



The Canadian Bridge Federation ! La Fédération Canadienne de Bridge Code of Conduct

- revised September 2003 and September 2004

This document is in two parts:

- **CODE OF CONDUCT TO GOVERN ALL PLAYERS REPRESENTING CANADA UNDER THE AUSPICES OF THE CANADIAN BRIDGE FEDERATION (CBF)**
- **SPECIFIC POLICIES AND GUIDELINES TO COVER UNDER AGE AND JUNIOR PLAYERS.**

CODE OF CONDUCT TO GOVERN ALL PLAYERS REPRESENTING CANADA UNDER THE AUSPICES OF THE CANADIAN BRIDGE FEDERATION (CBF)

This Code of Conduct identifies the standard of behaviour that is expected of all CBF representatives, including players, coaches, captains, parents, directors, volunteers and staff. Anyone who accepts a position with the CBF or is on a CBF team is deemed to have accepted and agreed to abide by these standards. Failure to comply with this Code of Conduct may result in disciplinary action by the CBF. Such action may result in a person losing the right to represent the CBF. The CBF will in its sole discretion determine whether a breach of this Code of Conduct has occurred, and assess any appropriate penalty.

1. The CBF is committed to providing an environment for bridge players in which all individuals are treated with respect.
2. Representatives of the CBF shall conduct themselves at all times in a fair and responsible manner.
3. Representatives shall refrain from comments or behaviours that are disrespectful, offensive, abusive, racist or sexist. In particular, behaviour that constitutes harassment or abuse will not be tolerated by CBF.
4. During the course of all activities and events, CBF representatives shall avoid behaviour that brings the CBF or the game of bridge into disrepute, including but not limited to abusive use of alcohol and non-medicinal use of drugs.
5. The CBF recognizes the Canadian Policy on Penalties for Doping in Sport. Representatives shall not use illicit drugs/narcotics or performance-enhancing drugs or methods, and shall agree to submit to such drug testing as may be required by the rules of the International Olympic Committee (IOC), the World Bridge Federation (WBF) or any such organizing body for an event in which they participate.
6. CBF representatives shall at all times adhere to the CBF's operational policies and procedures, and to the rules governing any competitions in which the representative participates on behalf of the CBF.
7. Representatives of the CBF shall not engage in any activity or behaviour that interferes with a competition or with any player's preparation for a competition, or which endangers the safety of others.
8. The refusal of a player or players to play against another player or pair when representing the CBF shall require the disqualification of the player or players refusing to play from further participation in the event, the forfeiture of any prizes or masterpoints previously earned in the event and the possibility of further disciplinary action by the CBF.
9. Contestants representing the CBF are obliged to play to win each match or board.
10. Wagering on the results of any CBF, WBF, ACBL, EBL or other sanctioned event when representing the CBF is specifically prohibited. Any member found guilty of any form of such betting in a game or tournament is liable to severe Disciplinary action.
11. Any person who commits an illegal act while representing the CBF has also violated the CBF Code of Conduct.
12. A member who resigns or has been suspended from the CBF may not thereafter participate or represent the CBF in any other CBF or International event until and unless such member has been re-admitted to

membership or the suspension has lapsed. Any member who has resigned may only be re-admitted to membership by the Board of Directors, which may impose such conditions on re-admission, as it deems appropriate.

13. Private conversations (which do not include accusations of third party unethical conduct) are not within the CBF's jurisdiction even if they take place at a tournament site.

14. Disciplinary Action By The CBF:

In the event of disciplinary action taken by the CBF, an individual may choose to appeal the decision to the CBF Conducts & Ethics Committee. A written appeal must be made within one month of disciplinary action taken by the CBF. The Conducts & Ethics Committee must hear the appeal within three months of the appeal being made. The Conducts & Ethics Committee will decide on the format of the appeal hearing. The Committee's final decision is binding on all parties involved in the appeal.

SPECIFIC POLICIES AND GUIDELINES TO COVER UNDER AGE AND JUNIOR PLAYERS.

The CBF recognizes that it bears a special responsibility for the well being of Junior players, especially those under the age of majority. In particular, the CBF has a clear policy designed to prevent such players being subject to harassment, abuse, or other potentially dangerous situations. This policy applies to all CBF representatives, including players, coaches, captains, parents, directors, volunteers and staff. Failure to comply with this policy may result in disciplinary action by the CBF. Such action may result in a person losing the right to represent the CBF. The CBF will in its sole discretion determine whether a breach of this policy has occurred, and assess any appropriate penalty. For the purposes of this policy, an under age player is defined as a player under the age of 18 eligible for selection to compete in WBF Junior competitions.

The CBF requires all adults who work with Junior players under CBF auspices to adhere to the following guidelines with respect to their dealings with Junior players, both inside and outside official CBF programs. Failure to do so will result in the offender being deemed ineligible for positions with the CBF Junior program.

General Considerations

- Respect the dignity and spirit of all players
- Treat all players fairly and equitably, regardless of age or gender.
- Establish supportive, positive environments for the purpose of healthy competition, skill development, fun and achievement of goals.
- Avoid contact or conduct that may be interpreted to have sexual connotations.
- Avoid making suggestive or sexually-oriented remarks, even in jest.
- Do not suggest or take part in any sexual contact with Junior players, even those who are over the age of consent; the element of consent is removed between a player and an adult who is perceived to be in a position of trust or authority.
- Do not take part in or tolerate behaviour that frightens, embarrasses, demoralizes or negatively affects players' self-esteem.
- Do not take part in or tolerate harassment of any kind as defined in these guidelines.
- Set a positive example by engaging in "fair play" both during and outside of all CBF activities. "Fair Play" is defined as showing considerate regard for players and officials, abiding by all the rules of the sport, and abiding by officials' decisions.
- Adhere to the policies of the CBF.
- Junior representatives will be supplied with team shirts or uniforms. The representatives are expected to wear these while representing the CBF in their chosen events.
- Junior representatives are encouraged to represent the CBF in all events while in attendance at their chosen venue. This will extend into participation in consolation pair or team events that are offered for individuals who have been eliminated from the primary event.
- While in attendance at CBF sponsored events, Junior representatives are expected to maintain regular hours. While not limited to, this will include curfews set by their coach or NPC during their participation in the event.

Travel to Bridge Tournaments

- The Junior Coordinator, Non Playing Captain, coach, or other adults representing the CBF, may not

share accommodations with Junior players, regardless of the potential cost savings or other benefits. This does not apply if the adult is the parent or guardian of one of the juniors. Nor does it apply in emergency situations.

- Unless individuals are members of the same family or cohabit, players of different genders should not share accommodations.
- Junior players and adult personnel may not be in each other's rooms unless there are at least three individuals present. Any meetings involving only one adult and one junior player must be held in common areas, such as a conference room.
- Parents of players who are under the age of majority will be required to sign a Release and Consent Form before their son/daughter will be allowed to travel with a CBF team. Failing this, the player must be accompanied on such trip by a parent or guardian, who will accept responsibility for the safety and well-being of the player.

Discipline Of Junior Players

Discipline may be required on occasion due to inappropriate behaviour of players. Discipline by adult personnel must be administered appropriately in a controlled manner, mindful of the age and developmental level of the player, with a clear goal of teaching appropriate behaviours. Discipline must not be used impulsively or out of anger, to gain power over players, or to embarrass or humiliate players.

Harassment is defined as conduct that is insulting, intimidating, humiliating, offensive or physically harmful. Types of behaviour which constitute harassment and abuse include, but are not limited to: Unwelcome jokes, innuendo or teasing about a person's looks, body, attire, age, race, religion, sex or sexual orientation

Condescending, patronizing, threatening or punishing actions that undermine self-esteem or diminish performance

Coercive behaviour by someone perceived by the player to be in authority, where a player's status is threatened or rewards are given or promised

Practical jokes that cause awkwardness or embarrassment endanger a person's safety or negatively affect performance

Unwanted or unnecessary physical contact including touching, patting or pinching

Unwelcome flirtation, sexual advances, requests or invitations

Any form of bullying, including hazing

Any form of physical assault

Any sexual offence including sexual assault

Behaviours such as those described above which are not directed towards individuals or groups but which have the effect of creating a negative or hostile environment

Canadian Bridge Federation Inc. (CBF)

Standard Release Form

EVENT: _____

LOCATION: _____

DATES: _____

I ACKNOWLEDGE THAT BY SIGNING THIS DOCUMENT, I AM RELEASING THE CANADIAN BRIDGE FEDERATION INC. (CBF) AND ITS RESPECTIVE AGENTS, EMPLOYEES, MEMBERS, SPONSORS, PROMOTERS AND AFFILIATES (COLLECTIVELY “RELEASEES”) FROM LIABILITY. THIS RELEASE IS A CONTRACT WITH LEGAL CONSEQUENCES. I HAVE BEEN ADVISED TO READ IT CAREFULLY BEFORE SIGNING.

In consideration of the Releasees or CBF’s acceptance of my (son/daughter)’s entry in the above event, I hereby freely agree to and make the following contractual representations and agreements.

I acknowledge that bridge is not an inherently dangerous sport, but fully realize there are dangers associated with participating in a bridge tournament and **FULLY ASSUME THE RISKS ASSOCIATED WITH SUCH PARTICIPATION INCLUDING**, by way of example, and not limitation, the following: the dangers arising from transportation to the bridge tournament, **THE RELEASEES’ OWN NEGLIGENCE**, and the possibility of physical and/or mental trauma arising from the competition.

For myself, my heirs, executors, administrators, legal representatives, assignees, and successors in interest (collectively “Successors”) **I HEREBY WAIVE, RELEASE, DISCHARGE, HOLD HARMLESS, AND PROMISE TO INDEMNIFY AND NOT TO SUE** the Releasees and the sponsors of this event, the organizer and any promoting organizations, property owners, law enforcement agencies, all public entities, special districts and properties, and their respective agents, officials, and employees through or by which the events will be held, (the foregoing are also collectively deemed to be Releasees), **FROM ANY** and all rights and **CLAIMS INCLUDING CLAIMS ARISING FROM THE RELEASEES’ OWN NEGLIGENCE**, which I have or which may hereafter accrue to me and from any and all damages which may be sustained by me directly or indirectly in connection with, or arising out of, my (son/daughter)’s participation in or association with the event, or travel to or return from the event.

I agree it is my sole responsibility to be familiar with the Releasee’s rules, and any special regulations for the event. My son/daughter has no physical or medical condition that to my knowledge, would endanger my son/daughter or others if he/she participates in this event, or would interfere with by ability to participate in this event. I understand that drug testing may be conducted for participants registered for this event and that the use of substances prohibited by Releasees rules would make my (son/daughter) subject to penalties including, but not limited to, disqualification and suspension. I agree he/she be subject to drug testing if selected, and its penalties if he/she fails to comply with the testing or is found positive for the use of a banned substance.

I agree, for myself and my successors, that the above representations are contractually binding, and are not mere recitals, and that should I or my successors assert my claim in contravention of this agreement, the asserting party shall be liable for the expenses (including legal fees) incurred by the other party or parties in defending, unless the other party or parties are finally adjudged liable on such claim for willfully and wanton negligence. This agreement may not be modified orally, and a waiver of any provision shall not be construed as a modification of any other provision herein or as a consent to any other provision herein or as a consent to any subsequent waiver or modification.

Every term and provision of this agreement is intended to be severable. If any one or more of them is found to be unenforceable or invalid, that shall not affect the other terms and provisions, which shall remain binding and enforceable.

Today's date _____ Age _____

Name (print) _____

Telephone _____

Street _____ City _____

Province _____ Postal _____

Whom to notify in case of emergency:

Telephone _____

Signature of entrant _____

CONSENT AND RELEASE OF PARENT OR GUARDIAN

I am the parent or guardian of _____ (son/daughter). My son/daughter is fit for the competition, and I consent to my (son/daughter)'s participation. **I HAVE READ AND I UNDERSTAND THE RELEASE AGREEMENT.** In consideration of allowing my son/daughter to participate, I consent to it and agree that **ITS TERMS SHALL LIKEWISE BIND ME, MY (SON/DAUGHTER),** my heirs, legal representatives, and assignees. **I HEREBY RELEASE AND SHALL DEFEND, INDEMNIFY AND HOLD HARMLESS THE RELEASEES FROM EVERY CLAIM AND ANY LIABILITY** that I or my (son/daughter) may allege against the Releasees (including reasonable attorney's fees or costs) as a direct or indirect result of injury to me or my (son/daughter) because of my (son/daughter)'s participation in the tournament, **WHETHER CAUSED BY THE NEGLIGENCE OF THE RELEASEES** or others. **I PROMISE NOT TO SUE RELEASEES** on my behalf or on behalf of my (son/daughter) regarding any claim arising from my (Son/Daughter)'s participation in the event.

Signature of parent or guardian _____

Name of parent or guardian (printed) _____

Date _____