Skate Canada Code of Ethics

Purpose

The purpose of Skate Canada's Code of Ethics is to outline the organization's expectations and guiding principles for appropriate decision making and behaviour.

Scope

This Code applies to all individuals during the business, activities, and events of Skate Canada, including but not limited to, competitions, events, practices, training camps, travel, the workplace environment, and meetings.

Code of Ethics

All individuals to whom this Policy applies have a responsibility to:

1. Conduct themselves in a manner that is of the highest standards, follows Skate Canada's mission, vision, core values and policies and behave accordingly by:

- Treating all people with respect, dignity, and fairness;
- Promoting and demonstrating a spirit of fair play, sport leadership and ethical conduct;
- Acting on the belief that an individual as a person is more important than their success or my success;
- Acting professionally during all interactions in and surrounding Skate Canada activities;
- Using positive discipline that includes setting fair rules, listening, problem-solving, encouraging, and being a good example. Never using harmful methods such as but not limited to hitting, name-calling, yelling, or using insults, intimidation, or rejection;
- Taking all reasonable steps to secure personal and confidential information and to not disclose such information, in accordance with the Skate Canada Privacy Policy, Privacy Code, and the Employee Privacy Policy;
- Avoiding the perception or appearance of a conflict of interest, as well as an actual or potential conflict of interest and not allowing myself to be influenced in or placing myself in a way or situation that could be or conceived to be a conflict with the interest of the organization or the organization's reputation;
- Promptly disclosing any conflict of interest;

- Abstaining from making or influencing decisions that could be or perceived to be a conflict of interest;
- Conducting activities with ethical standards, fairness, and impartiality and not acting or engaging in behaviour that is intended to improperly influence or manipulate the outcome of decision(such as but not limited to, in the case of skating, a competition, test assessment; or in the case of the workplace, a hiring decision or vendor selection);
- Always acting in a kind, courteous and judicious manner and never engaging in any exploitative, abusive or corrupt behaviour;
- Using electronic communications (e.g., social media and messaging platforms–see definitions for full details) responsibly, modelling appropriate behaviour that is expected of all individuals of Skate Canada. Examples include, but are not limited to: (i) Ensure comments may not be interpreted as slurs, demeaning or inflammatory, etc.;(ii) Comply with all privacy, confidentiality and intellectual property laws and in accordance with Skate Canada Privacy Code; (iii) Refrain from uploading, posting, emailing, or otherwise transmitting any content that is offensive, obscene, unlawful, threatening, abusive, harassing, discriminatory, embarrassing, intimidating, sexually explicit, bullying, defamatory, hateful, racist, sexist, invasive of another's privacy or otherwise objectionable/ inappropriate;
- Supporting an equitable, diverse and inclusive sport for all, regardless of race, ancestry, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, disability or any other ground of discrimination prohibited by human rights legislation;
- Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;
- Agreeing to follow the ISU's Code of Ethics at all hosted and non-hosted ISU events and commit to reading all amendments and updates at the time of registration and throughout the year as published by Skate Canada;
- Agreeing to advocate, respect and practice the principles of the Skate Canada National Safe Sport Program, including return to skate protocols in the case of injury or concussion;
- Agreeing to follow the Government of Canada's Canadian Sport Policy and the Universal Code of Conduct to Prevent and Address Maltreatment in Sport and commit to reading all amendments and updates at the time of registration and

throughout the year as published by Skate Canada; and Agreeing to understand and follow all applicable laws, industry codes and Skate Canada policies and commit to reading all amendments and updates at the time of registration and throughout the year referred to within this Code as published by Skate Canada.

2. Not participate in, condone, or engage in activities that are dishonest, fraudulent, deceitful, misrepresentative, abusive or illegal/criminal; nor activities that disrespect human rights or that risk the reputation of Skate Canada by:

- Adhering to all federal, provincial, municipal, and host country laws;
- Notifying Skate Canada if I face any new related criminal charges, ongoing criminal investigations, convictions, or bail conditions;
- Not using my power or authority in an attempt to coerce another person to engage in sexual activity or to participate in unethical and/or criminal activities;
- Not in any way behaving sexually with children or youth. This includes but is not limited to the use of sexual jokes, language, and/or names; participation in sexual touching and/or exploitation; the use of, reference to, or participation in pornography;
- Not participating in any form of misconduct, including acts, conduct and/or behaviours that result in or have the potential to result in physical or psychological harm, which for the purposes of the National Safe Sport Program includes: maltreatment (behaviours, acts and/or conduct of abuse including physical, psychological, and sexual; neglect; grooming; and interference or manipulation with the processes related to the implementation of the National Safe Sport Program, including retaliation, aiding and abetting, failure to report maltreatment of a minor, failure to report inappropriate conduct, and intentionally filing a false allegation), abuse of authority, bullying, harassment, and discrimination, all as defined within the National Safe Sport Program;
- Not in any way behaving in a manner that constitutes sexual harassment. This includes but is not limited to sexually oriented comments, conduct, gestures or touching that are unwelcome or offensive, that create an offensive, hostile or intimidating environment, or that can reasonably be expected to be harmful to the recipient, whether done in person or online (including but not limited to social media);
- Not participating in any form of inappropriate behaviour in person or online (including but not limited to social media), including but not limited to aggressive or

abusive behavior, abuse of authority, unfair treatment such as but not limited to, spreading of malicious rumors or gossip, or insulting others; unwanted physical contact; stalking; unwelcome and offensive comments/jokes or body language; publishing, circulating or displaying pornographic, racist, sexually suggestive or otherwise offensive material or pictures; persistent and unreasonable criticism; coercion, such as pressure to subscribe to a particular political or religious belief;

- Not using oral or written expressions and/or electronic communications (e.g., social media) to publicly criticize, disrespect or exploit others, specifically all individuals to whom this Policy applies;
- Not abusing or exploiting children or youth in any way and will immediately report to the appropriate authorities and Skate Canada (www.skate-safe.ca)if I see or suspect anyone else doing so;
- Not using, possessing, directly or indirectly participate or aid in using or promoting, in the workplace for employees and directors or at skating practice, training, camps, events, and competitions, including but not limited to National and International competitions for members, registrants, and athlete support personnel the use of (i) controlled or legal and illegal substances and drugs (including non-medicinal drugs and/or recreational drugs such as cannabis), except those in connection with a medical condition and an approved medical accommodation for employees or a Medical Exemption and/or Therapeutic use Exemption for athletes; and (ii) performance enhancing drugs;

For members, registrants and athlete support personnel, in particular, Skate Canada endorses and adopts the Canadian Anti-Doping Program ("CADP") and the International Skating Union ("ISU") Anti-Doping Rules and ISU Anti-Doping Procedures, which are compliant with the World Anti-Doping Agency ("WADA") World Anti-Doping Code and the WADA International Standards and guidelines;

- Not consuming alcohol in the workplace (unless in an adult-oriented social situation associated with Skate Canada events) or for members and registrants during or at skating practice, training, camps, and National and International competitions; and
- Not associating with any individual for the purpose of coaching, training, competition, instruction, administration, management, athletic development or supervision of the sport of skating, who has incurred an anti-doping rule violation and is serving a sanction imposed pursuant to the CADP, ISU and/or the Code and recognized by the CCES.

3. Not attempt to cover up or conceal any conduct of an individual that is, or may be, in breach of this Code and will report any concerns and/or violations

4. Fully cooperate with investigations

5. Fully support and adhere to the prohibition of retaliation against any individual who enact this Policy because they exercise their obligation to report a concern or issue

Skaters/Athletes

In addition to the commitment as outlined above for an individual, skaters/athletes will have additional responsibilities to:

- Remember at all times that they represent Skate Canada
- Report any medical or fitness problems in a timely fashion, where such problems may limit the skater's/athlete's ability to travel, train or compete; or, in the case of carded skaters, interfere with the skater's/athlete's ability to fulfill requirements under the Athlete Assistance Program
- Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons
- Act in accordance with Skate Canada's policies and procedures, in particular, this Code, as well as the Privacy Code, Anti-Doping Policy, and National Safe Sport Program and policies thereunder

Parents/Guardians

In addition to the commitment as outlined above for an individual, Parents/Guardians of skaters will:

- Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence
- Never ridicule a participant for making a mistake during a performance or practice
- Provide positive comments that motivate and encourage participants continued effort
- Respect the decisions and judgments of officials, and encourage skaters/athletes to do the same

- Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers who give their time to the sport
- Act in accordance with Skate Canada's policies and procedures, in particular, this Code, as well as the Privacy Code, and National Safe Sport Program and policies thereunder