

## Code of Conduct Policy

### *Policy Guidelines*

This policy outlines expectations of all Board members, Member Districts, employees, participants, coaches, officials, and volunteers to conduct themselves in a manner that supports and promotes the ideals of the OSGA.

### *Participants:*

Our participants register with the OSGA and take part in Games put on at the District, Provincial, or National level.

Participants are expected to adhere to the Fair Play process:

1. Always recognize the rights and abilities of other competitors.
2. Offer positive and helpful support to teammates and officials.
3. Respect and play within the rules of the event and the organization.
4. Respect the ruling(s) of officials and event organizers in regard to the game, venues, tournament style, etc.
5. Offer suggestions and criticism in terms that are positive and productive.
6. Be gracious in both victory and defeat.
7. Support and obey all Federal, Provincial and Municipal laws.
8. Adhere to and respect OSGA policies.
9. Recognize that betting or gambling either by word or deed is not permitted.
10. Encourage and support the ideals of fun, mental and physical activity always.
11. Avoid negative behaviors that are unsportsmanlike, disruptive, disrespectful, abusive, racist, or sexist.

### *Volunteers:*

Our volunteers encompass a large group of our organization who make the OSGA programs possible. Volunteers are defined as anyone offering their time and effort to assist the OSGA run their programming. This may consist of, but is not limited to, District committees, conveners, committee members, and Games volunteers.

Volunteers are expected to:

1. Promote the OSGA's Vision, Mission and Values.
2. Comply with all OSGA by-laws, policies, and procedures as well as all Federal, Provincial and Municipal laws.
3. Interact with one another, employees, and with participants in a professional, courteous, civil, dignified, respectful, fair, and equitable manner always.
4. Recognize and respect the commitment made by other volunteers, Board members & staff.
5. Aim to assist with programs to be enjoyed by yourself and all involved.
6. Avoid negative behaviors that are damaging towards the OSGA or represent unsportsmanlike behavior.
7. Never abuse their position to grant or receive preferential treatment or to request favors (e.g., gifts, payments, in kind, etc.).
8. Honor the need for confidentiality with respect to information obtained in their course of volunteering and will not disclose confidential information gained by reason of their position.

### *Board Members & Staff*

Board Members are elected to represent the Membership of the OSGA. Staff are hired by the Board of Directors and are the only paid position(s) within the OSGA.

Board Members and Staff are expected to:

1. Represent the OSGA's Vision, Mission, and Values always.
2. Comply with all OSGA by-laws, policies & procedures as well as all Federal, Provincial and Municipal laws.
3. Be honest with others.
4. Refrain from trying to influence other Board Members outside of Board meetings that might give the effect of creating factions and limiting free and open discussion.
5. Be willing to be a dissenting voice, endeavor to build on other director's ideas, offer alternative points of view as options to be considered and invite others to do so too.
6. Take the time and effort to be balanced in understanding other Board members and making oneself understood.
7. Support a decision of the Board even if your point of view was in the minority.
8. Respect the confidentiality of information brought forth through business of the Board of Directors.
9. Not disclose or discuss differences of opinion on the Board with those who are not on the Board – the board should communicate externally with "one voice".
10. Be an advocate for the OSGA and its mission wherever and whenever the opportunity arises within both professional and personally settings.