

3.0 BLACK GOLD RINGETTE CLUB CODE OF CONDUCT POLICY

3.1 Purpose The Black Gold Ringette Club seeks to ensure that all members, participants and employees are treated with respect; that everyone has equal opportunity; and that discriminatory practices are prohibited.

3.2 The following business values, along with our adherence to the True Sport principles, reflect our passion for, and our shared commitment to the sport of ringette.

- **Integrity:** We respect the rules. We take responsibility for our actions. We are committed to making fair and ethical decision for our sport.
- **Collaboration:** We welcome and appreciate different perspectives. We treat others as they would like to be treated. We focus on creating and optimal experience for all participants.
- **Excellence:** We lead the way. We ensure high quality in all that we do. We learn from our experiences, commit to continuously improve and communicate our progress.

3.3 Core Values. In alignment with the National Ringette League's core values - We believe in:

- **Innovation:** We invest wisely. We take chances and manage risks. We are stewards of the game.
- **Collaboration:** We are in this together. We include diverse perspective to enrich our experience. We purposefully create a safe and welcoming work environment.
- **Accountability:** When we live our values, we manage and lead with integrity. We operate with transparency and communicate proactively. We take responsibility for our actions and learn from our mistakes.
- **Respect:** For the game. For the rules. For our heritage. For each other.
- **Excellence:** We demand quality. We offer world leading programs and services. We bring our best to each situation.

3.4 Applicability / Principles / Requirements Black Gold Ringette Club and the National Ringette League adhere to the True Sport principles. More information on the True Sport Movement can be found at www.truesportpur.ca

The Black Gold Ringette Club (herein referred to as 'BGRC') will have a common process that players, team staff, or members may use to challenge an existing policy, suspension, or a ruling by BGRC.

The Black Gold Ringette Club follows and adheres the Ringette Alberta Policy **14.0 Code of Conduct**.

Please review this policy for Purpose, scope, definitions, principles, requirements, and compliance and consequence. <https://ringettealberta.com/wp-content/uploads/2019/06/14.0-Code-of-Conduct-June-15-2019.pdf>

Participants will comply at all times with the Constitution, Bylaws, policies, rules and regulations of Ringette Canada, Ringette Alberta, and the Black Gold Ringette Club as adopted and amended from time to time.

Conduct that violates this may be subject to sanctions pursuant to Black Gold Ringette Club policies related to discipline.

Ringette Canada has the right to take action where it determines that BGRC's actions are insufficient to maintain the Core Values. Failure to comply may make BGRC subject to sanctions pursuant to Ringette Alberta's and Ringette Canada's polices related to discipline