

ATTN: Coaches, Sponsor Teachers, and Board Members

The role adults play in the Debate and Speech Association of BC is essential to the operation of the association and the quality of experiences of our students. In the following document, adults refers to coaches (paid or volunteer), sponsor teachers, volunteers, board members and any other adult fulfilling responsibilities (requested or voluntary) for the DSABC or its member schools' debate and public speaking program.

The intent of this document is to create an association that embodies the values of:

- Equity
- Opportunity
- Courtesy, professionalism and caring
- Freedom from favoritism, conflict of interest, fear, coercion, discrimination, or harassment

### **Code of Ethics**

1. In all activities, the primary responsibility of the Coach/Sponsor teacher is to maintain the safety and well being of the student(s) in their care, and assist other adults in the same duties for their student(s).
2. The involvement of adults in DSABC activities is to facilitate and support opportunities for all students to develop skills of speech, analysis, argumentation, negotiation and cooperation in a healthy, dynamic and growth-minded way.
3. Adults should be aware of and actively fulfill the guidelines of their respective schools and profession(s).
4. Non-teacher adults:
  1. Should operate under the guidance of a qualified teacher within the host school and should undergo a criminal records check with the RCMP.
  2. Should operate under the guidance of their associated school(s)' teacher conduct policies (for example: social media, supervision and risk management, etc).

5. Adults should be aware of and actively support the communicated rules, guidelines and policies of schools and associations hosting events.
6. Adults should be aware of and actively fulfill all DSABC policies- both administrative and substantive.
7. In all ways, adults should avoid actual and perceived of conflict of interest (see Appendix 1- Conflict of Interest).
8. Adults should actively fulfill duties of loyalty, care and disclosure (see Appendix 2- Duties).
9. Adults should demonstrate qualities of courtesy and good sportsmanship. These are evidenced by proper acceptance of officials' judgement, positive encouragement of student performance and polite interaction with tournament organizers in the event of a complaint.
10. Adults will support the volunteer efforts of fellow coaches and judges, and will encourage their debaters to do so as well.
11. The head Coach/Teacher, as a representative of their school, is responsible for the conduct of all personnel composing the school's team (participants, spectators from their school, and parents of students). Coaches/Teachers shall make an attempt to control any negative situation, before it becomes an issue for the tournament organizer.
12. Adults will not scout teams or individuals.

All coaches, sponsor teachers, volunteers and board members should indicate they have read, understand and agree to uphold this code of ethics by reading the document on the DSABC website and indicating so on the provided form at registration. This should be done every year, or upon beginning of service.

### **Appendix 1- Conflict of Interest**

Conflict of Interest is a situation in which a person has a private or personal interest sufficient to appear to influence the objective exercise of his or her official duties. Conflicts of Interest include any situation where an individual is in a position to exploit a professional or official capacity in some way for their personal or corporate benefit. This may take the form of receiving compensation from multiple DSABC members or multiple individuals from various member schools.

A Conflict of Interest may be real or apparent: Depending upon the law or

rules related to a particular organization, the existence of a conflict of interest may not, in and of itself, be evidence of wrongdoing. In fact, for many professionals, it is virtually impossible to avoid having conflicts of interest from time to time. A conflict of interest can, however, become a legal matter for example when an individual tries (and/or succeeds in) influencing the outcome of a decision, for personal benefit. A director or executive of a corporation will be subject to legal liability if a conflict of interest breaches his/her Duty of Loyalty.

Adults must perform their responsibilities in a manner that avoids real or apparent conflicts of interest between their private interests and the interests of the DSABC organisation, board, members and students.

A real conflict of interest occurs when adults exercise an official power or performs an official duty or function where there is an opportunity to further his or her private interest.

An apparent conflict of interest occurs when a reasonably well-informed person could have a perception that a Fiduciary person's ability to exercise an official power or perform an official duty or function was or will be affected by his or her private interest.

Board members who are also current coaches should be particularly careful about the potential for real or perceived conflicts of interest when dealing with issues not related to their DSABC Board work.

### **Appendix 2- Duties of Loyalty, Care, Disclosure and Privacy**

**Duty of Loyalty:** Coaches, sponsor teachers and board members must act honestly, in good faith, and in the best interests of the Debate and Speech Association of BC. In placing the interest of DSABC ahead of their own personal or business interests, Fiduciaries must:

- Be honest in their dealings within the DSABC;
- Maintain the confidentiality of information received by them in their official capacities with the DSABC
- Avoid situations where they could profit at the expense of DSABC, appropriate a business opportunity of DSABC, or otherwise put themselves in a position of conflict between their own private interests and the best interests of DSABC.

**Duty of Care:** Every adult owes a duty of care to DSABC and must exercise the degree of skill and diligence reasonably expected from an ordinary person of his or her knowledge and experience.

**Duty to Disclose:** Adults have a duty to disclose to the DSABC board, any conflict of interest, relationship, benefit, opportunity, activity, or transaction that could lead to or result in a real or apparent conflict of interest. This includes the duty to disclose private interests in properties or transactions in which the DSABC is involved, or proposes to be involved.