

QUEER DODGEBALL TORONTO

CODE OF CONDUCT AND ETHICS

Purpose

1. The purpose of this Code of Conduct ("Code") is to ensure a safe and positive environment within Queer Dodgeball Toronto programs, activities, and events, by making all Individuals aware that there is an expectation, always, of appropriate behavior consistent with the values of Queer Dodgeball Toronto, as set out in section 2 of this Code.
2. Queer Dodgeball Toronto is committed to providing an environment in which all individuals are treated with respect. Queer Dodgeball Toronto supports equal opportunity and prohibits discriminatory practices. Individuals are expected to always conduct themselves in a manner consistent with Queer Dodgeball Toronto values that includes accountability, excellence, collaboration, intentionality, sustainability, integrity, and respect.

Scope and Application

3. This Code applies to conduct that may arise during Queer Dodgeball Toronto business, activities, and events; including but not limited to, office environment, competitions, practices, tournaments, training clinics, social media, travel, and any work- related meetings.
4. This Code applies to Individuals active in the sport or who have retired from the sport where any claim regarding a potential breach of this Code occurred when the Participant was active in the sport.
5. An Individual who violates this Code may be subject to sanctions which include yellow or red cards, removal from games for a set amount of time, or permanent removal from the league.
6. An employee, volunteer, or player of Queer Dodgeball Toronto found to have engaged in acts of violence or harassment against any other employee, worker, contractor, member, customer, supplier, client or other third party at any event of Queer Dodgeball Toronto, will be subject to appropriate disciplinary action as outlined in this document.
7. This Code also applies to the conduct of Individuals that may occur outside of Queer Dodgeball Toronto's business, activities, events, and meetings when such conduct adversely affects relationships within Queer Dodgeball Toronto (and its work and sport environment) and is detrimental to the image and reputation of Queer Dodgeball Toronto. Such applicability will be made by Queer Dodgeball Toronto in its sole discretion.

Definitions

8. The following terms have these meanings in this Code:

8.1. **“Abuse”** – Includes Psychological Maltreatment, Physical Maltreatment, Neglect, and/or manipulation of Participants by Persons in Authority.

8.2. **“Discrimination”** – Differential treatment of an individual based on one or more prohibited grounds which include race, citizenship, national or ethnic origin, color, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability.

8.3. **“Harassment”** – A course of vexatious comment or conduct against an Individual or group, which is known or ought to reasonably be known to be unwelcome. Types of behavior that constitute Harassment include, but are not limited to:

8.3.1. Written or verbal abuse, threats, or outbursts.

8.3.2. The display of visual material which is offensive or which one ought to know is offensive in the circumstances.

8.3.3. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts.

8.3.4. Racial harassment, which is racial slurs, jokes, name calling, or insulting behavior or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin.

8.3.5. Leering or other suggestive or obscene gestures.

8.3.6. Condescending or patronizing behavior, which is intended to undermine self- esteem, diminish performance, or adversely affect working conditions.

8.3.7. Practical jokes which cause awkwardness or embarrassment, endanger a person’s safety, or negatively affect performance.

8.3.8. Hazing, which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior- ranking individual by a more senior individual, which does not contribute to either individual’s positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individuals’ willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team, or ability.

8.3.9. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing.

8.3.10. Deliberately excluding or socially isolating a person from a group or team.

8.3.11. Persistent sexual flirtations, advances, requests, or invitations.

8.3.12. Physical or sexual assault.

8.3.13. Behaviors such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment; and

8.3.14. Retaliation or threats of retaliation against a person who reports harassment to Queer Dodgeball Toronto.

8.4. **“Individuals”** – All categories of membership within Queer Dodgeball Toronto, as well as all individuals engaged in activities with Queer Dodgeball Toronto, including but not limited to leagues, clubs, players, captains, referees, volunteers, committee members, directors and officers of Queer Dodgeball Toronto, and spectators of Queer Dodgeball Toronto events.

8.5. **“Neglect”** – Any pattern or a single serious incident of lack of reasonable care, inattention to a Participant’s needs, nurturing or well- being, or omissions in care. Neglect is determined by the objective behavior, but the behavior must be evaluated with consideration given to the Participant’s needs and requirements, not whether harm is intended or results from the behavior. (Neglect is also a prohibited behavior listed under the definition of Maltreatment)

8.6. **“Participants”** – All categories of individual membership within Queer Dodgeball Toronto, as well as all individuals engaged in activities with Queer Dodgeball Toronto, including but not limited to players, captains, referees, directors, officers, volunteers, committee members, spectators, managers, and administrators.

8.7. **“Person in Authority”** – Any Participant who holds a position of authority within Queer Dodgeball Toronto including, but not limited to captains, instructors, referees, managers, support personnel, committee members, and Directors and Officers.

8.8. **“Physical Maltreatment”** – Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the physical well-being of the Participant. Physical Maltreatment includes, without limitation, contact or non-contact infliction of physical harm. Physical Maltreatment is determined by the objective behavior, not whether harm is intended or results from the behavior.

8.9. **“Psychological Maltreatment”** – Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the psychological well-being of the Participant. Psychological Maltreatment includes, without limitation, verbal conduct, non- assaultive physical conduct, and conduct that denies attention or support. Psychological Maltreatment is determined by the objective behavior, not whether harm is intended or results from the behavior.

8.10. **“Reporting (or Report)”** – The provision of information in writing by any person or a Participant to a League Executive regarding Maltreatment. Reporting may occur through either: (i) the Complainant or the one who experienced the

Maltreatment, or (ii) a witness – someone who witnessed the Maltreatment or otherwise knows or suspects Maltreatment. In either case, the intention of Reporting is to initiate an investigative process, which could result in disciplinary action being taken against the Respondent.

“Sexual Harassment” – A course of vexatious comment or conduct against an Individual because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome; or making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advance to the Individual and the person knows or ought reasonably to know that the solicitation or advance is unwelcome. Types of behavior that constitute sexual harassment include, but are not limited to:

- 8.10.1. Sexist jokes.
 - 8.10.2. Threats, punishment, or denial of a benefit for refusing a sexual advance.
 - 8.10.3. Offering a benefit in exchange for a sexual favor.
 - 8.10.4. Demanding hugs.
 - 8.10.5. Bragging about sexual ability.
 - 8.10.6. Leering (persistent sexual staring).
 - 8.10.7. Sexual assault.
 - 8.10.8. Display of sexually offensive material.
 - 8.10.9. Distributing sexually explicit messages or attachments such as pictures or video files.
 - 8.10.10. Sexually degrading words used to describe an Individual.
 - 8.10.11. Unwelcome inquiries into or comments about an Individual’s gender identity or physical appearance.
 - 8.10.12. Inquiries or comments about an Individual’s sex life.
 - 8.10.13. Persistent unwanted attention after a consensual relationship ends.
 - 8.10.14. Persistent unwelcome sexual flirtations, advances, or propositions.
 - 8.10.15. Persistent unwanted contact.
- 8.11. **“Sport Environment”** – Any place where Queer Dodgeball Toronto business or activities are conducted. The sport environment includes but is not limited to Queer Dodgeball Toronto games, sanctioned events, clinics, meetings, travel associated with Queer Dodgeball Toronto, and Queer Dodgeball Toronto office environments.
- 8.12. **“Workplace”** – Any place where business or work-related activities are conducted. Workplaces include but are not limited to, Queer Dodgeball Toronto offices, work-related travel, the training and competition environment, and work-related conferences or training sessions.
- 8.13. **“Workplace Harassment”** – Vexatious comment or conduct against a worker

in a Workplace that is known or ought reasonably to be known to be unwelcome. Workplace harassment should not be confused with legitimate, reasonable management actions that are part of the normal work/training function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions. Types of behavior that constitute Workplace Harassment include, but are not limited to:

8.13.1. Bullying.

8.13.2. Workplace pranks, vandalism, bullying, or hazing.

8.13.3. Repeated offensive or intimidating phone calls or emails.

8.13.4. Inappropriate sexual touching, advances, suggestions, or requests.

8.13.5. Displaying or circulating offensive pictures, photographs, or materials in printed or electronic form.

8.13.6. Psychological abuse.

8.13.7. Excluding or ignoring someone, including persistent exclusion of a person from work-related social gatherings.

8.13.8. Deliberately withholding information that would enable a person to do their job, perform, or train.

8.13.9. Sabotaging someone else's work or performance.

8.13.10. Gossiping or spreading malicious rumors.

8.13.11. Intimidating words or conduct (offensive jokes or innuendos).

8.13.12. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning.

8.14. **“Workplace Violence”** – the use of or threat of physical force by a person against a worker in a Workplace that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker in a Workplace that could cause physical injury to the worker; or a statement or behavior that is reasonable for a worker to interpret as a threat to exercise physical force against the worker in a Workplace that could cause physical injury to the worker. Types of behavior that constitute Workplace Violence include, but are not limited to:

8.14.1. Verbal or written threats to attack.

8.14.2. Sending to or leaving threatening notes or emails.

8.14.3. Physically threatening behavior such as shaking a fist at someone, finger pointing, destroying property, or throwing objects.

8.14.4. Wielding a weapon in a Workplace.

8.14.5. Hitting, pinching or unwanted touching which is not accidental.

8.14.6. Dangerous or threatening horseplay.

8.14.7. Physical restraint or confinement.

8.14.8. Blatant or intentional disregard for the safety or wellbeing of others.

8.14.9. Blocking normal movement or physical interference, with or without the use of equipment.

8.14.10. Sexual violence.

8.14.11. Any attempt to engage in the type of conduct outlined above.

Responsibilities

9. All Individuals have a responsibility to:

9.1. Maintain and promote an inclusive sport environment for all Queer Dodgeball Toronto members and other individuals by:

9.1.1. Treating each other with the highest standards of respect and integrity.

9.1.2. Focusing comments or criticism appropriately and avoiding public criticism of players, captains, referees, organizers, volunteers, employees and members.

9.1.3. Consistently demonstrating the spirit of integrity, sport leadership and ethical conduct.

9.1.4. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory.

9.1.5. Consistently treating individuals fairly and reasonably.

9.1.6. Ensuring adherence to the rules of dodgeball and the spirit of those rules.

9.2. Refrain from any behavior that constitutes Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, Abuse, or Discrimination.

9.3. Abstain from the non-medical use of drugs, alcohol, tobacco, cannabis, cognitive- impairing substances, and any other illegal substance while inside league gyms.

9.4. Refrain from the use of power or authority to coerce another person to engage in inappropriate activities.

9.5. Respect the property of others and not willfully cause damage.

9.6. Promote dodgeball in the most constructive and positive manner possible.

9.7. Adhere to all federal, provincial, municipal and host country laws.

9.8. Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition.

9.9. Always comply with the policies, procedures, rules, and regulations of Queer Dodgeball Toronto, as adopted and amended from time to time.

Directors, Committee Members, and Staff

10. In addition to section 9 of Queer Dodgeball Toronto Code of Conduct (above), Director, Executive, and Leadership members of Queer Dodgeball Toronto will:

10.1. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Queer Dodgeball Toronto

business and the maintenance of Member confidence

10.2. Ensure that the financial affairs of Queer Dodgeball Toronto as a not-for-profit are conducted in a responsible manner with due regard for their fiduciary responsibilities.

10.3. Conduct oneself transparently, professionally, lawfully and in good faith in the best interests of Queer Dodgeball Toronto.

10.4. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism.

10.5. Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate and honest in all dealings with others.

10.6. Keep informed about the activities of Queer Dodgeball Toronto, the league community, and general trends in the sectors in which it operates.

10.7. Exercise the degree of care, diligence and skill required in the performance of their duties pursuant to the policies under which Queer Dodgeball Toronto is incorporated.

10.8. Respect the confidentiality appropriate to issues of a sensitive nature.

10.9. Ensure that all Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight.

10.10. Commit the time to attend meetings and to be diligent in preparation for, and participation in, discussions at such meetings.

10.11. Have a thorough knowledge and understanding of all Queer Dodgeball Toronto governance documents.

10.12. Conforms to the guidelines and policies approved by Queer Dodgeball Toronto, particularly this Code of Conduct.

Captains

11. In addition to section 9 of Dodgeball Canada Code of Conduct (above), captains have additional responsibilities. The captain-player relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the player. Captains must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Captains will:

11.1. Ensure a safe and positive environment by selecting activities and establishing controls that are suitable for experience, ability, and fitness level of the involved players.

11.2. Prepare players systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from

using training methods or techniques that may harm players.

11.3. Support the staff and players of a clinic, tournament, or team.

11.4. Accept and encourage players' personal goals and refer players to other captains, leadership, and players as appropriate.

11.5. Provide players with the information necessary to facilitate informed decisions that affect the player.

11.6. Act in the best interest of the player's development and well-being as a whole person.

11.7. Respect all other teams and players from other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'captaining', unless first receiving approval from the captain who is responsible for the team or player(s) involved.

11.8. Recognize the power inherent in the position of a captain and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment.

11.9. Captains have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.

11.10. Dress and conduct themselves inoffensively.

Players

12. In addition to section 9 of Dodgeball Canada Code of Conduct (above), players will have additional responsibilities to:

12.1. Report any medical problems promptly, where such problems may limit the player's ability to travel or participate.

12.2. Participate and appear on time, well-nourished and prepared to participate to one's best abilities in all games, events, and activities without putting oneself at risk.

12.3. Adhere to Queer Dodgeball Toronto's rules and requirements regarding clothing and equipment.

12.4. Never ridicule a participant for a poor performance or practice.

12.5. Act with integrity and not display appearances of violence, foul language, or gestures to other players, referees, captains, or spectators.

12.6. Act in accordance with Queer Dodgeball Toronto's policies and procedures and when applicable, additional rules as outlined by captains and leadership.

Referees & Game Managers

13. In addition to section 9 of Queer Dodgeball Toronto's Code of Conduct (above), referees and game managers will have additional responsibilities to:
 - 13.1. Maintain and update their knowledge of the rules and rules changes.
 - 13.2. Work within the boundaries of their position's description while supporting the work of other referees.
 - 13.3. Take ownership of actions and decisions made while officiating.
 - 13.4. Respect the rights, dignity, and worth of all Individuals.
 - 13.5. Not publicly criticize other referees, captains, or any Individuals.
 - 13.6. Assist with the development of less-experienced referees.
 - 13.7. Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of Queer Dodgeball Toronto, players, captains, and other referees and game managers.
 - 13.8. Perform an assignment to referee at a match with the intent to honor that commitment. If, for any reason, one is unable to attend, let league leadership know promptly to make alternative arrangements.
 - 13.9. Be fair, equitable, considerate, independent, honest, and objective.
 - 13.10. When writing reports, record information as accurately as possible.
 - 13.11. Avoid situations in which a conflict of interest may arise.
 - 13.12. Be as impartial, unobtrusive and inconspicuous as possible.
 - 13.13. Conduct all events according to the rules of Queer Dodgeball Toronto.

Review and Approval

14. The policy was approved and reviewed by Queer Dodgeball Toronto leadership.

Amendments

DATE	CHANGE
August 9th, 2025	Language changed to reflect rebrand (Queer Dodgeball Toronto / QDT to Queer Dodgeball Toronto / QDT)
January 22nd, 2025	Document Created.