

BASKETBALL BC CODE OF CONDUCT & ETHICS POLICY

1. PURPOSE

1.1 The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment within Basketball BC programs, activities and events, by making all individuals aware that there is an expectation of appropriate behaviour consistent with the mission of Basketball BC. Basketball BC supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

2. SCOPE AND APPLICATION

- 2.1 This code applies to all Participants, relating to conduct that may arise during the course of Basketball BC business, activities and events, including but not limited to, office environment, competitions, practices, tournaments, training camps, social media, travel, and any work-related meetings.
- 2.2 This Code applies to Participants active in the sport or who have retired from the sport where any claim regarding a potential breach of this Code occurred when the Participant was active in the sport
- 2.3 Any Participant who violates this Code may be subject to sanctions pursuant to Basketball BC's [*Discipline and Complaints Policy*](#). In addition to facing possible sanction pursuant to Basketball BC's *Discipline and Complaints Policy*, a Participant who violates this Code during a competition may be ejected from the competition or the playing area, the official may delay the competition until the Individual complies with the ejection, and the Individual may be subject to any additional discipline associated with the competition.
- 2.4 An employee of Basketball BC found to have engaged in acts of violence or harassment against any other employee, worker, contractor, member, customer, supplier, client or other third party, or at any event of Basketball BC, will be subject to appropriate disciplinary action subject to the terms of Basketball BC's [*Human Resources Policy*](#) as well as the employee's Employment Agreement (if applicable).
- 2.5 This Code also applies to Participants' conduct outside of Basketball BC's business, activities, and events when such conduct adversely affects relationships within Basketball BC (and its work and sport environment) and is detrimental to the image and reputation of Basketball BC. Such applicability will be determined by Basketball BC at its sole discretion.

3. PERSONS IN AUTHORITY AND MANAGEMENT

- 3.1 When they are a Person in Authority, Participants are responsible for knowing what constitutes Maltreatment. The categories of Maltreatment are not mutually exclusive, nor are the examples provided in each category an exhaustive list. Rather, what matters for the assessment of the Maltreatment is whether the conduct falls into one or more of the categories, not into which category it falls. Abuse, assault, Harassment, bullying, and hazing can be experienced in more than one category of Maltreatment.
- 3.2 Maltreatment can be any of the prohibited behaviours and conduct, provided the Maltreatment occurs in any one or a combination of the following situations (The physical location(s) where the alleged Maltreatment occurred is not determinative):
- Within a sport environment;
 - When the Participant alleged to have committed Maltreatment was engaging in sport activities;
 - When the Participants involved interacted due to their mutual involvement in sport; or
 - Outside of the sport environment where the Maltreatment has a serious and detrimental impact on another Participant.
- 3.3 It is a violation of the Code for sport administrators or other Persons in Authority to place Participants in situations that make them vulnerable to Maltreatment. This includes, but is not limited to, instructing an Athlete and coach to share a hotel room when traveling or hiring a coach who has a past history of Maltreatment.

4. RESPONSIBILITY

- 4.1 Participants have a responsibility to:
- Maintain and enhance the dignity and self-esteem of Basketball BC Members and other Participants by:
 - Treating each other with the highest standards of respect and integrity;
 - Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members.
 - Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct.
 - Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory.
 - Consistently treating individuals fairly and reasonably.
 - Ensuring that the rules of the sport, and the spirit of such rules, are adhered to.
 - Refrain from any behaviour that constitutes Maltreatment, Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, Abuse, or Discrimination.
 - Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or

methods. More specifically, Basketball BC adopts and adheres to the Canadian Anti-Doping Program. Any infraction of such Program shall be considered an infraction of this Policy and shall be subject to disciplinary action, and possible sanction, pursuant to Basketball BC's [Discipline and Complaints Policy](#). For more information see Basketball BC's [Anti-Doping Policy](#).

- d. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and recognized by the Canadian Centre for Ethics in Sport (CCES).
- e. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- f. Refrain from consuming tobacco products, or recreational drugs while participating in Basketball BC's programs, activities, competitions, or events.
- g. In the case of Minors, refrain from consuming alcohol, cannabis or tobacco products while participating in Basketball BC's programs or events.
- h. Use social media responsibly and strategically, modeling appropriate behaviour expected of representatives of Basketball BC. [See the Social Media Policy](#).
- i. In the case of adults, not consume cannabis in the Workplace or in any situation associated with Basketball BC's events (subject to any requirements for accommodation), not consume alcohol during competitions and in situations where Minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with Basketball BC's events.
- j. Respect the property of others and not willfully cause damage.
- k. When driving a vehicle with a Participant:
 - i. Not have his or her license suspended;
 - ii. Not be under the influence of alcohol, cannabis or illegal drugs or substances; and
 - iii. Have valid car insurance
- l. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.

- m. Always comply with the Bylaws, policies, rules and regulations of Basketball BC, as adopted and amended from time to time.
- n. Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition.
- o. Adhere to all Provincial or Municipal laws.
- p. Comply, always, with the bylaws, policies, procedures, and rules and regulations of Basketball BC, as applicable and as adopted and amended from time to time.
- q. Report any ongoing criminal investigation, conviction, or existing bail conditions involving a Participant to Basketball BC, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal substance.
- r. Not engage in a sexual relationship with a Participant under the age of majority.
- s. Not engage in a sexual or intimate relationship with a person of any age in which a Participant is in a position of trust or authority.

5. BOARD/COMMITTEE MEMBERS AND STAFF

5.1 In addition to section 4 (above), Board and Committee Members will:

- a. Function primarily as a member of the board and/or committee(s) of Basketball BC; not in conflict with any other particular member or constituency.
- b. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Basketball BC business and the maintenance of Member confidence.
- c. Ensures that the financial affairs of Basketball BC are conducted in a responsible and transparent manner with due regard for his or her fiduciary responsibilities.
- d. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Basketball BC.
- e. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism.
- f. Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate and honest in all dealings with others.

- g. Keep informed about the activities of Basketball BC, the sport community, and general trends in the sectors in which it operates.
- h. Exercise the degree of care, diligence and skill required in the performance of their duties pursuant to the laws under which Basketball BC is incorporated.
- i. Respect the confidentiality appropriate to issues of a sensitive nature.
- j. Ensure that all Participants are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight.
- k. Respect the decisions of the majority.
- l. Commit the time to attend meetings and to be diligent in preparation for, and participation in, discussions at such meetings.
- m. Have a knowledge and understanding of all Basketball BC governance documents.

6. COACHES

6.1 In addition to section 4 (above), coaches have additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:

- a. Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by Basketball BC [Screening Policy](#), so that the community is satisfied it has minimized the risk of an unsafe environment.
- b. Report any ongoing criminal investigation, conviction or existing bail conditions, including those for violence; child pornography; or possession, use or sale of any illegal substance.
- c. Under no circumstances provide, promote or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of Minors, alcoholic beverages, cannabis and/or tobacco.
- d. Respect all other teams and athletes from other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless first receiving approval from the coach who is responsible for the team or athlete(s) involved.

- e. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.
- f. Dress professionally, neatly and inoffensively.
- g. Not use offensive language, taking into account the audience being addressed.

7. ATHLETES

7.1 In addition to section 4 (above), athletes will have additional responsibilities to:

- a. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
- b. Participate and appear on time, well-nourished and prepared to participate to one's best abilities in all competitions, practices, training sessions, events, activities, or projects.
- c. Properly represent oneself and not attempt to enter a competition for which one is not eligible, by reason of age, classification, or other reason.
- d. Adhere to Basketball BC's rules and requirements regarding clothing and equipment
- e. Never ridicule a participant for a poor performance or practice.
- f. Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators.
- g. Dress in a manner representative of Basketball BC with focus being on neatness, cleanliness, and discretion. Designated official clothing, if applicable, must be worn when traveling and competing.
- h. Act in accordance with Basketball BC's policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones.

8. OFFICIALS

8.1 In addition to section 4 (above), officials will have additional responsibilities to:

- a. Maintain and update their knowledge of the rules and rules changes.

- b. Work within the boundaries of their position's description while supporting the work of other officials.
- c. Act as an ambassador of Basketball BC by agreeing to enforce and abide by national and provincial rules and regulations.
- d. Take ownership of actions and decisions made while officiating.
- e. Respect the rights, dignity, and worth of all Participants.
- f. Not publicly criticize other officials or any club or association.
- g. Act openly, impartially, professionally, lawfully, and in good faith.
- h. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
- i. Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Participants.
- j. Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time.
- k. When writing reports, set out the actual facts.
- l. Dress in proper attire for officiating.

9. PARENTS/GUARDIANS AND SPECTATORS

9.1 In addition to section 4 (above), parents/guardians and spectators at events will:

- a. Encourage athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence.
- b. Condemn the use of violence in any form.
- c. Never ridicule a participant for making a mistake during a performance or practice.
- d. Provide positive comments that motivate and encourage participants' continued effort.
- e. Respect the decisions and judgments of officials, and encourage athletes to do the same.
- f. Never question an official's or staff member's judgment or honesty.

- g. Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm.
- h. Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers.
- i. Not harass competitors, coaches, officials, parents/guardians, or other spectators.

10. CLUBS AND MEMBERS

10.1 Clubs and Members will:

- a. Adhere to all of Basketball BC's governing documents and, where necessary, amend their own rules to comply or align with those of Basketball BC.
- b. Pay all required dues and fees by the prescribed deadlines;
- c. Recognize that their websites, blogs and Social Media accounts may be seen as extensions of Basketball BC and must reflect the Basketball BC's mission, vision and values.
- d. Ensure that all Athletes and coaches participating in sanctioned competitions and events of Basketball BC are registered and in good standing.
- e. Have well-defined hiring practices and standards in place including interviews, reference checks, and screening procedures to ensure Athletes have a healthy and safe sport environment.
- f. Ensure that any possible or actual misconduct is investigated promptly and thoroughly.
- g. Impose appropriate disciplinary or corrective measures when misconduct has been substantiated, regardless of the position or authority of the offender.
- h. Advise Basketball BC immediately of any situation where a complainant has publicized a complaint in the media.
- i. Provide Basketball BC with a copy of all decisions rendered pursuant to the organization's policies for complaints and appeals.

11. REVIEW AND APPROVAL

This Policy was reviewed and approved by the Basketball BC Board of Directors on the March 31, 2026.