



**BRITISH
COLUMBIA**

BCFA GENERAL POLICIES AMENDED AUGUST 2018

EQUITY AND ACCESS POLICY

The BCFA will strive to ensure that access to BCFA programs or competitions is not restricted due to age, gender, sexual orientation, socio-economic status, disability, race, ethnicity or religious beliefs.

The BCFA will:

- 1) Ensure that the BC Provincial championships include events for all eligible age groups, (i.e under 10 through to veterans)
- 2) Ensure that the BC Provincial are open to all genders, either by holding split gender or mixed gender events
- 3) Ensure that other competitions hosted or sanctioned by the BCFA are open to all genders, either by holding split gender or mixed gender events
- 4) Allow transgendered individuals to self identify gender when entering competitions
- 5) Ensure that there is support for wheelchair fencing should a proven demand exist
- 6) Not restrict access to any BCFA program except where a defined level of athletic ability is a requirement (i.e. high performance programs)
- 7) Only restrict access to coaching or officiating programs or classes on the basis of qualifications or natural restrictions on class size

BRITISH COLUMBIA FENCING ASSOCIATION

#15 – 12900 JACK BELL DRIVE, RICHMOND, BC, V6V2V8

PRESIDENT.BCFA@GMAIL.COM



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CODE OF CONDUCT POLICY

- Where relevant BCFA members or officers will be governed by the Canadian Fencing Federation Code of Conduct.
- BCFA High Performance athletes will be governed by the BCFA funding policy codes of conduct when travelling to competitions.
- When participating in BCFA run programs, competitions or events all participants, including officers, athletes, coaches, parents, volunteers and officials are expected to abide with the following code of conduct:
 - Respect for and adherence to the rules of the sport.
 - Respect for officials, referees, and participants and spectators
 - Under no circumstances is harassment or abuse tolerated

At BCFA run programs all participants will follow direction from the BCFA appointed coach or lead person who has the right to remove participants for a breach of the code of conduct. Any breaches must be reported to the BCFA Board of Directors,

At BCFA run competitions all participants will follow directions from the head of the Directoire Technique and/or the BCFA appointed competition manager. The head of the Directoire Technique and/or the BCFA appointed competition manager has the right under the rules of the sport to remove athletes, coaches or spectators from an event (Black carding). Any black card issues will be reported to the BCFA Board of Directors, who will subsequently report the event to the relevant national organization (eg CFF or USFA) where warranted.

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Officers, Athletes, coaches and officials selected to represent the BCFA at national or international competitions or who are recipients of BCFA funding are held to a higher standard of behaviour. As such, behaviour outside of the context of the sport may be considered a breach of conduct and appropriate discipline applied. Such behaviour includes criminal activity such as participation in insurrections or riots.



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DISCIPLINE AND COMPLAINTS POLICY

The BCFA shall establish an ad hoc discipline committee to further investigate black card events or other breaches of the code of conduct. Breaches in the code may result in further suspension from competitions or programs sanctioned by the BCFA. The discipline committee will also investigate any claims or abuse or harassment made against a BCFA officer, coach, athlete, member or person involved in the sport such as athlete parent or spectator. The ad hoc committee will also investigate any conflicts or disputes related to team selection, athlete funding, acceptance into BCFA programs or conflicts of interest.

The membership of the ad hoc discipline committee shall be established by the president of the BCFA on a case by case basis and will usually be comprised of board members and additional persons with expertise in the area. Board members with a conflict of interest will not be a member of the committee. Where the president is in a conflict of interest the VP of finance will establish the membership of the committee.

The committee will investigate all complaints in a timely manner, allow recourse to appeal, and follow procedures consistent with applicable laws or natural justice and fairness.

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DRUG FREE POLICY

- BCFA members are required to adhere to any drug free policy established by the Canadian Fencing Federation
- All competitive athletes agree to avoid the use of banned substance in contravention to the rules of the WADA, IOC, the FIE and Sport Canada Policy.
- All BCFA coaches agree to actively ensure that athletes avoid the use of banned substance in contravention to the rules of the WADA, IOC, the FIE and Sport Canada Policy.
- Athletes or coaches found to be in contravention of CFF or BCFA drug free policies may be suspended from high performance programs or competitions and may lose any funding support provided by the BCFA

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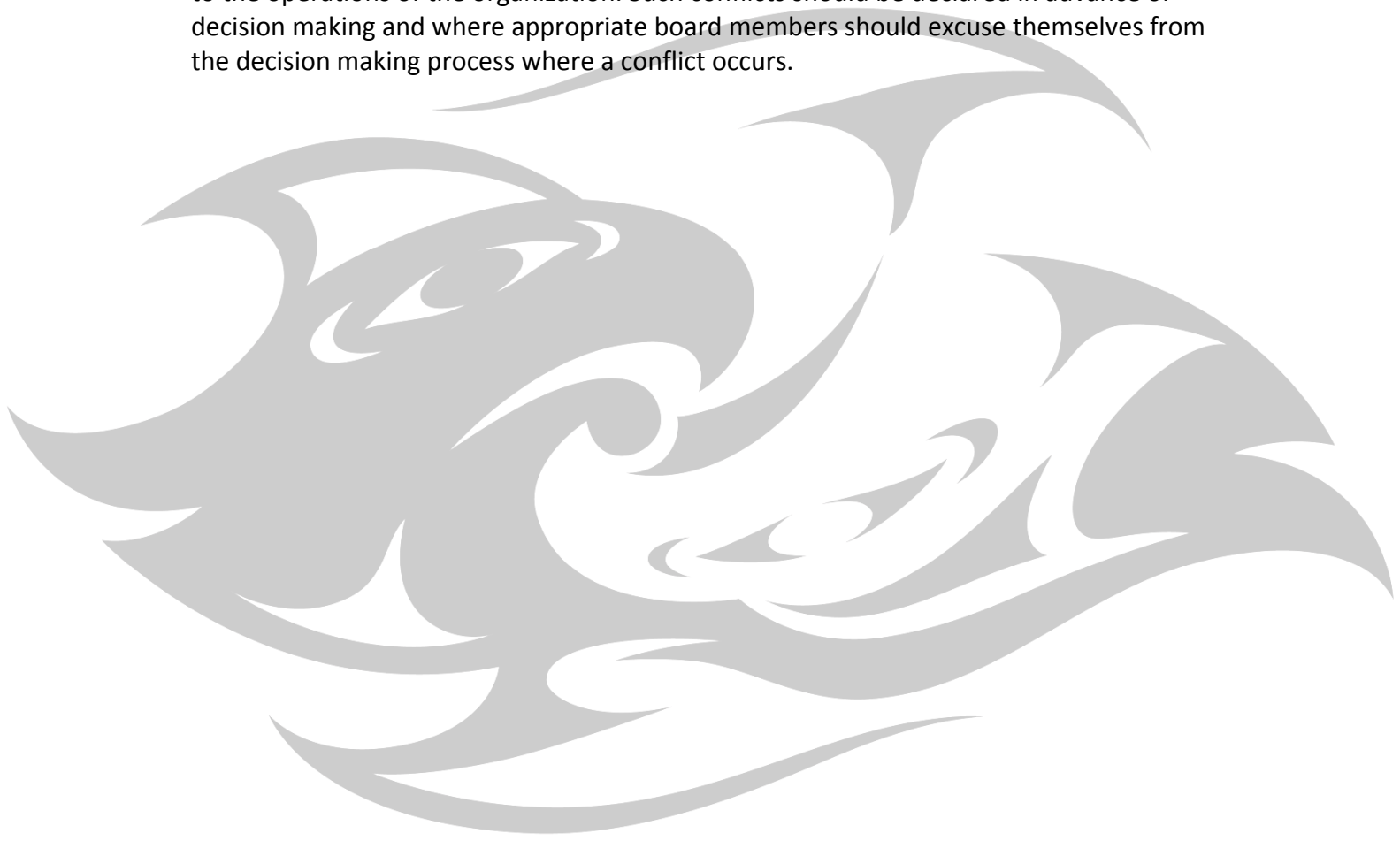
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CONFLICT OF INTEREST POLICY

It is recognized that board members may at times have a conflict of interest in relation to the operations of the organization. Such conflicts should be declared in advance of decision making and where appropriate board members should excuse themselves from the decision making process where a conflict occurs.



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