



# ONTARIO SKEET SHOOTING ASSOCIATION

## CODE OF CONDUCT FOR COACHES POLICY

As [AFFIRMED](#) by the OSSA'S Board of Directors  
at the Meeting of Directors

Held VIRTUALLY on [23 April 2024](#)



## Ontario Skeet Shooting Association

P.O. Box 233, PO MAIN

PETAWAWA, ON K8H 2X2

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Treasurer: [ontarioskeettreasurer@gmail.com](mailto:ontarioskeettreasurer@gmail.com)

Website: <https://www.ontarioskeet.ca/>

## Definitions

The following terms have these meanings in this Code:

- a. “Individuals” – All categories of membership defined in the Ontario Skeet Shooting Association’s By-Laws, as well as, all individuals engaged in activities with the Ontario Skeet Shooting Association, including but not limited to, clubs, athletes, coaches, officials, volunteers, managers, administrators, directors and officers of the Ontario Skeet Shooting Association, spectators of the Ontario Skeet Shooting Associations’ events and parents of the Ontario Skeet Shooting Association members.
- b. OSSA – Ontario Skeet Shooting Association.

## Purpose

The purpose of this Code of Conduct (“Code”) is to ensure a safe and positive environment (within OSSA programs, activities and events) by making all individuals aware that at all times, there is an expectation of appropriate behavior consistent with the values of the OSSA.

The OSSA is committed to providing an environment in which all individuals are treated with respect. The OSSA supports equal opportunity and prohibits discriminatory practices. At all times, individuals are expected to conduct themselves in a manner consistent with the values of the OSSA that include fairness, integrity, accountability, excellence, accessibility, innovation and respect.

Conduct that violates this Code may be subject to sanctions pursuant to OSSA’s Discipline and Complaints Policy.

## Application of this Code

This Code applies to conduct that may arise during the course of OSSA business, activities, and events, including but not limited to:

- a. Its office environment,
- b. Competitions,
- c. Practices,
- d. Training camps,
- e. Tryouts,
- f. Travel, and
- g. Any meetings of the OSSA

This Code also applies to the conduct of individuals that may occur outside of OSSA’s business, activities, events, and meetings when such conduct adversely affects relationships within the OSSA (and its work and sport environment) and is detrimental to the image and reputation of the OSSA. Such applicability will be made by the OSSA in its sole discretion.



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## Responsibilities

All Individuals have a responsibility to:

- a. Maintain and enhance the dignity and self-esteem of OSSA members and other individuals by:
  - i. Demonstrating respect to individuals regardless of body type, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status
  - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members
  - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct
  - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory
  - v. Consistently treating individuals fairly and reasonably
  - vi. Ensuring adherence to the rules of shooting and the spirit of those rules
- b. Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:
  - i. Written or verbal abuse, threats, or outbursts
  - ii. The display of visual material which is offensive or which one ought to know is offensive in the circumstances
  - iii. Unwelcome remarks, jokes, comments, innuendo, or taunts
  - iv. Leering or other suggestive or obscene gestures
  - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance, or adversely affect working conditions
  - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
  - vii. Any form of hazing where hazing is defined as *"Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior teammate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate based on class, number of years on the team, or athletic ability."*
  - viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
  - ix. Unwelcome sexual flirtations, advances, requests, or invitations



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- x. Physical or sexual assault
  - xi. Behaviour such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
  - xii. Retaliation or threats of retaliation against an individual who reports harassment to the OSSA
- c. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- i. Sexist jokes
  - ii. Display of sexually offensive material
  - iii. Sexually degrading words used to describe a person
  - iv. Inquiries or comments about a person's sex life
  - v. Unwelcome sexual flirtations, advances or propositions
  - vi. Persistent unwanted contact
- d. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, OSSA adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and shall be subject to disciplinary action, and possible sanction, pursuant to OSSA's Discipline and Complaints Policy. The OSSA will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by the OSSA or any other sport organization.
- e. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development or supervision of the sport of competitive shooting, 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/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES)
- f. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- g. In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with OSSA events.
- h. Respect the property of others and not willfully cause damage
- i. Promote shooting in the most constructive and positive manner possible
  - j. Adhere to all federal, provincial, municipal, and host country laws
  - k. Comply at all times with the By-Laws, policies, procedures, rules and regulations of the OSSA, as adopted and amended from time to time



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### Coaches

In addition to the Responsibilities 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 the OSSA's 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 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. Not engage in a sexual relationship with an athlete of under the age of 18 years, or an intimate or sexual relation with an athlete over the age of 18 if the coach is in a position of power, trust or authority over such athlete
- f. 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
- g. Dress professionally, neatly, and inoffensively
- h. Use inoffensive language, taking into account the audience being addressed

### Review and Approval

The Ontario Skeet Shooting Association's President and the Vice-President shall review this policy on an annual basis.

This policy was affirmed by the Ontario Skeet Shooting Association's Board of Directors on 23 April 2024.

### Acknowledgement

The Ontario Skeet Shooting Association thanks the Ontario Council of Shooters for allowing the OSSA to use their Code of Conduct for Coaches Policy.



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**Revision History**

Date	Description	Reviewed By	Approved By	Affirmed By
Jan. 2017	Policy First Written	N/A	N/A	N/A
12 Jan. 2017	Policy Reviewed and Approved by OSSA Board of Directors	BOD	BOD	N/A
01 Dec. 2020	Tri-Annual Review of Policy	BOD	BOD	N/A
23 April 2024	Tri-Annual Review of Policy - Minor grammatical amendments. - Minor formatting amendments.	BOD	N/A	BOD
13 Nov. 2025	Annual Policy Review by President & Vice-President – No Amendments	President Vice-President	N/A	N/A