LIFESAVING SOCIETY CANADA
NATIONAL POLICY

SUBJECT: Lifesaving Sport Code of Conduct for Coaches and Managers	
CATEGORY: Sport	**POLICY NUMBER:**
BYLAW:	**DATE OF BOD APPROVAL:** September 14, 2026

Lifesaving Sport exists to advance the Canadian Lifesaving Society's mission to prevent drowning and reduce water-related injury, and to realize our vision of a Canada free from drowning and water-related injury. Every participant in Lifesaving Sport—athletes, coaches, managers, officials, volunteers, and staff—shares a responsibility to uphold behaviours that reflect the humanitarian purpose of our work. Our conduct, both in and out of competition, must strengthen public trust, model water safety leadership, and reinforce the values that underpin the Society.

Guided by humanitarian principles, Lifesaving Sport is committed to ethical participation that prioritizes safety, fairness, and respect. The Canadian Lifesaving Society believes sport should be conducted in a manner that is inclusive, free from harassment, abuse, discrimination, or harm, and be supportive of physical, emotional, and psychological well-being. Ethical behaviour requires accountability, transparency in decision-making, and respect for rules, officials, teammates, competitors, and the broader sport community.

As the Canadian leader in drowning prevention, we recognize that our actions set a standard for others. We value collaboration, innovation, and excellence, and we expect all participants to act with integrity and professionalism. Diversity, flexibility, and creativity strengthen Lifesaving Sport, and we are committed to fostering environments where differences are respected and everyone feels safe, welcome, and valued.

Through volunteerism, proactive leadership, and the humanitarian mission, Lifesaving Sport thrives when individuals place the collective good above personal gain. This ethical framework serves as the foundation for all Codes of Conduct, outlining the expectations for behaviour that supports safe sport, fair competition, and the continued advancement of lifesaving values across Canada and around the world.

(Aligned with Sport Integrity Canada & Universal Code of Conduct to Prevent and Address Maltreatment in Sport)

1. PURPOSE

The purpose of this Code of Conduct is to ensure that all Coaches and Managers involved in Canadian Lifesaving Sport provide a safe, positive, respectful, and inclusive environment for athletes. This Code aligns with the values of sport integrity, fair play, athlete welfare, and organizational accountability, consistent with leading Canadian sport organizations.

2. SCOPE
This Code applies to all Coaches, Assistant Coaches, Managers, Team Staff, and Volunteers acting in an official capacity within Canadian Lifesaving Sport at the National and International level.

3. CORE PRINCIPLES
Coaches and Managers shall:

- Put the physical, emotional, and psychological well-being of athletes first
- Promote a culture of respect, safety, inclusion, and equity
- Act with integrity and professionalism at all times
- Model appropriate behavior consistent with the values of lifesaving sport
- Support the long-term development of athletes over short-term success

4. STANDARDS OF CONDUCT
4.1 Athlete-Centered Environment
Coaches and Managers will:

- Treat all athletes fairly, with dignity and respect
- Foster an environment of inclusion by treating every athlete with equality regardless of race, gender, ability, religion, sexual orientation or background
- Encourage participation, effort, teamwork, and personal improvement
- Foster a safe environment free from bullying, harassment, discrimination, or abuse
- Respect and safeguard athletes' rights to privacy and confidentiality within the boundaries of Safe Sport

4.2 Safety and Welfare
Coaches and Managers must:

- Prioritize athlete safety in all training and competition environments
- Follow all safety policies, emergency action plans, and risk management protocols
- Maintain appropriate supervision at all times
- Apply measures or safeguards to mitigate or reduce the risk to athetes
- Report concerns related to athlete welfare or misconduct in accordance with organizational policy

4.3 Appropriate Boundaries and Relationships
Coaches and Managers shall:

- Maintain professional relationships with athletes at all times
- Avoid situations that could be interpreted as grooming, favoritism, or misconduct
- Refrain from inappropriate and non-consensual physical contact
- Never engage in sexual, romantic, or exploitative relationships with athletes under their authority
- Use electronic communication responsibly and professionally

4.4 Ethical Conduct
Coaches and Managers will:

- Act honestly, fairly, and with integrity
- Refrain from cheating, manipulation, or unethical practices
- Respect the rules of lifesaving sport and competition
- Promote fair play and sportsmanship and uphold the values of Lifesaving Society Canada
- Not use performance-enhancing substances or encourage their use

4.5 Respectful Communication
Coaches and Managers must:

- Communicate in a constructive, respectful, and professional manner
- Never use humiliating, demeaning, or abusive language
- Address conflicts calmly and appropriately
- Encourage open dialogue and feedback

4.6 Professional Responsibilities
Coaches and Managers shall:

- Maintain appropriate certifications and training
- Stay informed of organizational policies and procedures
- Participate in required professional development
- Represent the organization positively in public and online spaces
- Avoid conflicts of interest and disclose potential conflicts when they arise

4.7 Inclusion, Equity, and Diversity
Coaches and Managers must:

- Commit to providing an environment where everyone feels valued, differences are respected and no feels excluded
- Challenge discriminatory behavior
- Create welcoming environments for all participants
- Promote equity in access to training, competition, and leadership opportunities

4.8 Use of Social Media and Technology
Coaches and Managers shall:

- Use social media responsibly and professionally
- Never post inappropriate content involving athletes
- Obtain consent before sharing photos or videos

5. PROHIBITED CONDUCT
The following behaviors are strictly prohibited:

- Abuse (physical, emotional, sexual, or neglect)
- Harassment or discrimination
- Bullying, Hazing or intimidation
- Retaliation against individuals who report concerns
- Providing alcohol, drugs, or banned substances to athletes
- Engaging in gambling related to competitions
- Breaching confidentiality
- Misuse of authority or position

6. REPORTING OBLIGATIONS
Coaches and Managers must:

- Report any suspected misconduct, abuse, or safety concerns
- Cooperate fully with investigations
- Understand that failure to report may result in disciplinary measures

7. DISCIPLINARY MEASURES
Violations of this Code may result in:

- Education or training requirements

- Formal warnings
- Suspension
- Termination of role
- Reporting to external authorities where required

Discipline will follow organizational policies and principles of procedural fairness.

8. ACKNOWLEDGEMENT

All Coaches and Managers must sign an acknowledgment confirming:

- They have read and understood this Code
- They agree to abide by its standards
- They understand consequences for breaches

9. REVIEW AND UPDATES

This Code will be reviewed regularly to ensure alignment with:

- National sport standards
- Safe Sport policies
- Legal and regulatory requirement

APPROVAL HISTORY

ISSUED BY:	APPROVED BY:	BOARD APPROVAL
Sport Commission	Sport Commission	