



ALBERTA ORIENTEERING ASSOCIATION CODE OF CONDUCT

Approval Date: 2025-12-22 by the AOA Board of Directors

Adoption of Alberta Universal Code of Conduct

The Alberta Orienteering Association (AOA) has adopted the [Alberta Universal Code of Conduct \(AB UCC\)](#) and the [Alberta Safe Sport Complaint Mechanism \(ABSSCM\)](#).

All provisions included in the AB UCC apply to all AOA members and participants, including but not limited to athletes, coaches, officials, volunteers, directors, officers, and employees;

The AB UCC sets harmonized rules to advance a respectful sport culture that delivers quality, inclusive, accessible, welcoming, and safe sport experiences. Violations of the AB UCC may be subject to the Alberta Safe Sport Complaint Mechanism (ABSSCM).

AOA Code of Conduct

The following additional AOA Code of Conduct supplements the AB UCC by addressing ethical, governance, operational, and sport-specific responsibilities consistent with the values of fairness, integrity, open communication, and mutual respect. These provisions are based on the Orienteering Canada (OC) Code of Conduct and Ethics and apply to all AOA members and participants, including but not limited to athletes, coaches, officials, volunteers, directors, officers, and employees.

Conduct that violates these provisions may be subject to sanctions pursuant to **AOA Complaints, Dispute and Appeal Policy**.

1. Scope

The following terms have these meanings in this Code:

- a. "Members" – include:
All categories of membership and registrants defined in the AOA bylaws, including, but not limited to, member clubs and individuals affiliated with a member club or the AOA.
- b. "Participants" include:
All individuals engaged in activities with the AOA, including, but not limited to, athletes (parents of the athletes), coaches, officials, volunteers, team managers, administrators, committee members, and directors and officers of the AOA.

2. Purpose

The AOA is committed to providing an environment in which all individuals are treated with respect. Members and participants are expected to conduct themselves at all times in a manner consistent with the values of the AOA that include: fairness, integrity, open communication, and mutual respect. Irresponsible behaviour by members or participants can do severe damage to the sport of orienteering.

3. Application of this Code

This Code applies to members' and participants' conduct during the course of AOA, affiliated member clubs, and related business, activities, and events including, but not limited to, competitions, events, training events, training camps, travel associated with AOA activities, and any meetings.

A member or participant who violates this Code may be subject to sanctions pursuant to the AOA's Complaints, Dispute and Appeal Policy.

This Code also applies to members' and participants' conduct outside of AOA's business, activities, and events when such conduct adversely affects relationships within the AOA (and its work and sport environment) and is detrimental to the image and reputation of the AOA.

4. Responsibilities

In addition to responsibilities outlined in the AB UCC, members and participants are responsible for respecting and supporting the dignity and self-esteem of other members and participants and individuals by:

- Focusing comments or criticism appropriately and avoiding public criticism of the AOA, athletes, coaches, officials, organizers, volunteers, employees, or participants.
- Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct.
- Abstaining from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, the AOA adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this program shall be considered an infraction of this Code and may be subject to further disciplinary action and possible sanction pursuant to the AOA's Complaints, Dispute and Appeal Policy.
- In the case of adults, taking reasonable steps to manage the responsible consumption of alcohol or cannabis in adult-oriented social situations associated with AOA events.
- In the case of minors, refraining from the use and/or possession of alcohol/tobacco or any recreational drugs.
- Respecting the property of others and not willfully causing damage.
- Adhering to all federal, provincial, municipal, and host-country laws.
- Complying, at all times, with the AOA's bylaws, policies, procedures, guidelines, and rules and regulations, as adopted and amended from time to time.

5. Board/Committee Members and Staff

In addition to the above section 4, the AOA's board members, committee members, and staff will have additional responsibilities to:

- a. Function primarily as a member of the board and/or committee(s) of AOA; not as a member of any other particular constituency.
- b. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of AOA business and the maintenance of members' confidence.

- c. Ensure that AOA's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
- d. Conduct themselves professionally, lawfully, and in good faith in the best interests of the AOA.
- e. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
- f. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which the AOA is incorporated.
- g. Respect the confidentiality appropriate to issues of a sensitive nature.
- h. Respect the decisions of the majority and resign if unable to do so.
- i. Have a thorough knowledge and understanding of all AOA governance documents.

6. Coaches

In addition to section 4 above, coaches have many additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of an 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. 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 that they are subject to.
- b. 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, alcohol and/or tobacco.
- c. Respect athletes participating with other clubs and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes.
- d. Dress professionally, neatly, and inoffensively.
- e. Use inoffensive language, taking into account the audience being addressed.
- f. Respect and coach according to OC's Long Term Athlete Development Program
- g. Avoid situations that may affect the objectivity or impartiality of coaching duties and responsibilities.

7. Athletes

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

- a. Properly represent themselves and not attempt to participate with a club for which they are not eligible by reason of age, classification, or other reason.
- b. Adhere to AOA's rules and requirements regarding clothing and equipment.
- c. Never ridicule a participant for a poor performance.
- d. Act in a sportsmanlike manner and never display or resort to appearances of violence, foul language, or disrespectful gestures to other participants, officials, volunteers, coaches, or spectators.
- e. Act in accordance when applicable, with additional rules as outlined by coaches or officials.



Acknowledgment:

This Policy acknowledges and incorporates principles from:

- AB UCC: The Alberta Universal Code of Conduct;
- ABSSCM: The Alberta Safe Sport Complaint Mechanism;
- CCES: The Canadian Centre for Ethics in Sport;
- Orienteering Canada policies.