**Code of Conduct**

**Officials**

# Preamble

The Code of Conduct applies to all members of the Ontario Fencing Association (the “OFA”). It applies to OFA members at all competitions, all events hosted by provincial clubs and organizations and at all other times when participating or otherwise engaged in the sport of fencing both within and outside the Province of Ontario.

While members are expected to obey the rules of any fencing organization under which a competition or other event is held, where there is a conflict between the OFA Code of Conduct and another organization’s rules, the OFA member is expected to obey the OFA Code of Conduct.

# Principles

All members of the OFA are expected to maintain and promote the following principles at all times.

SPORTSMANSHIP and AMBASSADORSHIP

* Be good ambassadors for the OFA and their club or university team
* Uphold the highest level of good sportsmanship
* Propound the spirit of fair play, cooperation and respect for others at all times and to act as good role models for others

RESPECT

* Respect the rules of fencing as directed by the OFA, the Canadian Fencing Federation (the “CFF”) and the International Fencing Federation (the “FIE”)
* Respect and work cooperatively with all other fencers, coaches, referees, tournament directors and spectators
* Respect the public so as not to put the reputation of the fencing community into disrepute

SAFETY

* Ensure a safe environment for all those present including proper maintenance of fencing equipment
* No horseplay or inappropriate use of fencing equipment in particular weapons
* Do not engage or participate in and do not support or encourage any pranks, jokes or other activities which could endanger or embarrass another
* Do not engage or participate in any illegal activities or consume illegal substances including underage drinking

DISCRIMINATION and HARASSMENT

* Adhere the OFA Harassment Policy at all times
* Adhere to the OFA Social Medial Policy at all times
* Do not engage or participate in and do not support or encourage discrimination against anyone on the basis of gender, age, race, religion, sexuality, disability or for any other reason

# Code of Ethics

As leaders in the sport with a high degree of ethical responsibility, officials are expected to abide by the Code of Conduct principles in the same manner as other OFA members and are subject to discipline for violations. Officials are additionally expected to adhere to the below Code of Ethics.

## ACT IMPARTIALLY

Fencing officials have an obligation to act as impartial judges with accuracy, fairness and objectivity through an overriding sense of integrity and must approach each assignment in a professional manner. They must be free of obligation to any interest other than the impartial and fair judging of sports competitions. Without equivocation, decisions which are slanted by personal bias are dishonest and unacceptable.

## AVOID CONFLICTS OF INTEREST

Officials recognize that anything which may lead to a conflict of interest, either real or apparent, must be avoided.

## PROFESSIONAL DIGNITY

Officials have an obligation to treat other officials with professional dignity and courtesy and recognize that it is inappropriate to criticize other officials publicly.

## SELF-IMPROVEMENT AND MASTERY

Officials have a responsibility to continuously seek self-improvement through study of the game, rules, mechanics and the techniques of game management. They have a responsibility to accurately represent their qualifications and abilities when requesting or accepting officiating assignments.

## PROTECT THE PUBLIC

Officials shall protect the public (fans, administrators, coaches, players, et al.) from conduct that violates the Code of Conduct principles and shall attempt to eliminate from the officiating avocation/profession all practices which bring discredit to it.

## UNFAIR LIMITATIONS

Officials shall not be party to actions designed to unfairly limit or restrain access to officiating, officiating assignments or association membership for a discriminatory reason.

# Violations of the Principles

Coaches, referees and officials as well as athletes are expected to foster a positive environment by promoting those around them to follow the Code of Conduct principles.

Any OFA member found to be violating the principles of the Code of Conduct shall be subject to discipline.

Examples of behaviour that contravenes the Code of Conduct principles include but are not limited to the following.

* Creating a disturbance
* Using profanity or obscene language
* Engaging in horseplay or otherwise causing a physically unsafe environment
* Harassment of other athletes, coaches, officials or spectators
* Failing to report or attempting to cover up the actions of others who contravene this Code of Conduct.
* Fighting or physical violence
* Cheating
* Participating in or promoting any initiation practices that involve behaviors that are offensive, unsafe, humiliating or in poor taste, with or without the agreement of participants
* Use of prohibited substances by minors including alcohol, drugs, and tobacco are prohibited
* Possession or use of illegal substances of any kind by any participant

# Discipline Procedure

Where an OFA member contravenes or appears to contravene one or more of the Code of Conduct principles at a tournament, event or otherwise, a verbal warning may be given.

Serious or repetitive violations of the Code of Conduct principles may be reported to the OFA. The Chair of the OFA Complaints and Discipline Committee (the “Committee”) is responsible for receiving complaints and at its sole discretion deciding whether an incident constitutes a serious or repetitive violation of the Code of Conduct principles. Serious or repetitive violations of the Code of Conduct principles will be subject to discipline.

Where the Chair of the Committee determines that an OFA member will be subject to discipline, the disciplinary procedure as set out in the OFA Bylaws will apply.

Consequences may include but are not limited to the following.

* Letter of apology
* Suspension from part or all fencing activities for a specified amount of time
* Suspension of OFA/CFF membership for a specified period

***Application***

**Dispute Resolution Process**

Disciplinary matters shall be processed in accordance with the Discipline Process document. Where any dispute process covered by Ontario Fencing Bylaws and is duplicated in the Code of Conduct, the Bylaw process will apply and not the Code.

**Canadian Fencing Federation Code of Conduct**

Where there is a conflict between the Canadian Fencing Code of Conduct and the Ontario Fencing Association Code of Conduct, the Canadian Fencing Code of Conduct will supersede the Ontario Fencing Code of Conduct. The Canadian Fencing Federation Code only takes precedence over the Ontario Fencing Association Code to the extent that there is a conflict. If there is not a conflict between the Ontario Fencing Association Code and the Canadian Fencing Federation Code, the Ontario Fencing Association Code will apply.

Recommended for approval:



June 30, 2016

Lucie Hamelin, President Date

Ontario Fencing Association

Approved by the Board of Directors: July 2016