

# Aga Khan Youth & Sports Board of Canada

## Code of Conduct

---

### AKYSB Code of Conduct

Updated January 4, 2021

This Code of Conduct guides our behaviour to reflect the ethics of Islam, so diverse people may interact to develop resilient youth in pluralistic communities. It gives us a shared set of rules on how to behave. If you engage with AKYSB, we expect you to:

1. follow the law (all Canadian, provincial, and municipal rules trump our Code of Conduct)
2. follow any rules of the venue (e.g. sports centres, hotels)
3. follow this Code of Conduct
4. follow any rules specific to the event
5. act in a way that reflects the ethics of Islam

If you engage with AKYSB, you are a participant expected to follow the Code of Conduct. This includes attendees, spectators, speakers, organizers, sponsors, volunteers, parents, staff, or anyone involved in an event. Events includes all programs, activities, and associated events (e.g. online events, social events).

### Expected behaviour

AKYSB events are a respectful place for everyone. We expect you to:

- Be honest, kind, compassionate, respectful, safe, and inclusive
- Call out unacceptable behaviour or report it to organizers for the event

We welcome all people, regardless of:

- age
- ability
- background
- citizenship status
- ethnicity
- family or marital status
- gender
- gender identity or expression
- language
- nationality
- physical appearance
- political belief
- race

# Aga Khan Youth & Sports Board of Canada

## Code of Conduct

---

- religion
- sex
- sexual orientation
- socioeconomic status

While some events are geared towards specific demographics, we try our best to accommodate all interested participants at our events.

### Unacceptable behaviour

We do not tolerate violence, harassment, or discrimination in any form.

Unacceptable behaviours include:

- **Harming the physical, social, or mental well-being of any other person** (e.g. compromising another person's health or safety)
- **Violence and threats of violence** (including fighting, possessing a weapon, personal attacks, intimidation, threats of violence, encouraging violence or self-harm)
- **Abuse** (e.g. sexual, physical, verbal, neglect)
- **Personal attacks or bullying** (e.g. insult, demean, belittle, cyberbully another person)
- **Substance use or possession** (e.g. alcohol, tobacco, drugs, shisha pipes, e-cigarettes, vaporizers, performance enhancing substances), except for therapeutic use approved in advance by AKYSB
- **Discriminatory, derogatory, or inappropriate language** (e.g. swearing; saying, writing, drawing, using, sending, downloading, or displaying content that is abusive, offensive, discriminatory, hostile, harmful, obscene, threatening)
- **Inappropriate or unwanted contact** (e.g. no intimate or sexual behaviour, messages, comments, jokes, images, videos, emojis, sexual attention, (simulated) physical contact such as in chat, in email, on social media)
- **Disruptive behaviour** (e.g. interrupting, "talking over", blocking activities or collaboration, trolling, heckling)
- **Influencing unacceptable behaviour** (e.g. influencing or leading unacceptable behaviour, endangering the safety or well-being of another person)
- **Disrespecting property, the environment, or event space** (e.g. theft, vandalism, hacking, cyber crime; causing damage to another person, property, servers; uploading a file that contains a virus, malware, malicious code; intentionally destroying property or equipment)
- **Misrepresenting or assuming an identity** (e.g. providing false: (i) information (e.g. birthdate), or (ii) documents (e.g. identification), or (iii)

# Aga Khan Youth & Sports Board of Canada

## Code of Conduct

---

logins (e.g. using a fake name/account, a login that isn't yours, sharing your login with others))

- **Faking, sharing, or distributing content that is not yours** (e.g. saving or reproducing content such as recordings, screenshots, emails, images, chats/threads, without explicit permission from the owner; discussing someone else's identity or personal information without their consent in a virtual space; sharing or requesting access to an event you or others didn't register for; faking conversations that didn't happen)

### Consequences

If you engage in or encourage others to engage in unacceptable behaviour, you will be asked to stop, and we expect you to stop right away. In most cases, you will get a warning from organizers with a clear description of the violation and consequences for continued behaviour. Organizers may also take any action that they consider appropriate. For example, you may be warned, disqualified, disciplined, asked to leave, and/or banned from future events. The incident(s) may also be escalated to law enforcement.

### Appropriate and progressive discipline

We will enforce appropriate discipline, and aim to consistently enforce consequences in line with the behaviour.

Table 1: Consequences for unacceptable behaviour violations

Level	Violation	Consequence
0	No violation	No consequences
1	Low intensity or first violation	You will get a warning. You will be asked to stop the behaviour. You may be asked to leave the event.
2	Repeated, escalating, or high intensity violations	You will get a warning. You will be asked to stop the behaviour. You may be asked to leave the activity. You may be asked not to attend AKYSB events.
3	Zero tolerance violation*	You may get a warning. You may be asked to stop the behaviour. You may be asked to leave the activity. You may be asked not to attend AKYSB events.

\***Zero tolerance violations** include: illegal behaviour, violence and threats of violence, abuse (e.g. sexual, physical, verbal), substance use or possession (e.g. alcohol, drugs).

# Aga Khan Youth & Sports Board of Canada

## Code of Conduct

---

### **Organizers decide on rules & consequences**

- A regional AKYSB Chairperson may add additional rules based on the event. You will see these rules when you register for and/or attend the event.
- The regional AKYSB Chairperson or Honorary Secretary communicates further decisions to you (after the event, if needed).
- The regional or national Council Chairperson or Honorary Secretary may be engaged at any step.

### **Appeals**

You may appeal any decision from your regional Chairperson or Honorary Secretary to the national AKYSB Chairperson. These decisions are final.

### **Contact**

Contact a member of the organizing team if you:

- experience or see unacceptable behaviour
- have any other questions or concerns

### **Attribution**

This work is licensed under a [Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License](https://creativecommons.org/licenses/by-nc-sa/4.0/).