

BLACK TUSK NORDIC EVENTS SOCIETY CODE OF CONDUCT AND ETHICS POLICY

Definitions

The following terms have these meanings in this Policy:

a) “Individuals” – All categories of membership defined in the Black Tusk Nordic Events Society (BTNES) Bylaws, as well as all individuals engaged in activities with the BTNES, including but not limited to, athletes, coaches, race-officials, volunteers, directors, committee members, officers, managers and administrators.

Purpose

The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment within BTNES programs, activities and events, by making all Individuals aware that there is an expectation of appropriate behavior, consistent with the values of the BTNES, at all times. The BTNES is committed to providing an environment in which all individuals are treated with respect. Further, the BTNES supports equal opportunity and prohibits discriminatory practices. Individuals associated with the BTNES are expected to conduct themselves at all times in a manner consistent with the values of the BTNES that include fairness, integrity, open communication and mutual respect. Conduct that violates this Code of Conduct and Ethics may be subject to sanction pursuant to the BTNES’s policies and procedures.

Application of this Policy

This policy applies to Individuals relating to conduct that that may arise during the course of the BTNES’s business, activities and events, including but not limited to, competitions, practice sessions, training courses, travel, and any meetings. This policy applies to conduct that may occur outside of the BTNES’s business and events when such conduct adversely affects relationships within the BTNES’s work and sport environment and is detrimental to the image and reputation of the BTNES.

This code of conduct applies to all activities undertaken by the BTNES.

Responsibilities

All Individuals have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of BTNES Members and other 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 or economic status;

- ii. focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
 - iii. consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
 - iv. acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
 - v. consistently treating individuals fairly and reasonably; and
 - vi. ensuring that the rules of cross country skiing, and the spirit of such rules, are adhered to.
- b) Refrain from any behavior that constitutes harassment or assault, 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. physical or sexual assault;
 - ix. intimidation or bullying;
 - x. behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment;
 - xi. retaliation or threats of retaliation against an individual who reports harassment.
- c) Refrain from any behavior that constitutes sexual harassment or assault, 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. unwelcome sexual flirtations, advances, requests or invitations;
 - vii. persistent unwanted contact; and
 - viii. any behavior that may constitute sexual assault.
- d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
 - e) In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with BTNES events.
 - f) Respect the property of others and not willfully cause damage.
 - g) Abstain from the use of non-approved drugs and performance-enhancing substances.
 - h) Comply at all times with the Bylaws, policies, rules and regulations of the BTNES, as adopted and amended from time to time.
 - i) Adhere to all Federal, Provincial, Municipal or host country laws.

Officials

In addition to the above, Officials will have additional responsibilities to:

- a) Be fair and objective.
- b) Avoid situations which a conflict of interest may arise.
- c) Make independent judgments.

Approved Sept 7, 2020

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