



BALMERTOWN FIGURE SKATING CLUB

Code of Conduct Policy

Aligned with Skate Canada and Skate Ontario Requirements

1. Purpose

This Code of Conduct outlines the standards of behaviour expected from all participants in the Balmertown FSC. The policy is designed to ensure a safe, inclusive, and positive environment that prioritizes fun, skill development, and respect.

This policy aligns with the principles and requirements of Skate Canada and Skate Ontario, including Safe Sport, Code of Ethics, and participant protection standards.

2. Scope

This policy applies to all individuals involved with Balmertown FSC, including:

- Skaters (all levels)
 - Coaches and program assistants
 - Parents and guardians
 - Board members and volunteers
 - Officials and visiting participants
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3. Guiding Principles

All participants are expected to uphold the following values:

- Respect, fairness, and inclusion
 - Good sportsmanship and positive participation
 - Safety and well-being of all individuals
 - Integrity and accountability
 - Enjoyment and personal development over performance outcomes
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BALMERTOWN FIGURE SKATING CLUB

4. Safe Sport Commitment

Balmertown FSC is committed to providing a Safe Sport environment that is free from all forms of maltreatment.

Maltreatment includes, but is not limited to:

- Neglect
- Emotional, physical, or sexual abuse
- Harassment, bullying, or discrimination

Balmertown FSC has zero tolerance for any form of maltreatment.

All adults have a **duty to report** any suspected or disclosed maltreatment involving a minor to appropriate authorities and/or through Skate Canada reporting mechanisms.

5. Standards of Behaviour

5.1 Skaters

Skaters are expected to:

- Treat others with respect and kindness
- Follow coaching instructions and rink safety rules
- Encourage fellow skaters and demonstrate teamwork
- Display good sportsmanship at practices and competitions
- Refrain from bullying, teasing, or disruptive behaviour
- Represent the club positively at all times

5.2 Coaches and Program Leaders

Coaches must:

- Maintain a safe, inclusive, and supportive environment
- Prioritize athlete well-being over performance
- Treat all skaters fairly and without favouritism
- Maintain appropriate professional and physical boundaries
- Follow all certification, screening, and ethical requirements
- Communicate appropriately with skaters and parents, ensuring transparency (especially in digital communication with minors)



BALMERTOWN FIGURE SKATING CLUB

5.3 Parents and Guardians

Parents/guardians are expected to:

- Support their child's enjoyment and development
- Encourage effort, respect, and good sportsmanship
- Respect the role of coaches and refrain from sideline coaching
- Communicate concerns respectfully through appropriate channels
- Model positive behaviour for all participants

5.4 Volunteers and Board Members

Volunteers and board members must:

- Act in the best interest of Balmertown FSC and its members
 - Maintain confidentiality where required
 - Avoid conflicts of interest
 - Ensure decisions are fair, transparent, and inclusive
 - Meet all applicable screening requirements
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6. Behaviour at Events and Competitions

All participants must:

- Demonstrate respect toward officials, competitors, and other clubs
 - Follow all event rules and guidelines
 - Accept results with good sportsmanship
 - Refrain from negative or aggressive behaviour
 - Represent Balmertown FSC in a positive manner
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7. Prohibited Conduct

The following behaviours are strictly prohibited:

- Any form of maltreatment, as defined above
 - Bullying, harassment, or discrimination
 - Verbal, physical, or emotional abuse
 - Unsafe conduct on or off the ice
 - Retaliation against individuals who report concerns
 - Inappropriate use of social media or electronic communication
 - Use of alcohol, cannabis, or illegal substances during Balmertown FSC activities
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BALMERTOWN FIGURE SKATING CLUB

8. Social Media and Communication

- All communication must be respectful and appropriate
 - Coaches and adults must maintain professional boundaries with minors
 - Private one-on-one communication with minors should be avoided unless a parent/guardian is included (follow rule of two)
 - Confidential or sensitive information must not be shared
 - Content that harms individuals or Balmertown FSC is prohibited
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9. Reporting Concerns and Complaints

All concerns should be reported promptly.

Reporting options include:

- A Board Member or designated Safe Sport Liaison
- Skate Canada Safe Sport reporting mechanisms
- Local authorities (where required by law)

Reports will be handled seriously, fairly, and as confidentially as possible.

10. Discipline and Enforcement

Failure to comply with this Code of Conduct may result in disciplinary action, including:

- Verbal or written warnings
- Suspension from Balmertown FSC activities
- Removal from events or competitions
- Termination of membership or involvement

Disciplinary actions will be proportionate, fair, and consistent with Skate Canada guidelines.

11. Appeals Process

Individuals have the right to appeal disciplinary decisions. Appeals must be submitted in writing to the Board of Directors within a reasonable timeframe, and will be reviewed in a fair and impartial manner.



BALMERTOWN FIGURE SKATING CLUB

12. Compliance with Governing Bodies

All members must comply with the rules, regulations, and policies established by Skate Canada and Skate Ontario. This includes, but is not limited to:

- Safe Sport policies
- Code of Ethics
- Screening and certification requirements

This policy is intended to complement, not replace, those governing policies.

13. Review and Acknowledgment

This policy will be reviewed annually by the Board of Directors to ensure continued alignment with Skate Canada and Skate Ontario standards.

All members must acknowledge that they have read, understood, and agree to comply with this Code of Conduct.
