



The Canadian Bridge Federation • La Fédération canadienne de bridge

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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 to cover under-age and Junior players, and officials involved in coaching and supervising them.

CODE OF CONDUCT

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 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-medical 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.

SPECIFIC POLICIES AND GUIDELINES FOR CBF JUNIOR PROGRAMS

The CBF recognizes that it bears a special responsibility for the well-being of players in its Junior programs, and especially for those players who are minors. 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, a Junior player is defined as a player 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 or which is defined as inappropriate by the CBF.
- 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 Paragraph 5 of 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.

Travel to Bridge Tournaments

- Unless they are members of the same family, adults and Junior players may not share accommodations, regardless of the potential cost savings or other benefits.
- 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 child 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 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.

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 one month of the appeal being made as long as the Committee decides the appeal has sufficient merit. 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.

Harassment is defined as conduct which 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 which 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 which 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 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.