



CODE OF CONDUCT AND ETHICS

Definitions

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

- a) “*Abuse*” – as defined in Equestrian Canada (EC)’s *Abuse Policy (Individuals)*.
- b) “*Discrimination*” – differential treatment of an individual based on one or more prohibited grounds, which include race, citizenship, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability.
- c) “*Harassment*” – a course of vexatious comment or conduct against an Individual or group that is known or ought to reasonably be known to be unwelcome. 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 includes 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 that is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - vi. practical jokes that endanger a person’s safety or may negatively affect performance;
 - vii. hazing, which is any form of conduct that exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual that 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. persistent sexual flirtations, advances, requests, or invitations;
 - xi. physical or sexual assault;
 - xii. 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.

- xiii. 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,
 - xiv. retaliation or threats of retaliation against a person who reports harassment to EC.
- d) “*Individuals*” – all categories of participants within EC who are in good standing, including organizations, as well as all persons and organizations engaged in activities with or employed by EC, including but not limited to: athletes, coaches, instructors, trainers, officials, competition managers, parents/guardians of athletes, directors, officers, team managers, team members, medical and paramedical personnel, administrators, and employees (including contract personnel).
- e) “*Maltreatment*” – A volitional act by an Individual that results in harm or the potential for physical or psychological harm to another Individual, and includes any of the following behaviours or conduct:
- i. Psychological Maltreatment: any pattern or single serious incident of deliberate conduct that has the potential to be harmful to the psychological well-being of an Individual. Psychological Maltreatment is determined by the objective behaviour, and not whether harm is intended or results from the behaviour. It includes:
 - a. Verbal Acts: verbally assaulting or attacking an Individual, including but not limited to unwarranted personal criticisms; body shaming; derogatory comments related to an Individual’s identity (e.g., race, gender identity or expression, ethnicity, Indigenous status, or ability/disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumours or false statements about an Individual to diminish their reputation; using confidential 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 Individual 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.
 - ii. Physical Maltreatment: any pattern or single serious incident of deliberate conduct that has the potential to be harmful to the physical well-being of an Individual. Physical Maltreatment is determined by the objective behaviour, and not whether harm is intended or results from the behaviour. It includes, without limitation:
 - 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 an Individual in a confined space; forcing an Individual to assume a painful stance or position for no athletic purpose (e.g., requiring an Individual 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 an Individual under the legal drinking age; providing illegal drugs or non-prescribed medications to an Individual; encouraging or knowingly permitting an Individual to return to play prematurely following any injury or after a concussion and without the clearance of a medical professional; encouraging an Individual to perform a skill for which they are known to not be developmentally ready.
- iii. Sexual Maltreatment, including, but not limited to, any act targeting an Individual's sexuality, gender identity or expression, that is committed, threatened or attempted against that 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 of Sexual Maltreatment include, but are not limited to:
1. 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.
 2. 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;
 4. making a person touch themselves or someone else with or on any of the body parts listed in 2); and
 5. any intentional touching in a sexualized manner.
- iv. Neglect: any pattern or a single serious incident of lack of reasonable care, inattention to an Individual'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 Individual's needs and requirements, not whether harm is intended or results from the behaviour. Neglect, or acts of omission, include without limitation, not providing an Individual 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 Individual during travel, training or competition; not considering the welfare of the Individual when prescribing dieting or other weight control methods; disregarding the use of prohibited substances by an Individual; failure to ensure safety of equipment or environment; allowing an Individual to disregard sport rules, regulations, and standards, or subjecting Individuals to the risk of Maltreatment.

- v. Grooming: includes, without limitation, deliberate conduct by an Individual to sexualize a relationship with a Minor, and which includes 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).
- vi. Interference with or manipulation of process
 - a. An adult Individual violates the *Code of Conduct and Ethics* by directly or indirectly interfering with a process instituted pursuant to this Code or any other policy by:
 1. falsifying, distorting, or misrepresenting information, the resolution process, or an outcome;
 2. destroying or concealing information;
 3. attempting to discourage an Individual’s proper participation in or use of the EC’s processes;
 4. harassing or intimidating (verbally or physically) any person involved in the EC’s processes before, during, and/or following any proceedings;
 5. publicly disclosing an Individual’s identifying information, without the Individual’s agreement;
 6. failing to comply with any temporary or provisional measure or other final sanction;
 7. distributing or otherwise publicizing materials an Individual gains access to during any investigation or hearing, except as required by law or as expressly permitted; or
 8. influencing or attempting to influence another Individual to interfere with or manipulate the process.
- vii. Retaliation: An Individual shall not take an adverse action against any other Individual for making a good faith report of possible Maltreatment or for participating in any process found in a policy. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the EC’s processes. 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.
- viii. Aiding and Abetting:
 - a. 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:
 1. allowing any person who has been suspended or is otherwise ineligible to be in any way associated with sport or to coach or instruct Individuals;

2. providing any coaching-related advice or service to an Individual who has been suspended or is otherwise ineligible; and
 3. allowing any Individual to violate the terms of their suspension or any other sanctions imposed.
- ix. Failure by an adult Individual to report actual or suspected Maltreatment of a Minor. This obligation is ongoing and is not satisfied by making an initial report; instead, this obligation includes reporting to EC, on a timely basis, all relevant information that the adult participant is or becomes aware of, and requires making a direct report to the EC. Any report shall include the personally identifying information of the potential Minor complainant (to the extent known), and any such information learned at a later date.
 - x. Failure to report inappropriate conduct: Any Individual who suspects or becomes aware of another Individual's inappropriate conduct, even if it is not defined as Maltreatment, has a duty to report such inappropriate conduct to EC. Individuals in positions of trust and authority who become aware of another Individual's inappropriate conduct have a responsibility for reporting the concern to EC.
 - xi. Intentionally filing a false allegation. An allegation is false if the events or conduct reported did not occur and the Individual making the report knows that the events or conduct did not occur. An individual shall not be considered to have filed a false allegation in cases where the allegation cannot be substantiated by supporting evidence but was nevertheless filed in good faith.
- f) *“Sexual Harassment”* – a course of vexatious comment or conduct against an Individual because of sex, sexual orientation, gender identity, or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome; or making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant, or deny a benefit or advance to the Individual, and the person knows or ought reasonably to know that the solicitation or advance is unwelcome. Types of behaviour that constitute Sexual Harassment include, but are not limited to:
- i. sexist jokes;
 - ii. threats, punishment, or denial of a benefit for refusing a sexual advance;
 - iii. offering a benefit in exchange for a sexual favour;
 - iv. demanding hugs;
 - v. bragging about sexual ability;
 - vi. leering (persistent sexual staring);
 - vii. sexual assault;
 - viii. display of sexually offensive material;
 - ix. distributing sexually explicit email messages or attachments such as pictures or video files;
 - x. sexually degrading words used to describe an Individual;
 - xi. unwelcome inquiries into or comments about an Individual's gender identity or physical appearance;
 - xii. inquiries or comments about an Individual's sex life;
 - xiii. persistent unwanted attention after a consensual relationship ends;
 - xiv. persistent unwelcome sexual flirtations, advances, or propositions; and,
 - xv. persistent unwanted contact.

- g) “*Workplace*” – any place where business or work-related activities are conducted. Workplaces include but are not limited to EC’s office, work-related social functions, work assignments outside EC’s offices, work-related travel, and work-related conferences or training sessions.
- h) “*Workplace Harassment*” – vexatious comment or conduct against a worker in a Workplace that is known or ought reasonably to be known to be unwelcome. Workplace Harassment should not be confused with legitimate, reasonable management actions that are part of the normal work/training function, including measures to correct performance deficiencies such as placing someone on a performance improvement plan or imposing discipline for workplace infractions. Types of behaviour that constitute Workplace Harassment include, but are not limited to:
- i. bullying;
 - ii. workplace pranks, vandalism, bullying, or hazing;
 - iii. repeated offensive or intimidating phone calls or emails;
 - iv. inappropriate sexual touching, advances, suggestions, or requests;
 - v. displaying or circulating offensive pictures, photographs, or materials in printed or electronic form;
 - vi. psychological abuse;
 - vii. excluding or ignoring someone, including persistent exclusion of a particular person from work-related social gatherings;
 - viii. deliberately withholding information that would enable a person to do his or her job, perform, or train;
 - ix. sabotaging someone else’s work or performance;
 - x. gossiping or spreading malicious rumours;
 - xi. intimidating words or conduct (offensive jokes or innuendos); and,
 - xii. words or actions that are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning.
- i) “*Workplace Violence*” – the use or threat of physical force by a person against a worker in a Workplace that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker in a Workplace that could cause physical injury to the worker; or a statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the worker in a Workplace that could cause physical injury to the worker. Types of behaviour that constitute Workplace Violence include, but are not limited to:
- i. verbal or written threats to attack;
 - ii. sending or leaving threatening notes or emails;
 - iii. physically threatening behaviour such as shaking a fist at someone, finger pointing, destroying property, or throwing objects;
 - iv. wielding a weapon in a Workplace;
 - v. hitting, pinching, or unwanted touching that is not accidental;
 - vi. dangerous or threatening horseplay;
 - vii. physical restraint or confinement;
 - viii. blatant or intentional disregard for the safety or wellbeing of others;
 - ix. blocking normal movement or physical interference, with or without the use of equipment;
 - x. sexual violence; and,
 - xi. any attempt to engage in the type of conduct outlined above.



Purpose

2. The purpose of this Code is to ensure a safe and positive environment (within EC's programs, activities, and events) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with EC's core values. EC supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

3. EC believes that:
 - a) equestrian sport is based on a partnership between the horse and human athlete;
 - b) it is the right and responsibility of EC to set standards in matters of ethics, sportsmanship and the welfare of the horse, and in all matters under its jurisdiction;
 - c) it is desirable to define ethical practices, delineate unethical practices, and encourage good sportsmanship, fair play, and safety;
 - d) all Individuals should observe the spirit as well as the letter of this Code; and,
 - e) conduct contrary to this Code may result in the termination or suspension of membership and/or removal from participation in EC's activities or programs.

Application of this Code

4. All Individuals shall be bound by this Code.

5. This Code applies to Individuals' conduct during EC's business, activities, and events including, but not limited to, competitions, practices, tryouts, lessons, training and caring of horses, training camps, travel associated with EC's activities, EC's office environment, and any meetings.

6. An Individual who violates this Code may be subject to sanctions pursuant to EC's *Discipline, Complaints, and Appeal Policy*. In addition to facing possible sanction pursuant to EC's *Discipline, Complaints, and Appeal Policy*, an Individual who violates this Code during a competition may be ejected from the competition, an official may delay the competition until the Individual complies with the ejection, and the Individual may be subject to any additional discipline associated with the particular competition.

7. An employee of EC found to have engaged in acts of violence or harassment against any other employee, worker, contractor, member, customer, supplier, client, or other third party during business hours, or at any EC event, will be subject to appropriate disciplinary action subject to the terms of EC's policies for human resources, as well as the employee's Employment Agreement (if applicable).

8. This Code also applies to Individuals' conduct outside of EC's business, activities, and events when such conduct adversely affects relationships within EC (and its work and sport environment) and is detrimental to the image and reputation of EC. Such applicability will be determined by EC at its sole discretion.



Statement of Principles – Horse Welfare

9. EC supports adherence to humane treatment of horses in all activities under its jurisdiction.

10. EC is committed to:
 - a) upholding the welfare of the horse, regardless of monetary value, as a primary consideration in all activities;
 - b) requiring that horses be treated with kindness, respect, and the compassion that they deserve, and that they never be subjected to mistreatment;
 - c) ensuring that owners, trainers, and exhibitors and their agents exercise appropriate care and responsibility in the handling, treatment, and transportation of their horses, as well as horses placed in their care for any purpose;
 - d) providing for the continuous wellbeing of the horse by encouraging routine inspection and consultation with health care professionals and competition officials to achieve the highest possible standards of nutrition, health, comfort, and safety;
 - e) continuing to support scientific studies on equine health and welfare;
 - f) requiring owners, trainers, and exhibitors to know and follow their sanctioning organization's rules, and to work within industry regulations in all equestrian competitions; and,
 - g) reviewing, revising, and developing competition rules and regulations that protect the welfare of the horse.

11. In determining whether conduct or treatment is cruel, abusive or inhumane, the standard to be applied will be the conduct or treatment expected of a reasonable person who is informed and experienced in equine training and exhibition procedures.

12. Individuals who interact with horses must also adhere to EC's policies as they relate to horse welfare.

Responsibilities

13. Individuals have a responsibility to:
 - a) maintain and enhance the dignity and self-esteem of EC members and other individuals 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, coaches, officials, organizers, volunteers, employees, or members;
 - 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;
 - v. consistently treating individuals fairly and reasonably; and,
 - vi. ensuring adherence to the rules of the sport and the spirit of those rules.
 - b) refrain from any behaviour that constitutes Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, Abuse, or Discrimination;
 - c) abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, EC adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction, pursuant to EC's *Discipline*,



- Complaints, and Appeal Policy.* EC will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by EC or any other sport organization;
- d) refrain from 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 the Canadian Centre for Ethics in Sport (CCES);
 - e) refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
 - f) refrain from consuming tobacco products or recreational drugs while participating in EC's programs, activities, competitions, or events;
 - g) in the case of minors, not consume alcohol, tobacco, or cannabis at any competition or event;
 - h) in the case of adults, not consume cannabis in the Workplace or in any situation associated with EC's events (subject to any requirements for accommodation), not consume alcohol during competitions and in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with EC's events;
 - i) respect the property of others and not willfully cause property damage;
 - j) promote the sport in the most constructive and positive manner possible;
 - k) when driving a vehicle with an Individual:
 - i. not have his or her licence suspended;
 - ii. not be under the influence of alcohol, cannabis, or illegal drugs or substances;
 - iii. have valid car insurance; and,
 - iv. not use a mobile device with his or her hands.
 - l) adhere to all federal, provincial, municipal, and host country laws;
 - m) refrain from engaging in or assisting with any form of bribing, cheating, or manipulation of the outcome of a competition; and,
 - n) comply, at all times, with EC's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time.

Directors, Committee Members, and Staff

14. In addition to the above section on general responsibilities for all Individuals, EC's Directors, Committee Members, and Staff will have additional responsibilities to:
- a) function primarily as a Director or Committee Member of EC, not as a member of any other particular group or constituency;
 - b) act with honesty and integrity, and conduct themselves in a manner consistent with the nature and responsibilities of EC's business;
 - c) ensure that EC's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
 - d) conduct themselves openly, professionally, lawfully, and in good faith in the best interests of EC;
 - e) be independent and impartial, and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
 - f) behave with decorum appropriate to both circumstance and position;
 - g) keep informed about EC's activities, the sport community, and general trends in the sectors in which it operates;



- h) exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which EC is incorporated;
- i) respect all requirements for confidentiality;
- j) respect the decisions of the majority and resign if unable to do so;
- k) commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings;
- l) have a thorough knowledge and understanding of all EC governance documents; and,
- m) conform to the bylaws and policies approved by EC.

Coaches and Instructors

15. In addition to the above section on general responsibilities for all Individuals, coaches have many 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 and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:
- a) ensure a safe environment by selecting activities and establishing controls that are suitable for the age, stage of athletic development, experience, ability, and fitness level of the involved Individuals and horses;
 - b) prepare athletes and their horses 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 or their horses;
 - c) avoid compromising the present and future health of athletes or horses by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of medical and psychological treatments for both athletes and horses;
 - d) support the coaching staff of a training camp, provincial team, or national team, should an athlete qualify for participation with one of these programs;
 - e) accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate;
 - f) provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete;
 - g) act in the best interest of the athlete's development as a whole person;
 - h) comply with EC's *Screening Policy*;
 - i) report to EC any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance;
 - j) under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco;
 - k) respect athletes training with other coaches and with other teams and refrain from discussing topics or actions which are deemed to be within the realm of coaching with such athletes, unless first receiving approval from the coaches who are responsible for the athletes;
 - l) never engage in a sexual relationship with a minor athlete;
 - m) disclose any sexual or intimate relationship with an athlete over the age of 18 to EC;
 - n) recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment.



Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights;

- o) dress professionally, neatly, and inoffensively; and,
- p) use inoffensive language, taking into account the audience being addressed.

Athletes

16. In addition to the above section on general responsibilities for all Individuals, athletes will have additional responsibilities to:
 - a) report any medical problems in a timely fashion when such problems may limit their ability to travel, practice, or compete;
 - b) participate and appear on time and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events;
 - c) 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;
 - d) adhere to EC's rules and requirements regarding clothing and equipment;
 - e) act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators;
 - f) dress to represent the sport and themselves well and with professionalism; and,
 - g) act in accordance with EC's policies and procedures and, when applicable, additional rules as outlined by coaches or managers.

Officials

1. In addition to the above section on general responsibilities for all Individuals, officials will have additional responsibilities to:
 - a) maintain and update their knowledge of the rules and rules changes;
 - b) refrain from publicly criticizing other officials or any club or association;
 - c) work within the boundaries of their position's description while supporting the work of other officials;
 - d) act as an ambassador of EC by agreeing to enforce and abide by national and provincial rules and regulations;
 - e) take ownership of actions and decisions made while officiating;
 - f) respect the rights, dignity, and worth of all Individuals and horses;
 - g) act openly, impartially, professionally, lawfully, and in good faith;
 - h) be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
 - i) respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals;
 - j) honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time;
 - k) be accurate and fulsome when writing reports, taking care to record only true statements and facts; and,
 - l) dress in proper attire for officiating.

Parents/Guardians and Spectators

2. In addition to the above section on general responsibilities for all Individuals, parents/guardians and spectators at events will:



- 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 performance or practice;
- d) provide positive comments that motivate and encourage participants' continued effort;
- e) respect the decisions and judgments of officials, and encourage athletes to do the same;
- f) never question an official's or staff member's judgment or honesty;
- g) support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm;
- h) respect and show appreciation to all competitors, and to the coaches, officials, and other volunteers; and,
- i) refrain from harassing competitors, coaches, officials, parents/guardians, or other spectators.