BCDGA Code of Conduct

Policy Type: Governence
Created: December 2025
Revised: October 2026
Reviewed: Every 2 Years

1. POLICY STATEMENT

a) BCDGA is committed to promoting a strong culture built on integrity. The Code of Conduct highlights the importance of being respectful to our partners, communities, laws, BCDGA Policies and Procedures, our sport, the environment, and for ourselves and each other.

2. PURPOSE

b) BCDGA is committed to advancing a respectful sport culture that upholds the highest standards of conduct and ethics throughout BCDGA personnel.

3. SCOPE

c) This policy applies to all BCDGA Personnel. As representatives of BCDGA, we strive to conduct ourselves in a professional and ethical manner in accordance with all applicable laws, regulations and common sense.

4. DEFINITIONS

a) Conflict of Interest: a situation when an individual participates in a decision (including any contract, arrangement of employment, sale or provision of codes and services, receipt of gifts) which may benefit BCDGA but may also be seen to benefit that individual due to their direct or indirect interest surrounding the outcome of the decision.

b) Universal Code of Conduct to Address Maltreatment in Sport (UCCMS): a policy document that sets harmonized rules to be adopted by sport organizations in Canada to advance a respectful sport culture. https://sportintegrity.ca/media/567

c) BCDGA Personnel: anyone acting in a capacity supporting the work or representing BCDGA, including Board Members, Staff, Contractors, Committee Members and Advisory Group Members. All BCDGA Personnel are considered Participants under the UCCMS.

5. **STANDARDS**

5.1 EXPECTED BEHAVIOURS

a) BCDGA Personnel are expected to:

(1) uphold and support the mission, vision and values of the society.

(2) comply with BCDGA bylaws, policies and procedures, and the Universal Code of Conduct at all times.

(3) treat others with dignity and respect.

(4) support a safe, respectful and discrimination-free environment for all, including the provisions outlined by the British Columbia Human Rights Code.

(5) take reasonable steps to protect any sensitive or confidential information obtain in their role.

(6) not use information that is gained due to their relationship with BCDGA, in order to further any personal, private or public interest.

(7) not be under the influence of alcohol while on duty, except at company sanctioned events where alcohol is served and consumption is permitted within reasonable limits.

(8) not be under the influence or in possession of illegal drugs or controlled substances on company property or during work hours.

(9) to raise any concerns about unethical behaviour.

(10) adhere to ethical standards that help maintain a positive organization culture and reputation.

b) Any form of maltreatment toward any BCDGA Personnel will not be tolerated and individuals are expected to refrain from Prohibited behaviours as outlined in the UCCMS.

c) No BCDGA Personnel shall be subject to harassment, reprisal, retaliation, or adverse employment consequence as a result of reporting a violation to the policy. Any form of retaliation will not be tolerated.

d) BCDGA Personnel who violate this policy may be subject to disciplinary action under the viaSport Discipline and Complaints Policy.

5.2 CONFLICT OF INTEREST All BCDGA business and decision-making must be conducted ethically, fairly, and impartially.

a) All BCDGA Personnel must avoid any actual or perceived conflicts of interest.

b) BCDGA Personnel who find themselves in an actual, perceived or potential conflict of interest must disclose the matter to the appropriate authority. Individuals who fail to disclose may be subject to disciplinary action up to and including removal from their role and dismissal.

6. HARASSMENT PROCEDURES

6.1 The BCDGA is committed to fostering a harassment-free community with safe, inclusive, and accessible disc golf courses for all abilities, ages, and income levels. We encourage diversity, acceptance, and kindness on and off the disc golf course.

6.2 This procedure applies to all behavior that is in some way connected to BCDGA events or activities, including during affiliated club events and online forums.

7. APPLICABLE OPERATIONAL PROCEDURES

7.1 None

By participating in BCDGA events and associated club events, all members acknowledge that they understand and agree to abide by this Code of Conduct. Failure to comply with the Code of Conduct may result in disciplinary action, up to and including removal from BCDGA activities and termination of membership.

By fostering a culture of respect and accountability, we can work together to create a positive and rewarding experience for all members of the BCDGA

End.