



Code of Conduct and Ethics

Version:	May 20, 2026
Approved by Board of Governors:	June 22, 2026
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The Organization(s) has adopted the [UCCMS](#), as amended from time to time, provided at Appendix A, which shall be incorporated into the Code by reference as if set out in full herein.

Any modifications or amendments made to the UCCMS by the relevant functions of the SIC shall come into effect immediately ¹.

Definitions

1. [Defined terms](#) used in the *Code of Conduct and Ethics* include:

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|---|---|
| a) <i>Athlete</i> | k) <i>Minor</i> |
| b) <i>Athlete Support Personnel</i> | l) <i>Misconduct</i> |
| c) <i>Bullying</i> | m) <i>Organization(s)</i> |
| d) <i>Code</i> | n) <i>Organizational Participant(s)</i> |
| e) <i>CSSP</i> | o) <i>Personal Information</i> |
| f) <i>CSSP Participant</i> | p) <i>Prohibited Behaviour</i> |
| g) <i>Harass or Harassment</i> | q) <i>Prohibited Method</i> |
| h) <i>Maltreatment</i> | r) <i>Prohibited Substance</i> |
| i) <i>Member Association</i> | s) <i>Power Imbalance</i> |
| j) <i>Member Curling Club or Facility</i> | t) <i>Sanctioned Competition</i> |

¹ It is important to note that the *Code* applies to all *Organizational Participants*, but not all *Organizational Participants* are *CSSP Participants* who are subject to the *CSSP* under the *CSSP Rules*.

u) *Sport Integrity Canada (SIC)*
UCCMS

v) *Workplace Harassment*
w) *Workplace Violence*

Purpose

2. The purpose of the *Code* is to ensure a safe and positive environment within the *Sanctioned Competitions*, programs, business, activities, and events of the *Organization(s)* by making all *Organizational Participants* aware that there is an expectation, at all times, of appropriate behaviour consistent with the *Organization(s)*'s core values, mission, and policies.
3. The *Organization(s)* supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals can safely participate in sport and are treated with respect and fairness.

Application – General

4. The *Code* applies to any *Organizational Participant's* conduct during the *Sanctioned Competitions*, programs, business, activities, and events of the *Organization(s)* including, but not limited to, competitions, practices, evaluations, treatment, or consultations (i.e., massage therapy), training camps, travel associated with organizational activities, the office environment, social events and any meetings.
5. The *Code* also applies to *Organizational Participants'* conduct outside of the *Sanctioned Competitions*, programs, business, activities, and events of the *Organization(s)* when such conduct adversely affects the *Organization(s)*'s relationships (and the work and sport environment) or is detrimental to the image and reputation of the *Organization(s)*. Such applicability will be determined by the *Organization(s)* at their sole discretion.
6. In addition, the *Code* will apply to incidents that occur when the *Organizational Participants* involved interact due to their mutual involvement in the sport or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the *Organizational Participant(s)*.
7. The *Code* applies to *Organizational Participants* active in the sport or who have retired from the sport of curling where any claim regarding a potential breach of the *Code* occurred when the *Organizational Participants* were active in the sport.

Prohibited Behaviours

8. All *Organizational Participants* must refrain from any behaviour that constitutes a *Prohibited Behaviour* as defined by the *UCCMS* and the *Code*.
9. *Organizational Participants* are responsible for knowing what actions or behaviours constitute *Prohibited Behaviours* and *Maltreatment*.
10. *Prohibited Behaviours* under the *UCCMS* include, but are not limited to:
 - a) Physical *Maltreatment*
 - b) Psychological *Maltreatment*
 - c) Neglect
 - d) Sexual *Maltreatment*
 - e) Grooming
 - f) Boundary Transgressions
 - g) Discrimination
 - h) Subjecting to the Risk of *Maltreatment*
 - i) Failing to Report
 - j) Aiding and Abetting
 - k) Retaliation
 - l) Interference with or Manipulation of Process
 - m) False Reports
11. In addition to the *Prohibited Behaviours* as defined by the *UCCMS*, this *Code* sets out other expected standards of behaviour and conduct for all *Organizational Participants*, and any failure to respect these expected standards of behaviour by an *Organizational Participant*, or any other conduct standard established by the *Organization(s)*, may constitute a breach of the *Code*. In addition, the following behaviours also constitute breaches of the *Code*:
 - a) *Bullying*
 - b) *Harassment*
 - c) *Workplace Harassment*
 - d) *Workplace Violence*

Responsibilities of all Organizational Participants

12. All *Organizational Participants* have a responsibility to:

- a) refrain from any behaviour that constitutes *Maltreatment* and *Prohibited Behaviour* under the *Code*, the *UCCMS* and other conduct standards established by the *Organization(s)*;
- b) maintain and enhance the dignity and self-esteem of other *Organizational Participants* by:
 - i. treating each other with the highest standards of respect and integrity;
 - ii. focusing comments or criticism appropriately and avoiding public criticism of *Athletes* or other *Organizational Participants*;
 - iii. consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
 - iv. consistently treating individuals fairly and reasonably; and
 - v. ensuring adherence to the rules of the sport and the spirit of those rules.
- c) refrain from the use of power or authority to coerce another person to engage in inappropriate activities;
- d) refrain from consuming tobacco products, cannabis or recreational drugs while participating in the programs, activities, competitions, or *Sanctioned Competitions of the Organization(s)*;
- e) in the case of *Minors*, not consume alcohol, tobacco, cannabis or recreational drugs at any competition or *Sanctioned Competition*;
- f) refrain from knowingly associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by *SIC*.
- g) in the case of individuals who are not *Minors*, not consume cannabis in the *Workplace* or in any situation associated with the *Sanctioned Competitions of the Organization(s)* (subject to protections under applicable human rights legislation), not consume alcohol during training, competitions, or in situations

where *Minors* are present, and take reasonable steps to manage the responsible consumption of alcohol and cannabis in adult-oriented social situations;

- h) when driving a vehicle:
 - i. have a valid driver's license;
 - ii. obey traffic laws;
 - iii. not be under the influence of alcohol or illegal drugs or substances;
 - iv. have valid car insurance; and
 - v. refrain from engaging in any activity that would constitute distracted driving.
- i) respect the property of others and not wilfully cause damage;
- j) promote sport in the most constructive and positive manner possible;
- k) refrain from engaging in deliberate behaviour which is intended to manipulate the outcome of a competition, and/or not offer, receive or refrain from offering or receiving any benefit which is intended to manipulate the outcome of a competition. 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;
- l) refrain from engaging in deliberate behaviour which is intended to manipulate the outcome of a para-classification and/or not offer, receive or refrain from offering or receiving any benefit which is intended to manipulate the outcome of a para-classification. 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;
- m) adhere to all applicable federal, provincial/territorial, municipal and host country laws; and
- n) comply, at all times, with the By-laws, policies, procedures, and rules and regulations of the *Organization(s)* and those of any other sport organization with authority over the *Organizational Participants*, as applicable and as adopted and amended from time to time.

Directors, Committee Members, and Employees

13. In addition to section 12 (above), Directors, committee members, and employees of the *Organization(s)* have additional responsibilities to:
- a) function primarily as a Director or Governor, committee member or staff member of their respective *Organization(s)* (as applicable) and ensure to prioritize their loyalty to their *Organization(s)* (and not to any other organization or group) while acting in their role;
 - b) act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of an *Organizational Participant's* confidence;
 - c) ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
 - d) comply with their obligations under the *Screening Policy*, including understanding ongoing expectations under the *Screening Policy* and fully cooperating in the screening process;
 - e) conduct themselves openly, professionally, lawfully and in good faith;
 - f) be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism influence their decision-making on behalf of the *Organization*;
 - g) exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws;
 - h) maintain required confidentiality of organizational information;
 - i) commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings;
 - j) have a thorough knowledge and understanding of all governance documents; and
 - k) recognize that certain obligations of a Director's or Governors may extend after a person's term in accordance with the relevant bylaws and applicable federal, provincial or territorial legislation.

Athlete Support Personnel

14. In addition to section 12 (above), *Athlete Support Personnel* have additional responsibilities.
15. *Athlete Support Personnel* must understand and respect the inherent *Power Imbalance* that exists in this relationship and must not abuse it, either consciously or unconsciously.
16. *Athlete Support Personnel* will:
 - a) avoid any behaviour that abuses the *Power Imbalance* inherent in the coaching position of the *Athlete Support Personnel*;
 - b) ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the *Athletes*;
 - c) prepare *Athletes* systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm *Athletes*;
 - d) avoid compromising the present and future health of *Athletes* by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of *Athletes*' medical and psychological treatments;
 - e) support the *Athlete Support Personnel* of a training camp, provincial/territorial team, or national team should an *Athlete* qualify for participation with one of these programs;
 - f) comply with all established responsibilities and obligations as set out by the *Athlete Support Personnel*'s professional governing association or order, if any;
 - g) accept and promote *Athletes*' personal goals and refer *Athletes* to other coaches and sport specialists as appropriate;
 - h) provide *Athletes* (and the parents/guardians of *Minor Athletes*) with the information necessary to be involved in the decisions that affect the *Athlete*;
 - i) act in the best interest of the *Athlete*'s development as a whole person;

- j) comply with their obligations under the *Screening Policy*, including understanding ongoing expectations under the *Code* and fully cooperating in the screening process;
- k) under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances or prohibited methods and, in the case of *Minors*, *Minor Athletes*, alcohol, cannabis, and/or tobacco;
- l) respect *Athletes* and, in dealings with them, not encroach upon topics or take actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the *Athletes*;
- m) when a *Power Imbalance* exists, not engage in a sexual or intimate relationship with an *Athlete* of any age;
- n) disclose to the *Organization(s)* (as applicable) any sexual or intimate relationship with an *Athlete* over the age of majority and, if requested by the *Organization(s)*, immediately discontinue any coaching involvement with that *Athlete*;
- o) take appropriate measures to protect the present and future health of *Athletes* by appropriately communicating and cooperating with sport science and sport medicine professionals in the diagnosis, treatment, and management of *Athletes'* medical and psychological treatments, including when discussing optimal nutritional strategies or weight control methods for junior-aged *Athletes* and above (19 + years of age). Dieting and other weight control methods are not permitted for *Athletes* 19 years of age and younger;
- p) recognize the power inherent in the position of *Athlete Support Personnel* and respect and promote the rights of all *Organizational Participants* in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. *Athlete Support Personnel* in a coaching relationship coaches have a special responsibility to respect and promote the rights of *Organizational Participants* who are in a vulnerable or dependent position and less able to protect their own rights; and
- q) dress professionally and use appropriate language, considering the audience being addressed (e.g., the age/maturity of the individuals).

Athletes

17. In addition to section 12 (above), *Athletes* will have additional responsibilities to:

- a) follow their *Athlete* agreement (if applicable);
- b) report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete;
- c) participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations;
- d) properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason;
- e) adhere to any rules and requirements regarding clothing, professionalism, and equipment; and
- f) act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by *Athlete Support Personnel*.

Officials

18. In addition to section 12 (above), officials will have additional responsibilities to:

- a) maintain and update their knowledge of the rules and rules changes;
- b) not publicly criticize other *Organizational Participants*;
- c) adhere, at all times, to the rules of their international and domestic federation as well as any other sporting organization that has relevant and applicable authority;
- d) place the safety and welfare of competitors, and the fairness of the competition above all else;
- e) strive to provide a fair sporting environment and, at no time, engage in *Misconduct, Maltreatment or Prohibited Behaviour* toward any person on the field of play under any applicable policy of an *Organization*;
- f) respect the terms of any agreement that they enter with the *Organization(s)*;
- g) work within the boundaries of their position's description while supporting the work of other officials;

- h) act as an ambassador of the sport by agreeing to enforce and abide by national and provincial/territorial rules and regulations;
- i) take ownership of actions and decisions made while officiating;
- j) respect the rights, dignity, and worth of all *Organizational Participants*;
- k) act openly, impartially, professionally, lawfully, and in good faith;
- l) be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
- m) respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about *Organizational Participants*;
- n) comply with their obligations under the *Screening Policy*, including understanding ongoing expectations under the *Code* and fully cooperating in the screening process;
- o) honour all assignments, unless unable to do so by virtue of illness or personal emergency and, in these cases, inform a supervisor or the *Organization(s)* at the earliest possible time;
- p) when writing reports, set out the facts to the best of their knowledge and recollection; and
- q) dress in proper attire for officiating.

Parents/Guardians

19. In addition to section 12 (above), parents/guardians of *Organizational Participants* will:
- a) encourage *Organizational Participants* to compete within the rules and to resolve conflicts without resorting to hostility or violence;
 - b) condemn the use of violence in any form;
 - c) never ridicule an *Organizational Participant* for making a mistake during a competition or practice;

- d) respect the decisions and judgments of officials and encourage *Organizational Participants* to do the same;
- e) support all efforts to remove verbal and physical abuse, coercion, intimidation, and excessive sarcasm;
- f) respect and show appreciation to all competitors, and to coaches, officials and other volunteers;
- g) never *Harass Organizational Participants*, competitors, coaches, officials, or other spectators; and
- h) never encourage, aid, covert up or assist an *Athlete* in cheating through doping, competition manipulation or other cheating behaviors.

Member Associations and Adopting Member Club/Facility

20. *Member Associations* and adopting *Member Club/Facility* must:

- a) ensure that all *Athletes* and coaches participating in *Sanctioned Competitions* and events of the *Organization(s)* are registered and in good standing;
- b) appropriately screen prospective employees to help ensure *Athletes* have a healthy and safe sport environment;
- c) ensure that any possible or actual *Maltreatment, Prohibited Behaviour or Misconduct* is investigated promptly and thoroughly;
- d) enforce recognize and follow appropriate disciplinary or corrective measures when *Misconduct* has been substantiated pursuant to the *Discipline and Complaint Policy*;
- e) advise Curling Canada immediately of any situation where a *Complainant* has publicized a complaint in the media (including *Social Media*);
- f) provide Curling Canada with a copy of all decisions rendered pursuant to the *Member Association's* policies for complaints and appeals, and;
- g) implement any decisions and disciplinary sanctions imposed pursuant to Curling Canada's *Discipline and Complaints Policy*;

Anti-Doping (Applies to Curling Canada only)

21. Curling Canada adheres to the [Canadian Anti-Doping Program](#). Curling Canada will respect and uphold any sanction imposed on an Individual as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules.

Organizational Participants shall:

- a) Abstain from the non-medical use of medications or drugs or the Use of *Prohibited Substances* or *Prohibited Methods* as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force.
- b) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision, who has been found to have committed an anti-doping rule violation and is serving a period of Ineligibility imposed pursuant to the Canadian Anti-Doping Program or any other applicable anti-doping rules.
- c) Cooperate with any Anti-Doping Organization that is investigating any anti-doping rule violation(s).
- d) Refrain from any offensive conduct toward a Doping Control official or other individual involved in Doping Control, whether such conduct constitutes Tampering as defined in the Canadian Anti-Doping Program.

Retaliation, Retribution, or Reprisal

22. It is a breach of this *Code* for any *Organizational Participant* or other individual to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging that *Organizational Participant* from filing, in good faith, a complaint pursuant to any policy of the *Organization(s)*.
23. It is also a breach of the *Code* for an *Organizational Participant* or other individual to file a complaint for the purpose of retaliation, retribution, or reprisal against any other *Organizational Participant*. Any *Organizational Participant* found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

Privacy

25. The collection, use and disclosure of any *Personal Information* pursuant to this policy is subject to the *Organization's Privacy Policy*.

Appendix A - Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)

The *UCCMS*, amended from time to time, is available [here](#).