



TORONTO TRIGGERFISH WATER POLO CLUB CODE OF CONDUCT

Original Policy: 26 August 2011
Updated/Approved: 23 February 2019

Members and participants with the club's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of the Triggerfish: fairness, team work, two-way commitment, commitment to the club during practice and competition events, financial responsibility, achievement, well-being, athlete centred, fun, and encouraging. All athletes, coaches, officials, organizers, volunteers, employees, directors, officers and members of the Toronto Triggerfish have a responsibility to:

1. Respect and maintain the dignity, self-esteem and well-being of members and participants of the Toronto Triggerfish by:

- Demonstrating respect to individuals regardless of age; ancestry; athletic ability; citizenship or nationality; disability; economic status; colour, creed/religion; ethnic and/or racial identity; gender identity, HIV status; immigration status; marital or family status; political belief; sexual orientation; or any other personal characteristics;
- Focusing comments or feedback appropriately and constructively towards athletes, coaches, officials, organizers, volunteers, employees, directors, officers and members; calling out any discriminatory actions and/or disrespectful treatment of other members.
- Demonstrating the spirit of sports leadership and ethical conduct;
- Ensuring that all programs provide for the safety and the physical, psychological and emotional well-being of participants;
- Ensuring that the rules of the sport and the spirit of such rules are adhered to.

2. Ensure that they are not intoxicated while participating in Triggerfish operations, such as sporting events, practices, competitions, and/or tournaments.

3. Respect the confidentiality of personal and privileged information of members, staff, coaches, referees, and/or officials. Confidential information may only be shared with expressed consent of the affected parties, or in a way that the individual involved cannot be identified.

4. Refrain from, and address behaviours that constitute harassment; where harassment is defined as unwanted behaviour, actions, comment or conduct that is cruel, intimidating, humiliating, disrespectful, offensive, or physically harmful.

5. Refrain and address any behaviour that constitutes sexual harassment; where sexual harassment is defined as unwanted sexual advances or conduct of a sexual nature towards person(s) who have not verbally consented to the action or conduct in question.
6. Report and/or address instances of harassment when they occur, or as soon as is safely possible. Seek support from coaches, executive members, or lifeguards on duty. If the behaviour is from a member of an aforementioned group, seek support from another club member that you feel safe with. We will back you up, so that we create an safe space for all.
7. When a Triggerfish registered member participates on another club's team, they must still comply at all times with the Triggerfish and Downtown Aquatic Corporation's (DAC) Corporate Charter, constitution, by-laws, policies, rules and regulations, including any contracts or agreements executed by the DAC and the Triggerfish.
8. All coaches have a responsibility to adhere to the Coaching Association of Canada's (CAC) [National Coaching Certification Program \(NCCP\) Code of Ethics](#)
9. All Water Polo Canada officials and referees have a responsibility to adhere to the [Ontario Water Polo \(OWP\) Code of Conduct](#).
10. Operate in compliance with rules, policies and practices of the [International Gay and Lesbian Aquatics \(IGLA\)](#) and [Federation Internationale de Natation \(FINA\)](#) in respect to permissible activities and behaviours where such matters have not been addressed above.