

CODE OF CONDUCT AND ETHICS FOR OFFICIALS

Extracted from the *BCB Code of Conduct and Ethics*

Purpose

The purpose of this Code of Conduct and Ethics policy is to ensure a safe and positive environment within BCB programs, activities and events, by making all Individuals aware that there is an expectation of appropriate behavior, consistent with the values of BCB, at all times.

Conduct that violates this Code of Conduct and Ethics policy may be subject to sanctions pursuant to BCB's policies related to discipline and complaints.

Officials

In addition to the responsibilities listed below, Officials [Umpires and Markers] will have additional responsibilities to:

- a. Adhere to the rules of BCB.
- b. Be fair and objective.
- c. Avoid situations in which a conflict of interest may arise.
- d. Make independent judgments.

Responsibilities

BCB is committed to providing an environment in which all individuals are treated with respect. All Individuals have a responsibility to:

- a. Maintain and enhance the dignity and self-esteem of all Individuals by:
 - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, economic status or any other reason;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of Individuals;
 - iii. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
 - iv. Caring and respecting the property and assets of BCB and all Individuals;
 - v. Consistently treating individuals fairly, reasonably and with respect and refraining from negative remarks or conduct; and
 - vi. Ensuring that the rules of lawn bowls, and the spirit of such rules, are adhered to.
- b. Refrain from any behavior 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 behavior 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;
 - iii. Unwelcome remarks, jokes, comments, innuendos or taunts;
 - iv. Leering or other suggestive or obscene gestures;
 - v. Condescending or patronizing behavior 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;
 - viii. Unwanted physical contact; or
 - ix. Retaliation or threats of retaliation against an individual who reports harassment.
- c. Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior 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;
 - vii. Sexual assault.
- d. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- e. Take reasonable steps to manage the responsible consumption of alcoholic beverages and/or tobacco products in social situations associated with BCB events.
- f. In the case of minors, refrain from possessing or consuming alcohol and/or tobacco products.
- g. Abstain from the non-medical use, control or possession of drugs or performance-enhancing drugs or methods.
- h. Comply at all times with the Constitution, Bylaws, policies, rules and regulations of the BCB, as adopted and amended from time to time, with any contracts or agreements executed with or by BCB, and any directives or sanctions imposed by BCB.