



Code of Conduct

Code of Conduct Administration

Upper Canada Skating Club (“UCSC”) maintains and reviews this Code of Conduct every three years.

Implementation Date	July 2023
Updated to align with Skate Ontario Code of Conduct	June 16, 2024
Next Board Review	June 2026

Code of Conduct Statement

The purpose of this Code of Conduct is to define UCSC’s expectations for maintaining a safe, respectful, and inclusive environment that upholds the values of diversity, equity, and inclusion.

UCSC maintains a strict zero-tolerance policy and expects all individuals to always behave in a manner consistent with its core values.

Scope/Applicability

This Code applies to all Stakeholders as defined below. It governs behaviour in all UCSC-related settings and activities, including but not limited to office, meetings, competitions, practices, training camps, tryouts, and travel where individuals represent UCSC or participate in UCSC-sanctioned events.

UCSC may also apply this Code to off-site or unrelated events if, at its sole discretion, behaviour is deemed damaging to the image or reputation of UCSC and/or its Stakeholders.

This Code complements the UCSC Social Media Policy, and both must be followed in relevant situations.

Definitions

Misconduct - Misconduct includes actions, behaviours, or conduct that cause—or could cause—physical or psychological harm. This includes, but is not limited to:

- Abuse
- Neglect
- Grooming

- Bullying or harassment
- Discrimination
- Retaliation
- Abuse of authority
- Aiding or abetting misconduct
- Filing false allegations
- Failure to report misconduct (particularly involving minors)

Stakeholders - Stakeholders include skaters, parents/guardians, guests, coaches, officials, team managers, contractors, office staff, directors, committee members, volunteers, and other participants involved with UCSC.

General Responsibilities

All Stakeholders are expected to:

- Treat everyone with respect and dignity**, including:
 - Challenging discriminatory practices where appropriate
 - Demonstrating sportsmanship, leadership, and ethical conduct
 - Addressing concerns through appropriate channels rather than public criticism
- Follow all rules** of the sport.
- Avoid any behaviour that constitutes misconduct** as defined above.
- Respect others' property** and avoid causing intentional damage.
- Comply with all applicable laws**, including federal, provincial, municipal, and international laws when relevant.
- Follow all UCSC policies, procedures, and rules**
- Promote the sport** of figure skating in a positive and respectful manner.

The Club

In addition to the General Responsibilities, UCSC shall:

- Ensure all skaters and coaches in their programs or events are registered with Skate Canada
- Ensure volunteers are registered with Skate Canada, where applicable
- Develop and enforce a General Dispute Reporting and Resolution Policy
- Represent Skate Canada with integrity, fostering a supportive and inclusive environment

Board, Staff and Committee Members

In addition to General Responsibilities, Board and committee members must:

- a) Know UCSC's Vision, Mission, and Values
- b) Understand and follow UCSC By-laws.
- c) Comply with applicable legislation, including:
 - Ontario Not-for-Profit Corporations Act, 2010
 - Ontario Sport Recognition Policy
- d) Disclose and manage any conflicts of interest, prioritizing UCSC's interests
- e) Support all Board/committee decisions, even where they may have disagreed
- f) Avoid speaking on behalf of UCSC unless officially authorized
- g) Maintain confidentiality regarding all meeting discussions and votes
- h) Avoid affiliations with organizations that may conflict with UCSC's interests

Coaches

In addition to General Responsibilities, coaches must:

- a) Conduct themselves according to Skate Canada and ISU standards and deliver services professionally and safely
- b) Maintain active membership with Skate Canada
- c) Follow Skate Ontario accreditation and event security protocols
- d) Accurately represent qualifications and experience
- e) Negotiate contracts in good faith and invoice only for delivered services
- f) Respect the role of base coach and only discuss an athlete's training with that coach
- g) Respond appropriately to direct inquiries about their services
- h) Respect an athlete or guardian's right to change or add coaching services
- i) Demonstrate positive role modeling, including fairness, integrity, and courtesy
- j) Educate athletes on the rules of the sport
- k) Prioritize each athlete's physical and emotional well-being
- l) Maintain open communication with athletes and parents about progress and goals
- m) Engage in self-promotion only in ways consistent with this Code

Skaters

In addition General Responsibilities, skaters must:

- a) When representing Ontario or UCSC:
 - Report injuries or medical conditions that may affect participation
 - Arrive on time, well-nourished, and properly equipped
 - Provide accurate information when registering for events

- Present themselves neatly and respectfully, wearing designated attire if required
- b) Follow additional team-specific rules as set by coaches or team managers
- c) Honour all athlete agreements with UCSC
- d) Maintain confidentiality regarding personal information about other skaters

Officials (Judges/Referees, Technical Panels, Data Specialists)

In addition to General Responsibilities, officials must:

- a) Demonstrate integrity, fairness, reliability, and objectivity
- b) Stay current on standards and reporting requirements set by Skate Canada and ISU
- c) Maintain strong technical knowledge to ensure accurate judging
- d) Judge without bias or favouritism
- e) Keep assessments confidential until the event concludes
- f) Discuss judging only in appropriate forums, respectfully and constructively
- g) Maintain neutrality and minimize their influence outside of officiating roles
- h) Avoid public criticism of others' judging or performances
- i) Disclose and manage any conflicts of interest
- j) Accept officiating assignments with the intent to fulfill them
- k) Immediately report ethical breaches in writing to the UCSC Executive Director or delegate

Parents/Guardians and Spectators

In addition to General Responsibilities, parents/guardians and spectators must:

- a) Show respect and support for all participants, including skaters, coaches, officials, and staff
- b) Respect the decisions of officials and encourage skaters to do the same
- c) Support adherence to rules and promote respectful conflict resolution
- d) Emphasize enjoyment, development, and participation over competition or results
- e) Help foster a supportive environment for all Stakeholders

Code of Conduct Breach

Violations of this Code of Conduct are considered serious offences. Individuals found in breach may face disciplinary action at UCSC's sole discretion, up to and including removal from UCSC and/or Skate Canada membership.