



### **ATHLETE CONTACT INFORMATION**

Name:

Phone:

Email Address:

Address:

City:

Province:

Postal Code:

Birth Date:

### **ATHLETE EMERGENCY CONTACT**

Name:

Phone:

Email Address:

### **ATHLETE SIZING**

Jacket:

Shorts:

Fitness tops:

Fitness pants:

Waist Size:

Foot:

Hoodies:

T-shirts:



## Code of Conduct and Ethics

Approved by the Board of Directors April 30, 2017

### Definitions

1. The following terms have these meanings in this Code:
  - a) “*Individuals*” – Registered Athletes and all individuals engaged in activities with, Surf Canada including, but not limited to, athletes, coaches, judges, officials, volunteers, parents, guardians, managers, administrators, committee members, and directors and officers of Surf Canada.
  - b) “*Sport Environment*” – Any place where Surf Canada business or activities are conducted. Sport Environment includes but is not limited to, the Surf Canada office, work-related social functions, work assignments outside the Surf Canada office, work-related travel, and work-related conferences or training sessions Surf Canada competitions, tournaments, practices, tryouts, training camps, travel associated with Surf Canada, the Surf Canada office environment and any meetings.

### Purpose

2. The purpose of this Code is to ensure a safe and positive environment (within the Surf Canada Sport Environment) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with Surf Canada’s mission and objectives. Surf Canada supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.

### Application of this Code

3. This Code applies to Individuals’ conduct within the Surf Canada Sport Environment.
4. An Individual who violates this Code may be subject to sanctions pursuant to Surf Canada’s *Discipline and Complaints Policy*. In addition to facing possible sanction pursuant to Surf Canada’s *Discipline and Complaints Policy*, an Individual who violates this Code during a competition may be ejected from the competition or the playing area and the Individual may be subject to sanctions pursuant to that competition’s policies.
5. This Code does not apply to Surf Canada employees as such employee conduct is governed in accordance with the Surf Canada employment policies and/or employment agreements. An employee of Surf Canada found to have engaged in acts of violence,



harassment or disrespectful behaviour against any other Individual, employee, contractor, customer, supplier, client or other third party during working hours, or within the Surf Canada Sport Environment, will be subject to appropriate disciplinary action subject to the Surf Canada employee policies.

6. This Code also applies to Individuals' conduct outside of Surf Canada's business, activities, and events when such conduct adversely affects relationships within Surf Canada (and its work and sport environment) and is detrimental to the image and reputation of Surf Canada. Such applicability will be determined by Surf Canada at its sole discretion.

### **Responsibilities**

7. Individuals have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of Individuals and other individuals by:
  - i. Demonstrating respect to all individuals, regardless of, but not limited to, body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, or economic status
  - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members
  - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
  - iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory or disrespectful.
  - v. Consistently treating individuals fairly and reasonably
  - vi. Ensuring adherence to the rules of surfing and the spirit of those rules
- b) Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an Individual, person or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:
  - i. Written, physical or verbal abuse, threats, or outbursts
  - ii. The display of visual material which is offensive or which one ought to know is offensive in the circumstances
  - iii. Unwelcome remarks, jokes, comments, innuendo, or taunts
  - iv. Leering or other suggestive or obscene gestures
  - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions



- vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
  - vii. Any form of hazing where hazing is defined as *"Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior teammate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate based on class, number of years on the team, or athletic ability."*
  - viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
  - ix. Unwelcome sexual flirtations, advances, requests, or invitations
  - x. Physical or sexual assault
  - xi. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
  - xii. Retaliation or threats of retaliation against an individual who reports harassment to Surf Canada
- c) Refrain from any behaviour that constitutes **sexual harassment**, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- i. Sexist jokes
  - ii. Display of sexually offensive material
  - iii. Sexually degrading words used to describe a person
  - iv. Inquiries or comments about a person's sex life
  - v. Unwelcome sexual flirtations, advances, or propositions
  - vi. Persistent unwanted contact
- d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Surf Canada adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction, pursuant to Surf Canada's *Discipline and Complaints Policy*. Surf Canada will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Surf Canada or any other sport organization



- e) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport of surfing, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES)
- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- g) Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in Surf Canada programs, activities, competitions, or events.
- h) In the case of adults, reasonably consume alcohol in situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with the Surf Canada Sport Environment. At no time will any Individual become intoxicated.
- i) Respect the property of others and not willfully cause damage
- j) Promote surfing in the most constructive and positive manner possible
- k) Adhere to all federal, provincial, municipal and host country laws**
- l) Comply, at all times, with Surf Canada's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

## Athletes

8. In addition to section 7 (above), athletes will have additional responsibilities to:
- a) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete; or in the case of carded athletes, interfere with the athlete's ability to fulfill requirements under the Athlete Assistance Program
  - b) Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events
  - c) 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
  - d) Adhere to Surf Canada's rules and requirements regarding clothing and equipment
  - e) Never ridicule a participant for a poor performance or practice
  - f) Act in a sportsmanlike manner and not display violent behaviour, foul language, or rude gestures to other players, officials, coaches, or spectators
  - g) Dress in a manner representative of Surf Canada; focusing on neatness, cleanliness, and discretion



- h) Act in accordance with Surf Canada's policies and procedures and, when applicable, additional rules as outlined by coaches or managers

Every person shall recognize these general principles as representing minimum standards of conduct.

Every person shall recognize that he or she is publicly viewed as being a representative of Canada and Surf Canada even when not acting in any official capacity, and shall govern him or herself accordingly at all times.

Every person acknowledges that any breach of Surf Canada Code of Conduct may result in disciplinary measures.

I, \_\_\_\_\_ expressly agree to conduct myself in a manner consistent with this Code of Conduct. My failure to abide by this Code of Conduct can result in sanctions being imposed, including the revocation of my status as a member of the National Team or National Development Team.

I hereby declare having read the above and understand and accept the terms and conditions outlined.

\_\_\_\_\_  
Name (Print please)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



## **Anti-Doping Policy**

Adopted January 2015

1. Surf Canada has adopted the 2015 Canadian Anti-Doping Program (CADP) as its primary domestic anti-doping policy. Administered on behalf of Surf Canada by the Canadian Centre for Ethics in Sport (CCES), the 2015 CADP is fully compliant with the 2015 World Anti-Doping Code, International Standards and Guidelines as they may exist from time to time. To view or download the 2015 CADP, please visit <http://cces.ca/files/pdfs/CCES-POLICY-CADP-2015-E.pdf> (link doesn't work in safari)
2. In addition, Surf Canada, as a member federation of ISA must also be fully compliant with the ISA anti-doping rules. The ISA anti-doping rules may apply to certain members of the Surf Canada in certain situations. The ISA anti-doping rules are fully compliant with the 2015 World Anti-Doping Code, International Standards and Guidelines, as they may exist from time to time. To view or download the ISA anti-doping rules, please visit <http://www.isasurf.org/wp-content/uploads/downloads/2015/04/2014-12-16-ISA-2015-AD-rules-FINAL.pdf>
3. In the event of a conflict between other anti-doping policies established by Surf Canada and the 2015 CADP and/or the ISA anti-doping rules, the rules of the 2015 CADP or ISA shall prevail, as applicable.

Every athlete and other person participating in the sport shall reasonably cooperate with the Canadian Centre for Ethics in Sport (CCES) or another anti-doping organization investigating anti-doping rule violations and a failure to do so may be the basis for disciplinary action within the sport.



I, \_\_\_\_\_ expressly agree to conduct myself in a manner consistent with the Anti-Doping policy. My failure to abide by this Anti-Doping policy can result in sanctions being imposed, including the revocation of my status as a member of the National Team.

I hereby declare having read the above and understand and accept the terms and conditions outlined.

\_\_\_\_\_  
Name (Print please)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





**Athlete Informed Consent to Allow Information Sharing Amongst the  
Canadian National and Development Surfing Team's  
Integrated Support Team**

Members of the Canadian National Surfing Team Integrated Support Team (IST) meet or communicate occasionally in order to discuss how best to optimize the performance of National and Development Team athletes. Members of the IST include (but may not be limited to) coaches, dietitians, physicians, physiotherapists, psychologists, Surfing Canada High Performance Director, and strength/conditioning coaches. During the course of such meetings, IST members may need to share confidential information about National or Development team athletes amongst the IST. The information that is shared is generally restricted to only that which is required to allow the rest of the IST to understand the status of an athlete within the area of expertise that the member provides to the IST. All information that is shared is held in the strictest confidence by all members of the IST.

In signing this consent, you state that you have read and understand the purpose for which IST members may share confidential information about you. You may withdraw this consent at any time.

**CONSENT**

I have read the above information and understand the purpose for which IST members may share confidential information about me. I understand that I may withdraw my consent at anytime without prejudice to my support on the Team.

\_\_\_\_\_  
Athlete Name (Please print)

\_\_\_\_\_  
Athlete Signature

\_\_\_\_\_  
Date