

TORONTO TRIPLE THREAT BASKETBALL CLUB CODE OF CONDUCT – ZERO TOLERANCE POLICY

STATEMENT OF PHILOSOPHY

Toronto Triple Threat Basketball Club run skills development programs and organizes teams that compete in Toronto and throughout Ontario for boys and girls ranging in age from 6 to 16. The Club is managed by volunteers who are primarily parents of children participating in our basketball programs and teams. The Club programs have been developed to offer participants an opportunity to learn basketball in a supportive atmosphere of acceptance and tolerance.

The Club supports zero tolerance of verbal, physical, emotional and sexual abuse. All relationships involving club administrators, coaches, managers, players, parents and volunteers must be based on mutual trust and respect. Any act of abuse is a betrayal of that trust. The Club will investigate and act upon all complaints or reports of inappropriate behaviour.

The club's zero tolerance policy attempts to respect diverse individual and cultural viewpoints while protecting individuals from real or perceived abuse.

Definitions of abuse:

Verbal Abuse

Verbal abuse includes remarks that are rude or threatening in nature and that tend to demoralize or demean another person. Words that degrade another person constitute a form of verbal abuse. Verbal abuse includes racial or ethnic insults. All complaints of verbal abuse will be investigated by the club and may be reported to police with the consent of the victim or, in the case of a minor, a parent.

Physical Abuse

Physical abuse refers to inappropriate behavior such as punching, pushing, slapping, kicking, spitting or pinching another individual. All complaints of physical abuse will be investigated by the club and may be reported to police.

Emotional Abuse

Emotional abuse signifies the lack of sensitivity on the part of anyone associated with the Club towards another individual. In particular, Club officials (administrators, coaches and managers) should be aware of the power that is inherent in such positions and strive for sensitivity in dealing with individuals in positions of supervision (players and Club volunteers) and with parents. Emotional abuse includes racial or ethnic insults. All complaints of emotional abuse will be investigated by the Club.

Sexual Abuse

Sexual shall be defined as:

- a. sexual intercourse or other forms of physical sexual relations between at least one individual associated with the Club and another person where the activity is not consensual;
- b. any and all sexual intercourse or other forms of sexual relations with a minor;
- c. touching of a sexual nature; and

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- d. behaviour or remarks of a sexual nature.

All complaints of sexual abuse will be investigated by the Club and may be reported to the police.

GENERAL REPORTING GUIDELINES AND PROCEDURES

- Violations of the Code of Conduct should be reported immediately to the Club by victims or those close to them (i.e., a parent, a team-mate, a coach, etc.).
- A complaint can be communicated in writing or verbally to a Club official. Depending on the nature of the complaint, the Club official may contact the police if the individual alleging abuse has not already done so.
- The Club Executive will appoint a designate or designates to investigate a complaint. The designate(s) may require additional information including information in writing from the complainant(s). The designate(s) will report their findings and to the Club Executive who will review these findings and will take whatever action it deems necessary. The individual whose conduct is deemed to have contravened the Zero Tolerance policy may appeal this decision to the Club Executive by asking the Executive to re-consider their decision. The Club Executive's decision relating to any such appeal is final.
- Individual(s) who are charged with a criminal offence involving Club-related incidents shall be immediately suspended from the Club pending resolution of the charges. No further investigation or hearing shall take place while an individual is facing criminal charges for Club-related incidents. Club members who are convicted of a Criminal Code of Canada offence are subject to immediate suspension/removal from the Club.
- Any individual who is convicted of a criminal offence resulting from sexual or physical abuse shall be banned for life from the Club.
- Individual(s) who violate the zero tolerance policy for non-criminal activities may apply for re-instatement to the club in writing one month prior to the end of a time specified penalty. Any decision of the Club Executive in this regard is final.

APPLICATION

This Code of Conduct applies to:

- All club officials
- All coaches
- All managers
- All players
- All parents/guardians
- All volunteers