**TCSC Code of Conduct**

**1.Purpose:**

 **i.** The purpose of the TCSC of Conduct and Ethics (hereinafter referred to as the Code) is to ensure a safe and positive environment (within TCSC’s programs, activities, and events) by making individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with TCSC’s core values. TCSC supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.

**ii.** This Code is not intended to specifically outline every instance of misconduct. Misconduct that is not in line with the values of TCSC or with the purpose of this Code may still constitute a breach of the Code and be subject to sanctions even though not specifically included in the Code

**iii.** An Individual who violates this Code may be subject to a formal complaint, a discipline process and the imposition of sanctions, pursuant to this Code.

**2.Responsibilities:**

All members of TCSC have a responsibility to:

a) Comply, at all times with the OSA Code of Conduct and it’s Rules and Regulations, policies, procedures and directives - in addition to TCSC Code of Conduct.

b)Resolve conflicts in a professional and civil manner on issues that may be in dispute

c)Maintain and enhance the dignity and self-esteem of TCSC members by:

 i)Demonstrating respect to individuals regardless of body type, physical characteristics,

 athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin,

 creed, disability, family status, marital status, gender identity, gender expression, sex,

 and sexual orientation

 ii)Directing comments or criticism appropriately and avoiding public criticism of

 members

 iii)Consistently demonstrating the spirit of fair play, sport leadership, and ethical conduct

 iv)Consistently treating individuals fairly and reasonably

 v)Demonstrating respect for the principle of fair play, which include: • Respect for both

 the letter and spirit of the rules; • Respect for referees and their decisions; • Respect for

 opponents, including modesty in victory and composure in defeat; • Maintenance of

 self-control at all times.

**3.Harassment:**

All TCSC Members have a responsibility to:

Refrain from any behaviour that constitutes harassment, where harassment is defined according to the Canadian Human Rights Commission as a form of discrimination that involves any unwanted physical or verbal behaviour that offends or humiliates. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment.

Types of behaviour that constitute harassment include, but are not limited to:

i)Written or verbal abuse, threats, or outbursts;

ii)Unwelcome remarks, jokes, comments, innuendo, or taunts

iii)Discrimination

iv)Hitting, pinching or unwanted touching which is not accidental or deemed to be generally accepted as a part of sport participation

v) Inquiries or comments about a person’s sex life

vi) Inquiries or comments about a person’s gender identity

**4.Reporting:**

Individuals who wish to file a complaint shall send an email to TCSC. From there, the complaint will be ushered to the necessary channels. A certified discipline chair, a disciplinary committee, and the TCSC Board of Directors are all recognized for making final decisions based on the nature of the complaint. The disciplinary committee will include both current and former TCSC members and will consistently include individuals from diverse backgrounds to ensure a range of perspectives.

**5.Sanctions:**

The Final Decision Making Panel may apply the following disciplinary sanctions, singularly or in combination:

1. Verbal or written reprimand
2. Verbal or written apology
3. Service or other contribution
4. Removal of certain privileges
5. Suspension from certain teams, events, and/or activities
6. Suspension from the Organization’s activities for a designated period of time
7. Payment of the cost of repairs for property damage
8. Expulsion
9. Any other sanction considered appropriate for the offence

Unless the Final Decision Making Panel decides otherwise, any disciplinary sanctions will begin immediately and will continue even if a Party initiates an appeal of the decision. Failure to comply with a sanction as determined by the Final Decision Making Panel will result in an automatic suspension from the Organization until such time as compliance occurs.