



## Code of Conduct and Ethics

Reviewed by the Board of Directors on November 4, 2025

### 1. Overview

---

Archery Ontario, the recognized Provincial Sports Organization for archery in Ontario, is dedicated to promoting a safe, inclusive, and respectful environment for all individuals engaged in its programs, events, and activities. This Code of Conduct and Ethics draws upon the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) and sets forth the standards of behaviour expected from all members, participants, and representatives of Archery Ontario.

### 2. Purpose

---

The primary objective of this Code is to foster an ethos of integrity, trust, respect, and fairness; to proactively prevent maltreatment; and to ensure that all participants in archery are made aware of their expected behaviors and can engage in the sport within a secure and supportive setting.

### 3. Scope

---

This Code is applicable to all individuals associated with Archery Ontario, including athletes, coaches, officials, volunteers, administrators, parents, guardians, and spectators. It encompasses all activities conducted under the jurisdiction of Archery Ontario, both in-person and online.

### 4. Core Principles

---

- **Respect and Dignity:** Every individual is entitled to participate in an environment free from maltreatment, discrimination, harassment, and abuse. All persons must be treated equitably, with respect and dignity, irrespective of race, ethnicity, gender, sexual orientation, ability, age, or background.



- Integrity and Honesty: All participants are expected to conduct themselves with integrity and honesty in all matters pertaining to archery activities.
- Fairness: Every participant is entitled to fair treatment and equitable opportunities within the sport.
- Safety: The physical, emotional, and psychological safety of all participants shall be always prioritized.

## **5. Standards of Conduct**

---

1. Prevention of Maltreatment: All forms of maltreatment—including physical, sexual, and emotional abuse; harassment (including sexual harassment); bullying; neglect; and discrimination—are strictly prohibited.
2. Constructive Communication: Participants must engage in communication that is respectful, constructive, and professional. The use of abusive, derogatory, or demeaning language or behaviour is unacceptable.
3. Appropriate Relationships: Relationships between participants, particularly those involving positions of authority, must remain professional and appropriate. Awareness and management of power imbalances are essential to preventing exploitation or harm.
4. Safe Sport Environment: All activities must be conducted in a manner that prioritizes safety, including adherence to facility rules, proper use of equipment, and compliance with established safety protocols.
5. Reporting Obligations: All individuals must report any incidents or suspicions of maltreatment, breaches of this Code, or unsafe behaviours in accordance with Archery Ontario's reporting procedures. Where appropriate, matters may be referred to relevant authorities.
6. Confidentiality and Privacy: The privacy and confidentiality of all individuals involved in reports or investigations will be maintained to the extent possible, consistent with the necessity to ensure safety and comply with legal requirements.
7. Legal and Policy Compliance: All participants are required to comply with all applicable federal, provincial, and municipal laws, as well as Archery Ontario's governing documents, policies, and procedures.
8. Commitment to Inclusivity: Archery Ontario upholds the values of diversity and inclusion. Discriminatory language or behaviour will not be tolerated under any circumstances.

## **6. Responsibilities**

---

- Athletes: Compete with honour and integrity, respect fellow athletes, officials, and the sport, and promptly report any concerns or violations.
- Coaches and Officials: Serve as exemplary role models, provide and maintain a safe environment, treat all participants with respect, and consistently uphold the highest standards of ethical conduct.



- Parents/Guardians: Promote positive sporting values, respect the decisions of officials and coaches, and support the participation and well-being of young athletes.
- Administrators/Volunteers: Ensure that organizational policies and programs are in alignment with this Code and actively promote safe sport practices.

## **7. Breaches and Consequences**

---

Violations of this Code may result in disciplinary actions, including but not limited to written warnings, temporary or permanent suspension, removal from programs or events, or referral to law enforcement or child protection agencies. All disciplinary processes shall be fair, transparent, and consistent with Archery Ontario's policies and principles of natural justice.

## **8. Education and Awareness**

---

Archery Ontario will provide ongoing education and resources to all members regarding safe sport practices, prevention of maltreatment, and the implementation of this Code.

## **9. Reviews and Amendments**

---

This Code will be reviewed periodically and updated as required to reflect evolving best practices, legal obligations, and the needs of the archery community in Ontario.

## **10. References**

---

- Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) <https://sportintegritycommissioner.ca/files/UCCMS-v6.0-20220531.pdf>
- Archery Ontario Policies and Procedures <https://archeryontario.ca/archery-ontario/policies>
- Canadian Safe Sport Guidelines <https://cces.ca/safesport>

For further inquiries or to report concerns, please contact Archery Ontario through the official channels provided on the organization's website.