



Volunteer Code of Conduct:

The Bruce Ski Club is committed to providing opportunities for individuals and families to enjoy the outdoors while maintaining fitness and pursuing a sport for life. The Bruce Ski Club recognizes that it could not provide these opportunities without volunteer involvement.

The Bruce Ski Club recognizes the value of volunteer involvement in that it provides the Club with the skills, talents, and perspectives that are essential to its relevance, vitality, and sustainability. Volunteer involvement not only increases the Club's capacity to accomplish its goals, through programs and services that respond to the needs of the community, it also allows volunteers an opportunity to engage with and contribute to building that community.

The Bruce Ski Club also recognizes that while volunteers have rights, they have made a commitment and are accountable to the Bruce Ski Club. Bruce Ski Club volunteers have a responsibility to act responsibly and with integrity, and to abide by the policies of The Bruce Ski Club.

PURPOSE

To ensure a safe and positive environment within The Bruce Ski Club programs, activities and events, by making all volunteers aware that there is an expectation of appropriate behavior, consistent with the policies of The Bruce Ski Club, at all times.

PREAMBLE

All members of the Bruce Ski Club community have the right to be safe, and feel safe, in the Bruce Ski Club community. With this right comes the responsibility for everyone to be accountable for their actions and contribute to a positive club climate.

Volunteers associated with The Bruce Ski Club are expected to conduct themselves at all times in a manner consistent with the values of The Bruce Ski Club that include fairness, integrity, open communication and mutual respect.

This code of conduct attempts to set clear standards of behaviour for individual club members to follow, to help foster a positive climate, and a safe environment where everyone feels they welcome and respected.



References

This policy is adapted from Cross Country Ski Ontario's (XCSO) Parental/Guardian Code of Conduct, https://xcskiontario.ca/wp-content/uploads/2018/04/XCSO-Parental_Guardian-Code-of-Conduct-final.docx.pdf,

and, Canada Nordic's Code of Conduct and Ethics, <https://nordiqcanada.ca/document-centre/>

and, defers to the **Universal Code of Conduct to Prevent and Address Maltreatment in Sport*** (UCCMS) for guidance. <https://sirc.ca/safe-sport/uccms/>.

Definitions

Vulnerable Sector Persons: Volunteer Canada uses this term to denote individuals who have difficulty protecting themselves and are therefore at greater risk of harm. People may be vulnerable because of age, disability/ handicap or circumstances. Vulnerability may be a temporary or a permanent condition. This may include but is not limited to children, youth, senior citizens, people with physical, developmental, social, emotional or other disabilities.

Position of Trust: A position of trust identifies a situation in which someone is placed in a position of authority over another person in an ongoing relationship. A position of trust implies that someone has some degree of power over another, that the relationship is unequal. Individuals in positions of trust may be family members, friends, caregivers, volunteers or employees.

In Loco Parentis: Is Latin for "in the place of a parent". In Canadian law it can apply to various scenarios where a parent places a child in the care of another individual. The individual to which the child is entrusted assumes duties and responsibilities equivalent to that of a prudent parent, with respect to caring for the child. While in legal terms a Volunteer may not be subject to the doctrine of **In Loco Parentis**, the concept forms the basis for the legal responsibility that Volunteers (and organizations) do have with respect to providing a reasonable standard of care. The obligation to provide this reasonable standard of care is termed **Duty of Care**.

Duty of Care: Duty of care is a legal principle which identifies the obligations of individuals and organizations to take reasonable measure to care for and to protect their clients to an appropriate level or standard. If the clients are vulnerable, if they cannot protect, defend, or assert themselves, permanently or temporarily, because of age, disability, or circumstances, then that duty becomes more intense and the standard higher.



VOLUNTEER CODE OF CONDUCT

- All Volunteers of the Bruce Ski Club have a responsibility to promote a safe environment.
- No Volunteer of the Bruce Ski Club will participate in activity that endangers the safety of other club Members.
- All Members and Volunteers of the Bruce Ski Club are to be treated with respect and dignity.
- All Volunteers of the Bruce Ski Club are to treat others fairly, regardless of race, ancestry, place of origin, colour, ethnic origin, creed, sex, gender identity, gender expression, sexual orientation, age, marital status, family status or disability.
- All Volunteers of the Bruce Ski Club have a responsibility to resolve conflicts in a way that is civil and respectful.
- All Volunteers of the Bruce Ski Club will show care and respect for Bruce Ski Club property and the property of others.
- All Volunteers of the Bruce Ski Club are expected to be aware and knowledgeable of Bruce Ski Club Policies and Codes of Conduct.
- All Volunteers of the Bruce Ski Club interacting on a regular basis with Vulnerable Sector persons are expected to:
 - Understand the concept of **Vulnerable Sector Persons**.
 - Understand the concept of **Position of Trust** as it applies to Vulnerable Sector persons.
 - Understand the concept of “**In Loco Parentis**” as it applies to the Bruce Ski Club’s obligation to **Duty of Care** of Vulnerable Sector persons.
 - Participate in, and contribute to, the Bruce Ski Club’s **Duty of Care** to such individuals.

ENFORCEMENT

Any volunteer of the Bruce Ski Club not adhering to the Volunteer Code of Conduct may be asked to leave the Nordic facility at the time of infraction. Repeat violations may result in revoking of the individual’s membership.

- * The Canadian Centre for Ethics in Sport (CCES) was asked by Sport Canada to draft key components of a Universal Code of Conduct, including a set of guiding principles, definitions of misconduct, defined prohibited behaviours including all forms of abuse (sexual, physical, and psychological), and related sanctions for misconduct.

The result was **The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)**. This document provides the foundation for a strategy to prevent and address maltreatment across all levels of the Canadian sport system, and for all participants (athletes, coaches, officials, administrators, practitioners, etc.).

