description while supporting the work of other officials;

- h) Act as an ambassador of the sport by agreeing to enforce and abide by national and provincial/territorial rules and regulations;
- i) Take ownership of actions and decisions made while officiating;
- j) Respect the rights, dignity, and worth of all Individuals;
- k) Act openly, impartially, professionally, lawfully, and in good faith;
- l) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
- m) Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Individuals;
- n) Comply with their obligations under the Screening Policy, including understanding ongoing expectations under this Policy and fully cooperating in the screening process;
- o) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform a supervisor or OWA at the earliest possible time;
- p) When writing reports, set out the actual facts to the best of their knowledge and recollection;
- q) Dress in proper attire for officiating.

## **Parents/Guardians and Spectators**

19. In addition to section D (above), parents/guardians and spectators at events will:

- 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) Never ridicule an Individual for making a mistake during a competition or practice;
- d) Respect the decisions and judgments of officials and encourage Athletes to do the same;
- e) Support all efforts to stop and prevent verbal and physical abuse, coercion, intimidation, and excessive sarcasm;

- f) Avoid public criticism of athletes, coaches, technical or elected officials, and administrators;
- f) Respect and show appreciation to all competitors, coaches, officials, and other volunteers;
- g) Never harass Individuals, competitors, Athlete Support Personnel, officials, parents/guardians, or other spectators;
- h) Never encourage, aid, covert up or assist an Athlete in cheating through doping, competition manipulation or other cheating behaviours.
- i) Refrain from entering the field of play or competition area during an event unless explicitly invited or permitted by the event officials or organisers.

## Clubs

### 20. Affiliated clubs and their members must:

- a) When required, adhere to OWA's by-laws and amend their own policies to comply or align with those of OWA unless prohibited by provincial/local legislation;
- b) Pay all required dues and fees and complete all required documents by the prescribed deadlines;
- c) Ensure that all Athletes and coaches participating in sanctioned competitions, programs, training, and Events of OWA are registered and in good standing;
- d) Maintain a respectful and professional environment, free from any materials or displays that could be considered offensive, discriminatory, or not in keeping with the values of OWA.
- e) Ensure that any possible or actual misconduct is investigated promptly and thoroughly;
- f) Impose appropriate disciplinary or corrective measures when misconduct has been substantiated;
- g) Advise OWA immediately of any situation where a complainant has published a complaint in the media (including social media).

## **Anti-Doping\***

21. OWA adopts and adheres to the Canadian Anti-Doping Program. OWA and its Member organisations will respect any sanction imposed on an Individual as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules.

22. All Athletes shall:

- a) Abstain from the non-medical use of medications or drugs or the use of Prohibited Substances or Prohibited Methods as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force;
- b) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision, who has been found to have committed an anti-doping rule violation and is serving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program ("CADP") or any other applicable anti-doping rules, to the extent the association is within the scope of the CADP or applicable anti-doping rules;
- c) Cooperate with any Anti-Doping Organization that is conducting an investigation into any anti-doping rule violation(s);
- d) Refrain from any offensive conduct toward a Doping Control official or other individual involved in Doping Control, whether or not such conduct constitutes Tampering as defined in the Canadian Anti-Doping Program;
- e) All Athlete Support Personnel or other Persons who are Using a Prohibited Substance or Prohibited Method without a valid and acceptable justification shall refrain from providing support to Athletes that fall under OWA or a Member's jurisdiction.

*\*Any capitalised terms used in this Anti-Doping section shall, unless the context requires otherwise, have the meanings ascribed to them in the Definitions section of the Canadian Anti-Doping Program.*

## **Retaliation, Retribution or Reprisal**

23. It is a breach of this Code of Conduct for any Individuals to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging that Individual from filing, in good faith, a Report pursuant to any OWA policy. It is also a breach of this Code of Conduct for an Individual to file a Report for the purpose of retaliation, retribution, or reprisal against any other Individual. Any Individual found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.



## **Privacy**

24. The collection, use and disclosure of any personal information pursuant to this Policy is subject to OWA's Privacy Policy.

## **Obligation to Report**

25. It is a breach of this Policy if an Individual knows about an incident of misconduct, Maltreatment or Prohibited Behaviour but fails to report it. Failure to report such misconduct to the OWA may result in disciplinary action.