



Code of Conduct Policy

Purpose

The purpose of this policy is to ensure a safe and positive environment within Dodgeball Manitoba programs, activities, and events by outlining the expectations that all Participants will refrain from any prohibited behaviour and comply with the expectations set out in this policy at all times¹.

Scope

This policy applies to players, referees, match officials, ball retrievers, coaches, and assistant coaches (“participants”).

It applies to participants when engaging in a Dodgeball Manitoba hosted events, programs or activities such as a tournament or a social gathering. Members are expected to adhere to this Code of Conduct both on and off the court.

This policy applies to Participants’ behaviour outside of the business, programs, activities, and Events of Dodgeball Manitoba when such conduct adversely affects the relationships (and the work and sport environment) and/or is detrimental to the image and reputation of the Dodgeball Manitoba. Such applicability will be determined by the Dodgeball Manitoba Board of Directors, at its sole discretion.²

Policy

Participants are prohibited from the following:

- Fighting, attempting to assault another participant, or any uninvited physical contact
- Discriminatory comments on a person’s sex, gender, sexual orientation, race, religion, ethnicity, age, or any other form of discrimination
- Taunting intended to provoke or escalate conflict
- Throwing a ball at another player despite having been clearly rendered out
- Physical, sexual or psychological abuse
- Grooming for the purpose of sexual abuse

¹ Amended from *Safe Sport Policy Manual: Code of Conduct and Ethics Policy* Version 1.2

² Amended from *Safe Sport Policy Manual: Code of Conduct and Ethics Policy* Version 1.2



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- Intentionally causing pain or throwing a ball excessively hard at close distance at another player's face (ie both standing at the line)
- Foul language directed at opposing teams, referees, ball retrievers, organizers
- Attempting to undermine the referee's authority and influence their decision
- Kicking or spiking the ball
- Engaging in gossip or spreading of rumours meant to tarnish the reputation of a team or participant or to influence a decision or outcome
- Cheating or violating the rules
- Causing unreasonable delay to the Match
- Causing **overt** distraction to players on the court
- Retaliation in any form
- Interference or manipulation of any processes (e.g. Formal Complaint Handling and Resolution process)

Additional Expectations³

In addition, participants are expected to adhere to certain standards of behaviour and expectations. Any failure to respect these expected standards of behaviour by a Participant may constitute a breach of this policy and be subject to the Code of Conduct Violations Policy.

Participants are expected to:

- A. Maintain and enhance the dignity and self-esteem of other Participants by:
 - i. Treating each other with the highest standards of fairness, honesty, respect, and integrity;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of players. Coaches, officials, organizers, volunteers, employees, or other participants;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
 - iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory; and
 - v. Ensuring adherence to the rules of the sport and the spirit of those rules.
- B. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- C. Respect the property of others and not wilfully cause damage

³ Amended from *Safe Sport Policy Manual: Code of Conduct and Ethics Policy* Version 1.2



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- D. Respect the judgement of referees and organizers
- E. Promote sport in the most constructive and positive manner possible
- F. Not offer or receive any benefit which is intended to manipulate the outcome of a competition or try-out. A benefit includes the direct or indirect receipt of money or anything else of value, including but not limited to bribes, gains, gifts, preferential treatment, and other advantages
- G. Adhere to all federal, provincial/territorial, municipal and host provincial laws
- H. Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of Dodgeball Manitoba, as applicable and as adopted and amended from time to time
- I. Report any ongoing criminal investigation, conviction, or existing bail conditions involving a Participant to Dodgeball Manitoba, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or Prohibited Substance or Prohibited Method
- J. Understand that while the matches have a referee, the game is still to use the honour system and if a player is hit they must remove themselves from the court and should not wait to be called out by the referee or match official (players who remain on the court after clearly being rendered out and waits to be called out by an official will be in breach of the honour system)

Retaliation

It is a breach of the policy for any Participant to engage in any act that threatens or seeks to intimidate another Participant with the intent of discouraging that Participant from filing, in good faith, a complaint. It is also a breach of this policy for Participants to remove opportunities, privileges, or any other benefit from a Participant who has filed a complaint against them or to file a complaint for the purpose of retaliation, retribution, or reprisal against any other Participant.⁴

Violations

Violations as described in this policy will be handled in accordance with the Code of Conduct Violations Policy and when necessary the Formal Complaints and Resolution Policy.

⁴ Amended from *Safe Sport Policy Manual: Code of Conduct and Ethics Policy* Version 1.2



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Revision History			
Version	Date	Writer	Description of Changes
1.0	December 31, 2018	Mitch Janzen	
2.0	January 2022	Kahleigh Krochak	
3.0	May 25, 2026	Marlise Yarjau	Removal of shirt catches, as this is a rule. Simply language regarding cheating. Removed language regarding penalties for code violations. Adding retaliation sections and additional expectations section.