

CODE OF CONDUCT

Aga Khan Youth and Sports Board of Canada

Updated: November 19, 2018

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****This document will be reviewed and updated on an annual basis by Aga Khan Youth and Sports Board by December 31 of the year following the last update.***

The challenge of choice is moral and individual, but meaningful in a social context. For while personal morality is a paramount demand of faith, Islam envisions a social order which is sustained by the expectation of each individual's morally just conduct towards others. The function of ethics is to foster self-realization through giving of one's self, for the common good, in response to God's benevolent majesty.

– Aga Khan Development Network: An Ethical Framework

PREAMBLE

The Aga Khan Youth and Sports Board of Canada (AKYSB) Code of Conduct outlines the behavior expected from all people connected with the Youth and Sports Board in all regions in Canada. All individuals have a responsibility to act according to the highest standards of integrity, and to conduct themselves in a manner consistent with the ethics and values of Shia Ismaili Islam.

The Aga Khan Youth and Sports Board is focused on nurturing resiliency within our youth to develop strong, confident and capable young adults able to confront any challenge they may face. This includes the ability to form relationships (social competence), to problem solve (metacognition), to develop a sense of identity (autonomy), and to plan and hope (a sense of purpose and future).

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I. AKYSB OBJECTIVES

The AKYSB Objectives are as follows:

- ❖ All Ismaili youth will be physically, mentally and emotional healthy.
- ❖ All Ismaili youth will have a strong sense of identity, be able to articulate the values of and be ambassadors of Shia Ismaili Islam.
- ❖ All Ismaili Youth will feel a sense of belonging within the Ismaili community.
- ❖ All Ismaili youth will have the skills to be leaders in their discipline, within and outside the Ismaili community.
- ❖ The Canadian Jamat will be healthy and active through their participation in organized/life sports and physical activity.

In alignment with the above described objectives, the following code of conduct has been established to allow Youth and Sports Board of Canada to uphold its internal values of trust, integrity, responsibility and partnership. Everyone involved in AKYSB has a responsibility for setting the standards, making sure there is equal access and opportunity for all and that fairness and respect is upheld.

AKYSB expects all involved with the Youth and Sports Board activities to sign up to the Code of Ethics and Conduct. This Code allows us to deal with any breaches with a consistent approach. AKYSB reserves the right to determine how a participant or a group of participants will be dealt with, and to what degree, should he/she violate the following rules of conduct. Consequences may include disqualification from any AKYSB hosted activities, as deemed appropriate by AKYSB Leadership.

This Code of Conduct is a minimum standard document. Regional Youth and Sports Board Chairs have the right to add additional conduct rules based on their region-specific activity.

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II. WHO DOES THIS APPLY TO?

The generic Code of Conduct applies to everyone within AKYSB. As a volunteer, participant or spectator in any AKYSB hosted activity, you are expected to abide by the following minimum standards of conduct and behaviour and by the principles outlined below.

III. EXPECTED MINIMUM STANDARDS OF CONDUCT AND BEHAVIOUR

All individuals involved in AKYSB will, at all times:

- ❖ Respect the rights, dignity and worth of others
- ❖ Conduct themselves in a manner that takes all reasonable measures to protect their own safety and safety of others
- ❖ Protect themselves and others from verbal or physical abuse and threatening or intimidating behaviour
- ❖ Never use inappropriate language or gestures

IV. PRINCIPLES

All individuals (including multi-faith family members) involved with AKYSB, both adults and children and youth must treat everyone equally and sensitively regardless of age, disability, gender, culture or social background, sexual orientation, or political affiliation or any other personal characteristic/feature.

Zero Tolerance Policy

AKYSB is opposed to any form of violent, abusive, offensive or discriminatory behaviour and will act accordingly to individuals who do not abide by this Code of Ethics and Conduct.

At all Youth and Sports Board programs and activities, we have a Zero Tolerance Policy for illegal behaviors and those that endanger the safety and well-being of participants, volunteers, staff, parents and spectators, as well as respectful treatment of facilities being used (note that off-site facility codes are to be followed) and substance use and possession.

- 1) This policy will be in effect during the program, including events outside of the main activity associated with the program (e.g. Social events).

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- 2) In the event that an individual is found engaging in behaviours provided below, they will be asked by the AKYSB Coordinator of the program to leave the program at their own expense.
 - ❖ Verbal, physical abuse, or bullying of any other individual
 - ❖ Possession and/or use of alcohol, tobacco, and illegal substances.
 - ❖ Possession and/or use of weapons, sharp harmful objects, and offensive material.
 - ❖ Intimate or sexual behaviour with fellow participants
 - ❖ Intimate or sexual behaviour with participants.
 - ❖ Vandalism or the intentional destruction of property/equipment.
 - ❖ Theft of any kind from others.
- 3) All participants are expected to behave in a manner that is representative of the program's purpose. Verbal and/or physical harassment towards another individual is not acceptable, and use of profanity or discriminatory language will not be tolerated. Fights or disputes between participants will be dealt with in a reasonable and fair manner.
- 4) Youth and Sports Board has the right to determine consequences for this type of behavior, including being banned from an activity, banned from a facility, suspended for a longer period of time from said activity or facility. Final decisions will be made the regional AKYSB Chairperson. Individuals may appeal this decision to the National Youth and Sports Board Chairperson. All decisions at this level are final.

Please Note: There are certain infractions for which the 3-Strike Policy will not be used. If a participant is caught smoking, consuming alcohol/drugs or being abusive towards another individual, they will be sent home immediately. YSB Organizers may, if necessary, remove an individual who endangers the safety of others.
- 5) Everyone involved in AKYSB, both adults and children have a responsibility to treat everyone with dignity, respect, sensitivity and fairness. In particular, individuals should be aware of the special needs of children and adults at risk, and recognize that some face additional barriers.
- 6) Every child or youth at risk involved in AKYSB activities should be able to participate in an enjoyable and safe environment.
- 7) All volunteers of our institution, who interact with children and other vulnerable persons, are expected to perform a record check. Refer to Appendix D and E for details on the Record Check Policy.

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CODE OF CONDUCT FOR ALL PARTICIPANTS: CHILDREN, YOUTH AND ADULTS

The Aga Khan Youth and Sports Board (AKYSB) is committed to the highest standards of behaviour. Everyone taking part in AKYSB activities, whether as a participant, or a volunteer, must accept and adhere to these standards. Any violation of these standards may result in an individual being sent home. You must be aware that you are an ambassador for Ismaili Council for Canada, and take full responsibility for your actions.

Please read this Code of Conduct and understand the points set out below and agree to comply fully with them.

- ❖ I will treat others with the respect and fairness that I would like them to show me
- ❖ I will promote relationships with participants and others that are based on openness, honesty, trust and respect
- ❖ I will demonstrate proper personal/professional behaviour at all times, promoting positive role models for the participants
- ❖ I will not use foul, abusive or offensive language
- ❖ I will respect the differences between everyone in terms of age, gender, race, ethnic origin, sexual orientation or disability and I will not tolerate or be involved in discrimination of any kind
- ❖ I will not use or be under the influence of substances (drugs and alcohol) except within the named designated areas
- ❖ I will not possess, consume or supply alcohol, illegal and/or performance enhancing drugs
- ❖ I will not engage in sexual activity
- ❖ I will keep my mobile phone switched off during sessions unless invited to use as part of the session
- ❖ I will ensure my use of social networking sites promote positive images and comments of the activity
- ❖ For overnight activities, if applicable, I will not leave my designated accommodation at any time during the event, without permission from the YSB organizer.

I understand that should I not comply with this code of conduct, I will face the consequences listed in this Code of Conduct, at the discretion of the regional Youth and Sports Board Chairperson.

Participant Name

Date

Signature

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CODE OF CONDUCT FOR PARENTS, VOLUNTEERS & SPECTATORS

This Code of conduct provides details of acceptable and unacceptable behaviour, and the expectations of others in relation to good operational practices. AKYSB hopes that everyone involved will have a positive experience at the event within the parameters of this Code of Conduct.

I am aware that I am an ambassador for AKYSB and I take full responsibility for my actions. I have read this code of conduct and I understand the points set out below and agree to comply fully with them.

- ❖ I will respect the dignity and rights of every individual and promote their welfare and individual needs
- ❖ I will build and promote relationships with peers and youth that are based on openness, honesty, trust and respect
- ❖ I will display high standards of personal and professional behavior at all times, providing a positive role model for the youth (this includes my use of social networking sites)
- ❖ I will respect the differences between everyone in terms of age, gender, race, ethnic origin, nationality, political belief, sexual orientation or disability
- ❖ I will not smoke, drink alcohol or use banned substances at any AKYSB program or site
- ❖ I will not condone, or allow to go unchallenged, any form of discrimination if witnessed
- ❖ I will ensure activities are appropriate for the age, maturity, experience and ability of the individual and respect children’s opinions when making decisions about their participation in AKYSB activities
- ❖ I will respond to any concerns about a child’s or young person’s welfare, working in partnership with others in the young person’s best interests
- ❖ If a child or young person shares their concerns with me I will listen, stay calm, not make judgements or false promises and will inform the correct person in line with the reporting procedures laid down by AKYSB
- ❖ I will fully uphold the policies and regulations of AKYSB in relation to my role at the event/activity
- ❖ I will undergo the mentorship/role model training as outlined by AKYSB
- ❖ In regards to sporting events, I will treat all referees, volunteers, and players with respect. If I disagree with a referee call, I will address that person in an appropriate and respectful manner, without disrupting the activity
- ❖ I will cheer in an appropriate manner, without being vulgar or disrespectful

I understand that should I not comply with this code of conduct, I will face the consequences listed in this Code of Conduct, at the discretion of the regional Youth and Sports Board Chairperson.

Individual Name

Role (Volunteer, Parent, Spectator)

Signature

Date

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**APPENDIX A - SUBSTANCE
ABUSE POLICY**

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SUBSTANCE USE POLICY

1.0 Introduction

Recognizing the potential negative effects of alcohol and drugs, AKYSB's strategy will focus heavily on creating compassionate environments for all murids of the Imam including those who have health or social behaviours we would like to discourage. Substance use poses risks even (and, in some material instances, especially) when there is no addiction or "abuse".

We understand that individuals use harmful substances initially because they experience/perceive some benefit from them, including:

- To feel a sense of belonging
- Quick "happiness" or "enjoyment"
- To get their mind off of something distressing
- Changing the perception of environment without changing the environment, or
- Changing the perception of a symptom without changing its cause

2.0 Applicability

This policy applies to all participants of AKYSB programs, where participants are defined to include players, coaches, organizers, officials, team managers and team staff, administrators, volunteers, spectators, paid staff and contractors. This policy applies to the conduct of participants at any AKYSB activities, programs and events and includes conduct of members in activities in any way related to AKYSB and/or its members.

This policy does not contravene or supersede any federal or provincial law pertaining to the use of drugs and substances. Within the context of AKYSB programs, the stricter of either federal/provincial law or the policy statements contained herein will be adhered to.

3.0 Youth and Minors

Youth and minors (as defined by Canadian Law) are expected to comply with federal and provincial regulations pertaining to the use of drugs, alcohol, tobacco, and cannabis. Parents and legal guardians are expected to be informed on this policy

4.0 Code of Conduct

Any participant found to be in possession of a contraband substance will work collaboratively with AKYSB and Health Board Members to include/integrate, help, and protect murids of the Imam who are exposed to risks of substance use.

Where applicable, all program related sites including gaming venues and hotels must be respected as per the site requirements.

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For the purposes of this policy, the following are prohibited:

1. Possession and/or consumption of alcohol, illicit drugs, performance enhancing substances, cannabis, electronic cigarettes and/or vaporizers.
 1. Sports venues, program related functions, institutional events are for fostering jamati unity, healthy activity, and community enjoyment. In the interests of achieving these ends and out of respect for the values of our faith community, such events and all related venues must be kept free of the possession or use of harmful substances as defined by this policy
2. Distribution of drugs
 1. The distribution of all drugs, including prescription drugs, is strictly forbidden at all programs, including gaming and sports venues, program related activities (I.e. banquets, awards ceremonies), offsite program venues, and program sponsored residential venues (I.e. hotels)

5.0 Therapeutic Use

*Note that this section applies only to overnight events.

AKSYB recognizes that some substances are used for therapeutic use. Accordingly, a therapeutic use exemption (TUE) may be made for those participants with medical history demonstrating the need for regular use of such a drug. TUEs may be granted according to the following parameters:

- 1) Participants must apply for a TUE a minimum of 2 weeks prior to program participation, or as otherwise stated by the program regulations
- 2) TUE applications may require a personal statement, disclosure of the nature of drug use, and confirmation from a medical professional. The information contained in the TUE application will be kept private, as per the privacy policy of the Aga Khan Council for Canada.
- 3) TUEs will be approved at the discretion of AKYSB and/or its delegated members, and may be conditional on parameters to ensure safe use of a drug or substance

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**APPENDIX B - SPORTS CODE OF
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SPORTS CODE OF CONDUCT

1. Purpose

The purpose of this document is to outline the expectations of all participants in Aga Khan Youth and Sports Board (AKYSB) programs, including athletes, coaches, team members, volunteers and spectators. AKYSB sports programs are inclusive programs which value the safety and security of all participants (athletes, volunteers, and spectators) and tournament officials. This document is consistent and supportive of AKYSB's *Fair Play Policy* and the *Aga Khan Development Network's (AKDN) Ethical Framework*.

2. Fair Play

The over-arching principles of the *Fair Play Policy* include:

- ❖ Showing respect to all individuals
- ❖ Respecting the facility in which you play
- ❖ Showing self-control at all times
- ❖ Athletes should compete to the best of their ability within the limits of the rules.

All athletes will:

- ❖ Participate for the love and enjoyment of the game
- ❖ Play fair. Winning is without value if victory has been achieved unfairly or dishonestly
- ❖ Respect the efforts and abilities of their opponents because without them there would be no game
- ❖ Respect their team mates and do their best to be a true unified team player
- ❖ Respect all fellow athletes, captains, officials/referees, spectators, and organizers/administrators.
- ❖ Respect and play by the rules of the game. Make an effort to learn them, to understand the game better. It is just as important to understand the spirit of the rules. Rules are designed to make the game fun to play and fun to watch
- ❖ Play to Win. If you do not play to win, you are cheating your opponents, deceiving those who are watching, and also fooling yourself
- ❖ Accept Defeat with Dignity. Nobody wins all the time. Always lose graciously. Congratulate the winners with grace. Good losers earn more respect than bad winners

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3. Zero Tolerance

AKYSB has a zero tolerance policy on acts of misconduct (refer to section IV of the General Code of Conduct) including, but not limited to, physical and verbal abuse, violence, possession or consumption of alcohol, and possession or use of drugs including cannabis. This policy is designed to protect participants and other users of the program facilities from aggressive behavior, and uphold a conduct that demonstrates respect for fellow athletes, participants, and organizers.

3.1. Acts of Misconduct

The following acts of misconduct will be subject to immediate discipline at the discretion of AKYSB and the program organizers.

- 1) Verbal abuse and abusive language
 - a) Applicable to all dialects – any participant verbally abusing another participant or tournament official, or using abusive or derogatory language, will be ejected from the game, and may be ejected from all tournament activities and venues.
- 2) Interference with play or with tournament officials from carrying out their duties
 - a) Any participant found to be interfering with play or with tournament officials, referees, and volunteers will be ejected from the tournament and may be ejected from all tournament activities and venues.
- 3) Physical abuse and fighting
 - a) There shall be no fighting whatsoever between players, teams, coaches, managers, referees, officials, volunteers, and/or spectators. Anyone involved in fighting or deemed to have physical contact with the intent to injure another person will at minimum be immediately ejected from the tournament, regardless of the severity of the altercation. This policy is applicable at all times during the tournament, both in and out of the course of play and at non-gaming sites including hotels.
 - i) Additional safety and/or disciplinary actions, like removal from the facility, may be taken depending on the circumstance.
 - ii) Where applicable, any fighting in the person's final/last game will at minimum result in immediate ejection from the current game, and that person sitting out for the entire first day of the following year's tournament.

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- b) Team(s)/player(s)/coach(es)/manager(s) shall not be involved or participate in bench brawls. One (or more) person (people) leaving the bench during the game to join a misconduct related situation on the field, regardless of intent and actions of that (those) individual(s), will be deemed as a bench brawl. Any team deemed to have participated in a bench brawl will be subject to the following at a minimum, regardless of how many people from the bench were involved:
 - i) Entire team disqualified from their current game
 - ii) Entire team disqualified from their next game
 - iii) If the bench brawl occurred in the team's final/last game of the tournament, then every player on the team must sit out for the entire first day of the following year's tournament, even if they are on different teams in the following year's tournament

- 4) Harassment, including perceived or real threats to safety
 - a) Any form of discrimination on the basis of color, religion, national origin, socio-economic disposition, sexual orientation, or in the form of neglect, is not tolerated.

 - b) Any form of harassment, including perceived or real safety threat to another participant or tournament official will result in the participant being ejected from the tournament, all tournament activities and venues and, at the discretion of AKYSB, may result in denial of entry for future AKYSB sponsored tournaments.

3.2. Reporting Incidents

All participants should avoid any unsafe behavior. If a participant witnesses any hostile behavior between individuals, including arguments or fights, it is incumbent on them to report the altercation to the volunteers.

Any situation that causes harm to an individual, the facility, or equipment should also be brought to the attention of the volunteers. In case of an emergency, call 911.

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4. Discipline

AKYSB and its delegated members, reserve the right to review any misconduct, fights, and/or act of unsportsmanlike behaviour and enforce discipline. Disciplinary measures will be decided and enforced at the discretion of the AKYSB and its delegates. Failure of any player(s), coach(es), or team(s) to comply with the disciplinary measures in the aforementioned circumstances will result in indefinite suspension from the tournament.

Additional safety and/or disciplinary actions, like removal from the facility, may be taken on a case-by-case basis, for each individual, depending on the circumstance. The above penalties may be applied to situations occurring in between games. This will be determined on a case-by-case basis by the organizers and/or AKYSB.

5. Rules and Regulations

5.1. Eligibility

All athletes must have one form of government issued photo ID, with them at all times. Failure to produce these on demand at a game may render the athlete ineligible.

5.2. Authority of Referees

Officials/Referees will apply the rules of the game with consistency, courtesy, and firmness, maintaining impartiality at all times. Officials/Referees have complete discretion to assess any in-game penalties, as they deem appropriate. All In-game decisions made a by the

Official/Referee decisions are final and effective immediately. Furthermore, all in-game decisions made by the Official/Referee are not subject to appeal.

The Official/Referee has the authority to suspend or temporarily halt any game for perceived or real safety considerations either to the participants, the spectators, or to the Referee and his/her assistants.

Only the appointed Captains and Coaches are permitted to talk to the Official/Referee. Abuse – verbal or physical – toward the Official/Referee or his/her assistants by any one will not be tolerated and will result in the participant or team being ejected from the tournament and all tournament activities and venues.

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5.3. Uniforms

Advertising, images, words, or logos that do not align with the ethic of our faith will not be permitted on any article of clothing worn by participants during competition including warm-ups and practice time at tournament sites and venues.

The Official/Referee has the discretion to deny athletes the right to compete if they are not in uniform and/or are deemed to be wearing offensive or inappropriate clothing until that article of clothing is replaced.

5.4. Medical Clearance

In the event that an athlete is injured at any point during the tournament, on or off the field/court, the athlete must be cleared by the host a medical professional before they can resume playing. The athlete must present the field marshal or organizing team with written clearance, as provided by a medical professional, before being allowed back on the field/court.