Code of Conduct and Ethics

Amended October 4, 2026

G. Code of Conduct and Ethics * Indicates a section that has been adapted from the Universal Code to Prevent and Address Maltreatment in Sport ("UCCMS")

Boxing Alberta accepts all language contained in the Boxing Alberta Universal Code of Conduct (BA UCC).

UCCMS Definitions

1.*The following terms are defined in the UCCMS and also provided in Appendix A:

a) Consent

b) Disclosure

c) Duty to Report

d) Grooming

e) Maltreatment

f) Minor

g) Neglect

h) Physical Maltreatment

i) Power Imbalance

j) Psychological Maltreatment

k) Reporting (or Report)

l) Sexual Maltreatment

Definitions

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

a) *Athlete – An individual who is an Athlete Participant in Boxing Alberta who is subject to the UCCMS and the policies of Boxing Alberta

b) Abuse – Includes Psychological Maltreatment, Physical Maltreatment, Neglect, and/or Grooming of Vulnerable Participants by Persons in Authority. Abuse may present through one or more warning signs or indicators, but are not limited to (it is important to note that warning signs are indicators, not proof, and should prompt reporting rather than investigation, with the decision for an investigation being decided on these and other relevant factors):

i. Recurrent unexplained injuries

ii. Alert behaviour; vulnerable participant always seems to be expecting something bad to happen

iii. Often wears clothing that covers the body inappropriately for the weather or activity, ie: heavy sweatshirts in hot summer weather

iv. Vulnerable participant startles easily, avoids physical contact or displays skittish behaviour

v. Constantly seems fearful, anxious or is excessively concerned about doing something wrong

vi. Withdrawn from peers, teammates and adults

vii. Behaviour that fluctuates between extremes (e.g., extremely compliant, cooperative or extremely demanding)

viii. Acting either inappropriately beyond their age (like an adult; taking care of other vulnerable participants) or inappropriately younger than their age (like an infant; throwing tantrums)

ix. Sexualized behaviour, play, or language that is not age appropriate

x. Use of sexualized or adult terminology for body parts without an obvious source

xi. Self-harm or self injurious behaviour (e.g., cutting, burning or other harmful activities)

xii. Avoidance or reluctance to be alone with a particular person

The presence of one or more warning signs does not confirm that abuse has occurred. However, such indicators may signal risk of Maltreatment and must be reported in accordance with Boxing Alberta's policies and procedures and applicable law.

c) Bullying - is offensive behaviour and/or abusive treatment of a Participant that could include, but not always, involve an abuse of power. Examples of behaviour that may constitute Bullying include, but are not limited to:

i. Spreading malicious rumours, gossip or innuendos with or without the intent of causing harm or suffering to a Participant;

ii. Excluding or isolating a Participant socially with or without the intent of causing them harm or suffering;

iii. Making offensive jokes or derogatory comments to a Participant or to others;

iv. Yelling, verbally berating or using profanity;

v. Assigning unreasonable duties or workload which are unfavourable to a Participant; or

vi. Any form of cyber bullying which can include:

a. Sending mean or threatening emails or text/instant messages;

b. Posting embarrassing photos of someone online

c. Creating a website to make fun of others

d. Pretending to be someone else

e. Tricking someone into sending pictures or videos or revealing personal information

f. Sending personal information (including pictures and videos) about someone else to a third-party

d) Discrimination – Adverse treatment of an individual based on one or more protected grounds, which include race, colour, ancestry, place of origin, citizenship, national or ethnic origin, religious beliefs, gender, gender identity, gender expression, physical disability, mental disability, genetic characteristics, age, marital status, family status, source of income, or sexual orientation.

e) Harassment – A course of vexatious comment or conduct against a Participant or group, which is known or ought reasonably to be known to be unwelcome. Harassment may occur as a single serious incident or as a pattern of behaviours and may overlap with other forms of Maltreatment under the UCCMS. Types of behaviour that constitute Harassment include, but are not limited to:

i. Written or verbal abuse, threats, or outbursts;

ii. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;

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

iv. Leering or other suggestive or obscene gestures;

v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;

vi. Practical jokes which endanger a person's safety, or may negatively affect performance;

vii. 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 individual's 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 with the group, or ability;

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

ix. Deliberately excluding or socially isolating a person from a group or team;

x. Physical or sexual assault, including but not limited to persistent sexual flirtations, advances, requests, or invitations;

xi. Contributing to a poisoned sport environment, which can include:

a. Locations where material that is discriminatory is displayed (e.g., sexually explicit posters and racial/racist cartoons)

b. Groups where harassing behaviour is part of the normal course of activities

c. Behaviour that causes embarrassment, awkwardness, endangers a person's safety or negatively affects performance.

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

xiii. Retaliation or threats of retaliation against a person who reports harassment to Boxing Alberta

This is not an exhaustive list, and behaviour may constitute harassment even if not directed at a specific individual. Assessment of such will be based on impact not intent.

f) *Participants – Refers to all categories of individual members and/or registrants defined in the Bylaws of Boxing Alberta as well as all people engaged in activities with Boxing Alberta, including, but not limited to Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, and Directors and Officers. Participants are subject to the UCCMS and the policies of Boxing Alberta.

g) Person in Authority – Any Participant who holds a position of authority within Boxing Alberta including, but not limited to, coaches, instructors, officials, managers, support personnel, chaperones, committee members, and Directors and Officers.

h) Vulnerable Participants – Includes Minors and vulnerable adults (people who, because of age, disability or other circumstance, are in a position of dependence on others or are otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority)

i) Workplace – Any place where business or work-related activities are conducted. Workplaces include but are not limited to, the registered office(s), work-related social functions, work assignments outside the registered office(s), work-related travel, the training and competition environment, and work-related conferences or training sessions.

Purpose

3. The purpose of this Code is to ensure a safe and positive environment within the programs, activities, and events of Boxing Alberta by making Participants aware that there is an expectation, at all times, of appropriate behaviour consistent with the applicable organization's core values and policies. Boxing Alberta 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 of this Code

4. This Code applies to any Participant's conduct during the business, activities, and events of Boxing Alberta including, but not limited to: competitions, practices, evaluations, treatment or consultations (e.g., massage therapy), training camps, travel associated with organizational activities, the office environment, and any meetings.

5. This Code also applies to Participants' conduct outside of the business, activities, and events of Boxing Alberta when such conduct is detrimental to the image and reputation of Boxing Alberta, including social media. The applicability of this Code will be determined solely by Boxing Alberta, at its discretion.

6. *This Code applies to Participants 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.

7. When a violation or concern related to Maltreatment is reported, the complaint shall be filed through Boxing Alberta's designated independent reporting pathway. Boxing Alberta has adopted the Alberta Safe Sport Complaint Mechanism (ABSSCM), which is administered by an Independent Third Party (ITP) and operates independently from Boxing Alberta's management and Board.

All reports of Maltreatment that fall within the jurisdiction of the ABSSCM will be received, assessed, and managed by the Independent Third Party in accordance with the Alberta Universal Code of Conduct (AB UCC) and applicable ABSSCM policies and procedures. The Independent Third Party is responsible for determining jurisdiction, assessing safety concerns, directing the complaint through the appropriate resolution process, and determining whether an investigation is required.

Boxing Alberta's Executive Director, Board of Directors, and staff shall not conduct or direct investigations of Maltreatment complaints that fall under the ABSSCM. Where a complaint falls outside the jurisdiction of the ABSSCM, it will be addressed in accordance with Boxing Alberta's internal policies and procedures.

8. Following an investigation by the agreed upon authority, such as but not limited to, Boxing Alberta Executive Director, any Participant who violates this Code may be subject to sanctions pursuant to Boxing Alberta's Discipline Policy as found in Boxing Alberta's Policies and Procedures Manual , once the Investigation has been completed and the findings have been presented to the Disciplinary committee. In addition to facing possible sanctions pursuant to Boxing Alberta's Discipline Policy, a Participant who violates this Code during a competition may be removed from the competition or training area, and the Participant may be subject to further sanctions. Where a host fails to comply with a request to remove an individual at a sanctioned event, see P&P Manual §V.F for the Chief Official's or Director of Competitions' authority to terminate the event and the club's sanction.

Persons in Authority and Maltreatment

9. *When acting as a Person in Authority, Participants are responsible for knowing what constitutes Maltreatment. The categories of Maltreatment are not mutually exclusive, and the examples provided in each category are not exhaustive. The assessment of Maltreatment is based on whether the conduct falls within one or more prohibited categories, rather than on how the conduct is labeled. Abuse, assault, harassment, bullying, hazing, and related behaviours may overlap and be experienced across multiple categories of Maltreatment.

10. *Maltreatment may consist of any prohibited behaviour or conduct and may occur in one or more of the following circumstances. The physical location where the alleged Maltreatment occurred is not determinative:

a) Within a sport environment;

b) When the Participant alleged to have committed Maltreatment was engaged in sport-related activities;

c) When Participants interacted due to their mutual involvement in sport; or

d) Outside of the sport environment, where the conduct has a serious and detrimental impact on another Participant or on the sport environment.

11. *It is a violation of this Code for sport administrators or other Persons in Authority to place Participants in situations that create or increase vulnerability to Maltreatment. This includes, but is not limited to: Instructing an Athlete and a Person in Authority to share a hotel room during travel;

Hiring, retaining, or assigning a Person in Authority who has a known or recorded history of Maltreatment;

Assigning support personnel to an Athlete when the support personnel has a known history of Maltreatment; Assigning a guide or support person to an Athlete with a disability without appropriate consultation with the Athlete.

Concerns or reports related to Maltreatment involving Persons in Authority shall be addressed through Boxing Alberta's designated independent reporting pathway, in accordance with the Alberta Safe Sport Complaint Mechanism and the Alberta Universal Code of Conduct.

Responsibilities

12. During the course of any business, activities, and events of Boxing Alberta, Participants have a responsibility to:

a) *Refrain from any behaviour that constitutes Maltreatment, Discrimination, or Harassment

b) Maintain and enhance the dignity and self-esteem of other Participants by:

i. Treating each other with fairness, honesty, respect and integrity;

ii. Focusing comments or criticism appropriately and avoiding public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other Participants;

iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct; and

iv. Ensuring adherence to the rules of the sport and the spirit of those rules.

c) 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, as it relates to participation in any competitive events or activities of Boxing Alberta. More specifically, Boxing Alberta adopts and adheres to the Canadian Anti-Doping Program. Boxing Alberta will respect any sanction imposed on a Participant as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules

d) Refrain from coaching, training, instructing, administrating, managing, or being involved in the athletic development of any person 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

e) Reasonably cooperate with the CCES or another anti-doping organization that is investigating anti-doping rule violations

f) Not harass, intimidate or otherwise conduct themselves offensively towards a doping control official or other individual involved in doping control

g) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities

h) Refrain from consuming recreational drugs while participating in the programs, activities, competitions, or events of Boxing Alberta

i) In the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or event

j) In the case of adults, not consume recreational drugs in the Workplace or in any situation associated with the events of Boxing Alberta (subject to any requirements for accommodation), not consume alcohol during training, competitions, or in situations where Minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations

k) When driving a vehicle:

i. Have a valid driver's license;

ii. Not be under the influence of alcohol or illegal drugs or substances;

iii. Have valid car insurance; and

iv. Refrain from holding a mobile device.

l) Respect the property of others and not wilfully cause damage

m) Promote sport in the most constructive and positive manner possible

n) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a classification or competition, and not offer or receive any bribe which is intended to manipulate the outcome of a competition

o) Adhere to all applicable federal, provincial/territorial, municipal and host country laws

p) Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of Boxing Alberta, as applicable and as adopted and amended from time to time

q) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions involving a Participant to Boxing Alberta, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or prohibited substance or method

Directors, Committee Members, and Staff

13. In addition to section 12 (above), Directors, committee members, and staff of Boxing Alberta will have additional responsibilities to:

a) Function primarily as a Director, committee member or staff member of Boxing Alberta (as applicable) and ensure to prioritize their loyalty to Boxing Alberta (and not to any other organization or group) while acting in this role

b) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities

c) Conduct themselves openly, professionally, lawfully and in good faith

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

e) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws

f) Maintain confidentiality of private organizational information

h) Respect the decisions of the majority and resign if unable to do so

i) Commit the time to attend the mandatory meetings per year as set out in Boxing Alberta's bylaws and be diligent in preparation for, and participation in, discussions at such meetings

j) Have a thorough knowledge and understanding of all governance documents

Coaches, Instructors, Trainers, and Athlete Support Personnel

14. In addition to section 12 (above), coaches, instructors, trainers, and athlete support personnel have additional responsibilities. The Coach–Athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the Athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship, regardless of age difference, and must not abuse this power, either consciously or subconsciously.

Coaches, instructors, trainers, and athlete support personnel shall:

a) Avoid any behaviour that abuses the Power Imbalance inherent in their position, including: i. Establishing or maintaining a sexual or intimate relationship with an Athlete they are coaching; or ii. Encouraging or engaging in inappropriate physical or emotional intimacy with an Athlete, regardless of the Athlete's age.

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 training methods or techniques that may cause harm.

d) Avoid compromising the present or future health of Athletes by communicating and cooperating with qualified sport medicine and health-care professionals in the diagnosis, treatment, and management of Athletes' physical and psychological health.

e) Support the coaching staff of a training camp, provincial/territorial team, or national team should an Athlete qualify for participation in such programs.

f) Accept and promote Athletes' personal goals and refer Athletes to other coaches or sport specialists as appropriate.

g) Provide Athletes, and the parents or guardians of Minor Athletes, with the information necessary to enable informed participation in decisions that affect the Athlete.

h) Act in the best interest of the Athlete's holistic development as a whole person.

i) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions, including those related to violence, child sexual exploitation, or the possession, use, or distribution of illegal or prohibited substances or methods, in accordance with Boxing Alberta policy and applicable reporting requirements.

j) Not coach, train, or otherwise support Athletes who use methods or substances prohibited by the Canadian Anti-Doping Program without valid and acceptable justification.

k) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances or methods, and, in the case of Minors, alcohol, cannabis, or tobacco.

l) Not engage in a sexual or intimate relationship with an Athlete of any age where the coach or support personnel is in a position of trust, authority, or dependency.

m) Immediately disclose to Boxing Alberta and remove themselves from any coaching or support role where a sexual or intimate relationship exists with an Athlete over the age of majority, and ensure that any related concerns are addressed through the appropriate independent reporting pathway where required.

n) Recognize the power inherent in their position and respect and promote the rights of all Participants. This includes upholding confidentiality, informed participation, and fair and reasonable treatment, with particular care for Participants who are vulnerable or dependent and less able to protect their own interests.

o) Dress professionally and use appropriate language at all times.

p) Encourage officials in their participation and refrain from public criticism of officials' decisions. Any concerns must be raised respectfully with the Director of Competitions or Chief Official after the conclusion of a Boxing Alberta event, unless the official determines that the concern can be addressed during the event. Threatening to withdraw, or withdrawing, a team or athletes from an event or tournament in order to pressure or retaliate against a decision, rather than raising the concern through the process set out in this section, is a failure to adhere to this requirement. This does not apply to a decision made in good faith to withdraw an athlete for that athlete's health or safety. Failure to adhere to this requirement may result in immediate sanctions pursuant to Boxing Alberta's Discipline Policy.

Parents/Guardians and Spectators

15. Parents/guardians and spectators at events should:

a) Encourage Athletes 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 a participant for making a mistake during a competition or practice

d) Respect the decisions and judgments of officials, and encourage Athletes to do the same

e) Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm

f) Respect and show appreciation to all competitors, and to coaches, officials and other volunteers

g) Never harass competitors, coaches, officials, parents/guardians, or other spectators

Branches

16. Provincial / Territorial Branches must:

a) Adhere to all of Boxing Alberta's governing documents and, where necessary, amend their own rules to comply or align with those of Boxing Alberta. b) Pay all required dues and fees by the prescribed deadlines;

b) Recognize that their websites, blogs and social media accounts may be seen as extensions of Boxing Alberta and must reflect Boxing Alberta's mission, vision and values

c) Ensure that all Athletes and coaches participating in sanctioned competitions and events of Boxing Alberta are registered and in good standing

d) Appropriately screen prospective employees to help ensure Athletes have a healthy and safe sport environment

e) Ensure that any possible or actual misconduct is investigated promptly and thoroughly

f) Impose appropriate disciplinary or corrective measures when misconduct has been substantiated

g) Advise Boxing Alberta immediately of any situation where a complainant has publicized a complaint in the media, including social media

h) Provide Boxing Alberta with a copy of any relevant decisions rendered pursuant to the organization's policies for complaints and appeals

Appendix A – Definitions from the UCCMS

The following definitions are adapted from the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), Version 7.0 (2025), and the Alberta Universal Code of Conduct (AB UCC), as amended from time to time.

*Consent – Consent is defined in Canada's Criminal Code as the voluntary agreement to engage in the sexual activity in question. Consent cannot exist where there is a Power Imbalance involving a Person in Authority. The law focuses on what the person was actually thinking and feeling at the time of the sexual activity. Sexual touching is only lawful if the person affirmatively communicated their consent, whether through words or conduct. Silence or passivity does not equal consent.

Sexual activity is only lawful when both parties consent. The Criminal Code also says there is no consent when: Someone says or does something that shows they are not consenting to an activity; Someone says or does something to show they are not agreeing to continue an activity that has already started; Someone is incapable of consenting to the activity, because, for example, they are unconscious; The consent is a result of a someone abusing a position of trust, power or authority or someone consents on someone else's behalf. A person cannot say they mistakenly believed a person was consenting if: that belief is based on their own intoxication; they were reckless about whether the person was consenting; they chose to ignore things that would tell them there was a lack of consent; or they didn't take proper steps to check if there was consent. Sexual activity with a Minor is a criminal offence as is sexual activity with a person under the age of 18 years when the other person is in a position of trust or authority 3.

*Disclosure - The sharing of information by a Participant regarding an incident or a pattern of Maltreatment experienced by that Participant. Disclosure does not constitute a formal report that initiates a process of investigation to address the Maltreatment

*Duty to Report

a) Concerns Under Child Protection Legislation: Participants have a legal duty to report known or suspected Maltreatment of a Minor to child protection authorities or law enforcement, as required by law. Participants also have a duty to report concerns of Maltreatment or other prohibited conduct through the appropriate independent Safe Sport reporting mechanism. Every person in Canada has a duty to report known or suspected child Maltreatment by law

b) Concerns Outside of Child Protection Legislation: Participants have a duty to report concerns of inappropriate conduct of other Participants to uphold the ethical standards and values of Canadian sport. Reporting inappropriate conduct is important to ensure proper action is taken and expectations are re-established. By addressing inappropriate conduct, a collective responsibility to protect Participants from Maltreatment is enacted

c) Confidential Disclosure Exception: Where information about another adult Participant's Maltreatment is shared with an adult Participant through an explicitly confidential Disclosure, that Participant is not required to Report the information obtained through that Disclosure, except where required by law. This exception does not apply if the Participant separately knew or ought to have known of the Maltreatment through other means — in that case, the Duty to Report still applies.

*Maltreatment – Maltreatment includes any act or omission that results in, or has the potential to result in, physical or psychological harm. Maltreatment is determined by the objective behaviour, not by intent, and harm does not need to occur for the behaviour to be considered Maltreatment.

a. Verbal Acts - Verbally assaulting or attacking someone, including but not limited to: unwarranted personal criticisms; body shaming; derogatory comments related to one's identity (e.g., race, gender identity or expression, ethnicity, Indigenous status, ability/disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumours or false statements about someone to diminish that person's reputation; using confidential sport and non-sport information inappropriately. Verbal Maltreatment may also occur in online forms.

b. Non-assaultive Physical Acts (no physical contact) - Physically aggressive behaviours, including but not limited to: throwing objects at or in the presence of others without striking another; hitting, striking or punching objects in the presence of others

c. Acts that Deny Attention or Support - Acts of commission that deny attention, lack of support or isolation including but not limited to: ignoring psychological needs or socially isolating a person repeatedly or for an extended period of time; abandonment of an Athlete as punishment for poor performance; arbitrarily or unreasonably denying feedback, training opportunities, support or attention for extended periods of time and/or asking others to do the same

b) Physical Maltreatment – includes, without limitation, contact or non-contact behaviours that have the potential to cause physical harm

a. Contact behaviours - Including but not limited to: deliberately punching, kicking, beating, biting, striking, strangling or slapping another; deliberately hitting another with objects

b. Non-contact behaviours - Including but not limited to: isolating a person in a confined space; forcing a person to assume a painful stance or position for no athletic purpose (e.g., requiring an Athlete to kneel on a hard surface); the use of exercise for the purposes of punishment; withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; denying access to a toilet; providing alcohol to a Participant under the legal drinking age; providing illegal drugs or non-prescribed medications to a Participant; encouraging or knowingly permitting an Athlete to return to play prematurely following any injury or after a concussion and without the clearance of a medical professional; encouraging an Athlete to perform a skill for which they are known to not be developmentally ready

c) Sexual Maltreatment – includes, without limitation, any act targeting a person's sexuality, gender identity or expression, that is committed, threatened or attempted against a person, and includes but is not limited to the Criminal Code Offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism and non-consensual distribution of sexual/intimate images. Sexual Maltreatment also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature. Examples include:

a. Any penetration of any part of a person's body, however slight, with any object or body part by a person upon another person, including but not limited to:

1. vaginal penetration by a penis, object, tongue, or finger; and

2. anal penetration by a penis, object, tongue, or finger

b. Any intentional touching of a sexual nature of any part of a person's body, however slight, with any object or body part by a person upon another person, including but not limited to:

1. kissing;

2. intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts;

3. any contact, no matter how slight, between the mouth of one person and the genitalia of another person, and

4. making another touch themselves, the Participant, or someone else with or on any of the body parts listed in b).

5. any intentional touching in a sexualized manner regardless of the relationship, context or situation

c. In addition to the criminal acts identified above, the UCCMS prohibits sexual relations between an Athlete above the age of majority (depending upon jurisdiction) and a Participant who holds a position of trust and authority on the basis that there can be no Consent where there is a Power Imbalance. A Power Imbalance that is presumed to exist may be challenged

d) Neglect – or acts of omission, includes without limitation: not providing an Athlete recovery time and/or treatment for a sport injury; not being aware of and not considering an individual's physical or intellectual disability; not considering supervision of an Athlete during travel, training or competition; not considering the welfare of the Athlete when prescribing dieting or other weight control methods (e.g., weigh-ins, caliper tests); disregarding the use of performance-enhancing drugs by an Athlete; failure to ensure safety of equipment or environment; allowing an Athlete to disregard sport's rules, regulations, and standards, subjecting Participants to the risk of Maltreatment

e) Grooming – is often a slow, gradual and escalating process of building trust and comfort with a young person. Grooming includes, without limitation, the process of making inappropriate behaviour seem normal and gradually engaging in 'boundary violations' which have been professionally-identified to Canadian standards (e.g., a degrading remark, a sexual joke, sexualized physical contact; adult Participants sharing rooms with a Minor who is not an immediate family member; providing a massage or other purported therapeutic interventions with no specific training or expertise; private social media and text communications; sharing personal photographs; shared use of locker rooms; private meetings; private travel, and providing gifts). The Grooming process:

a. Grooming usually begins with subtle behaviours that do not appear to be inappropriate. Many victims/survivors of sexual abuse do not recognize the grooming process as it is happening, nor do they recognize that this process of manipulation is part of the overall abuse process.

b. In the grooming process, the offender begins by gaining trust of adults around the young person. The offender establishes a friendship and gains the young person's trust. Grooming then involves testing boundaries (e.g., telling sexual jokes, showing sexually explicit images, making sexual remarks). Typically, behaviour moves from non-sexual touching to "accidental" sexual touching

c. The young person is often manipulated into feeling responsible for the contact, is discouraged from telling anyone else about the relationship, and is made to feel obligated to protect the offender. The offender also builds trust with those close to the young person so that the relationship with the young person is not questioned

f) Interference with or Manipulation of Process – it is considered maltreatment if an adult Participant directly or indirectly interferes with a process by:

a. falsifying, distorting, or misrepresenting information, the resolution process, or an outcome;

b. destroying or concealing information;

c. attempting to discourage an individual's proper participation in or use of the processes of Boxing Alberta;

d. harassing or intimidating (verbally or physically) any person involved in the processes before, during, and/or following any proceedings of Boxing Alberta;

e. publicly disclosing a Participant's identifying information, without the Participant's agreement;

f. failing to comply with any temporary or provisional measure or other final sanction;

g. distributing or otherwise publicizing materials a Participant gains access to during an investigation or hearing, except as required by law or as expressly permitted; or

h. influencing or attempting to influence another person to interfere with or manipulate the process

g) Retaliation – which means that a Participant shall not take an adverse action against any person for making a good faith Report of possible Maltreatment or for participating in any process related to alleged conduct violations. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the processes of Boxing Alberta. Retaliation after the conclusion of investigation and sanction processes is also prohibited. Retaliation may be present even where there is a finding that no Maltreatment occurred. Retaliation does not include good-faith actions lawfully pursued in response to a Report of possible Maltreatment

h) Aiding and Abetting – which is any act taken with the purpose of facilitating, promoting, or encouraging the commission of Maltreatment by a Participant. Aiding and Abetting also includes, without limitation, knowingly:

a. allowing any person who has been suspended or is otherwise ineligible to be in any way associated with sport or to coach or instruct Participants;

b. providing any coaching-related advice or service to an Athlete who has been suspended or is otherwise ineligible; and

c. allowing any person to violate the terms of their suspension or any other sanctions imposed

i) Reporting – it is considered Maltreatment to fail to report Maltreatment of a Minor. A legal Duty to Report is mandated by law, and the requirement varies by province depending on provincial legislation.

a. Failure to Report Maltreatment of a Minor

1. The obligation to Report requires the Reporting of any conduct which, if proven true, would constitute Psychological Maltreatment, Sexual Maltreatment, Physical Maltreatment or Neglect involving a Minor Participant. The obligation to Report is an ongoing one and is not satisfied simply by making an initial Report. The obligation includes Reporting, on a timely basis, all relevant information of which an adult Participant becomes aware

2. The obligation to report includes making a direct Report

3. The obligation to Report includes personally identifying information of a potential Minor Complainant to the extent known at the time of the Report, as well as a duty to reasonably supplement the Report as to identifying information learned at a later time

4. Participants should not investigate or attempt to evaluate the credibility or validity of allegations involving Psychological Maltreatment, Sexual Maltreatment, Physical Maltreatment or Neglect. Participants making a good faith Report are not required to prove the Reports are true before Reporting

b. Failure to Report Inappropriate Conduct

1. Not all inappropriate conduct may meet the threshold for constituting Maltreatment. However, such inappropriate conduct may represent behaviour with the risk of escalating to Maltreatment. Any Participant who suspects or becomes aware of another Participant's inappropriate conduct, even if it is not defined as Maltreatment, has a Duty to Report such inappropriate conduct through the organization's internal procedures. Those in positions of trust and authority who become aware of another's inappropriate conduct have a responsibility for reporting the concern within their organization's policies and procedures. The person making the report does not need to determine whether a violation took place: instead, the responsibility lies in reporting the objective behaviour.

c. Intentionally Filing a False Allegation

1. An allegation is false if the events Reported did not occur, and the person making the Report knows the events did not occur

2. A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable bad faith, an unsubstantiated allegation alone is not grounds for a violation

*Minor – Any Participant who is under the age of majority at the time and in the jurisdiction where the alleged Maltreatment has occurred. Adults are responsible for knowing the age of a Minor. For the purpose of protection in each Canadian province and territory, a Minor is a child younger than the following age:

i. 16 years old: Newfoundland and Labrador; Saskatchewan; Northwest Territories; Nunavut

ii. 18 years old: Prince Edward Island; Quebec; Ontario; Manitoba; Alberta

iii. 19 years old: Nova Scotia; New Brunswick; British Columbia; Yukon

*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 behaviour but the behaviour must be evaluated with consideration given to the Participant's needs and requirements, not whether harm is intended or results from the behaviour. (Neglect is also a prohibited behaviour listed under the definition of Maltreatment)

*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 behaviour, not whether harm is intended or results from the behaviour. (Physical Maltreatment is also a prohibited behaviour listed under the definition of Maltreatment)

*Power Imbalance – A Power Imbalance exists where, based on the totality of the circumstances, a Participant has supervisory, evaluative, duty-of-care, or other authority over another Participant. Once a Coach–Athlete relationship is established, a Power Imbalance is presumed to exist for the duration of the relationship and, in the case of a Minor, may continue after the relationship ends.

A Power Imbalance may also exist between an Athlete and other adults involved in sport in positions such as high-performance directors, sport specific health-care providers, sport science support staff, care or support persons, guides or pilots. Maltreatment occurs when this power is misused. Once a coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the coach-Athlete relationship, regardless of age, and is presumed to continue for Minor Athletes after the coach-Athlete relationship terminates or until the Athlete reaches 25 years of age. A Power Imbalance may exist, but is not presumed, where an intimate relationship existed before the sport relationship commenced (e.g., a relationship between two spouses or life partners, or a sexual relationship between consenting adults that preceded the sport relationship).

A Power Imbalance may also arise in a peer-to-peer relationship, including but not limited to teammate-to-teammate, athlete-to-athlete, coach-to-coach, or official-to-official relationships, where one person holds greater power due to factors such as seniority, age, experience, physical size, or other objective circumstances.

*Sexual Maltreatment

a) Involving a Child: Any form of adult/child sexualized interaction constitutes child sexual abuse. Sexual abuse of a child may occur through behaviours that do or do not involve actual physical contact. (Sexual Maltreatment is also a prohibited behaviour listed under the definition of Maltreatment)

b) Involving a person over the Age of Majority: Any sexual act, whether physical or psychological in nature, that is committed, threatened, or attempted against a Participant without the Participant's Consent. It includes any act targeting a Participant's sexuality, gender identity or expression, that is committed, threatened or attempted against a Participant without that Participant's Consent, and includes but is not limited to, the Criminal Code Offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism and non-consensual distribution of sexual/intimate images. Sexual Maltreatment also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature. Sexual Maltreatment can take place through any form or means of communication (e.g. online, social media, verbal, written, visual, hazing, or through a third party). (Sexual Maltreatment is also a prohibited behaviour listed under the definition of Maltreatment)

Boundary Transgressions : Interactions or communications that breach objectively reasonable boundaries and are inconsistent with the duties or responsibilities of a Participant, including conduct that serves no legitimate sport-related purpose.

Independent Third Party : An independent entity responsible for receiving, assessing, and managing Safe Sport complaints and related processes, operating independently from Boxing Alberta’s management and Board.

Alberta Safe Sport Complaint Mechanism (ABSSCM) : Alberta’s independent system for reporting and resolving Maltreatment and other prohibited conduct under the Alberta Universal Code of Conduct, administered by an Independent Third Party.

Amendment History

Date adopted	Section	Amendment
October 4, 2026	§2(d) — Discrimination	Protected-grounds list replaced to match the Alberta Universal Code of Conduct.
October 4, 2026	§8 — Application of this Code	Cross-reference to P&P Manual §V.F added.
October 4, 2026	§14(p) — Coaches	Threatening to withdraw, or withdrawing, a team to pressure or retaliate against a decision named as prohibited; good-faith health or safety exception added.
October 4, 2026	Appendix A	Duty to Report: confidential-disclosure exception added as (c). Power Imbalance: peer-to-peer paragraph added.
October 4, 2026	Clerical corrections (no substantive change)	Corrected organization name where the source read “Boxing BC”/“Boxing AB” and added a missing “Alberta”; removed a stray page-footer fragment in the Maltreatment definition. Section 13 lettering (which skips “g”) left unchanged.

Adopted by the Board of Directors on October 4, 2026, effective immediately. To be recorded at the next Annual General Meeting in accordance with Bylaws §I(B)(2). This document consolidates the complete Code of Conduct and Ethics with the five amendments adopted on that date.