

Paws4Fun Agility Code of Conduct, v1.1

1. Terms

- 1.1. The Paws4Fun Agility corporation is hereafter referred to as “Paws4Fun”.
- 1.2. “Paws4Fun facility” means any location at which a Paws4Fun event is held, including but not limited to the property at 2840 Taylor Road, Kemptonville, ON, K0G 1K0, Canada.
- 1.3. “Written” means written communication on (1) physical media, primarily but not limited to paper, or (2) via electronic means including but not limited to email, text and social media.
- 1.4. “Incident Management Committee” and the “Incident Report” are defined in the Paws4Fun Incident Management Procedure.

2. Purpose

- 2.1. The purpose of the Paws4Fun Code of Conduct (hereinafter referred to as this Code) is to ensure a safe and positive environment at all Paws4Fun locations and all Paws4Fun events by making individuals aware that there is an expectation, at all times, that all individuals are treated with respect.
- 2.2. This Code is not intended to specifically outline every instance of misconduct. Conduct may still constitute a breach of this Code and be subject to sanctions even though not specifically included in this Code.

3. Application of this Code

- 3.1. Agility is a challenge and a competition to be enjoyed by handler, dog and spectator. The main elements of the sport are good sportsmanship and fun for the dogs and handlers. These elements are made up of shared values of the membership including sportsmanship and respect. The principle of respect challenges everyone to act in a manner respectful of the dignity of others in Paws4Fun regardless of their connection to Paws4Fun.
- 3.2. This Code applies to participants, spectators, visitors, and volunteers, Paws4Fun members or not, as well as Paws4Fun Directors and Coordinators.
- 3.3. This Code focuses on the conduct or actions in and out of the ring. Any breach of this Code will be addressed as described in the Paws4Fun Incident Management Procedure.
- 3.4. This Code, is considered to be a part of the Rules and Bylaws (as may be amended from time to time) and violating any aspects of this Code will be a violation of the Policies and Procedures of Paws4Fun, subject to sanctions as determined by the Paws4Fun Incident Management Procedure.

4. Responsibility towards Creating a Harassment Free Environment

Any and all parties referred to in Section 3 must:

- 4.1. Adhere to all parts of the Paws4Fun Harassment Policy.
- 4.2. Refrain from any behaviour that constitutes harassment, where harassment is defined according to the Canadian Human Rights Commission as a form of discrimination that involves any unwanted physical or verbal behaviour that offends or humiliates.
- 4.3. Refrain from any behaviour that constitutes violence, where violence is defined as the exercise of physical force, that causes or could cause physical injury; an attempt to exercise physical force that could cause physical injury; or a statement or behaviour that it is reasonable to interpret as a threat to exercise physical force.
- 4.4. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature.

5. Responsibility when Participating in Paws4Fun Events

Any and all parties referred to in Section 3 must:

- 5.1. Refrain from ridiculing another participant for poor performance or practice.
- 5.2. Act in a sportsmanlike manner and not engage in violent behaviour, foul language, or offensive gestures.
- 5.3. Refrain from handling dogs in any way other than humanely.
- 5.4. Always place the welfare of dogs as paramount.
- 5.5. Be respectful of volunteers and recognize their efforts to make it possible to play, train and enjoy agility with their dogs.
- 5.6. Conduct themselves appropriately at all times, whether competing, spectating or volunteering.
- 5.7. Respect all Paws4Fun rules and regulations.
- 5.8. Be respectful of decisions made by Paws4Fun officials.
- 5.9. Commit to using the available channels offered by Paws4Fun to address any possible disputes.
- 5.10. Refrain from participating in any form of public (including social media) criticism campaign against Paws4Fun, Paws4Fun volunteers, or Paws4Fun representatives.
- 5.11. Comply at all times with Paws4Fun By-laws, rules, regulations, policies, procedures and directives.

5.12. Comply at all times with all applicable laws, rules, by-laws and restrictions imposed by the pertinent authorities and by the property owners. Not knowingly participate or assist in any violation of such laws, by-laws, rules and restrictions.

5.13. Resolve conflicts in a civil and professional manner.

6. Social Media Conduct

Any and all parties referred to in Section 3 must, when using social media:

- 6.1. Be mindful not to bring Paws4Fun into disrepute and erode the trust of Paws4Fun members.
- 6.2. Understand that what is said and done on social media can reflect on yourself, your colleagues and Paws4Fun as a whole.
- 6.3. Be aware that derogatory comments or re-posting comments may result in disciplinary action from Paws4Fun.
- 6.4. Refrain from the expression of personal opinions on controversial subjects related to Paws4Fun.
- 6.5. Consider inappropriate public and private communications through social media the same as verbal or written communications.
- 6.6. Refrain from cyber bullying of any kind towards Paws4Fun event participants, students, members, spectators, volunteers, Directors and Coordinators.

Examples of cyber bullying include but are not limited to communications that seek to intimidate, manipulate, falsely discredit, put down, try to control, confront, demand, threaten, or escalate issues.
- 6.7. Maintain social media environments that are built on mutual respect and are free from racism, discrimination and harassment.

Any of these cases may result in removal from all associated social media pages and even lead to expulsion from Paws4Fun events and even further, expulsion from organization membership.

7. Additional Responsibilities for Paws4Fun Directors and Coordinators

Directors and Coordinators of Paws4Fun must also:

- 7.1. Comply and be familiar with all Paws4Fun governance documents applicable to their role and responsibility.
- 7.2. Act with honesty and integrity and conduct themselves in a manner which maintains the confidence of Members.
- 7.3. Ensure that Paws4Fun's financial affairs are conducted with due regard for all fiduciary and operational responsibilities.
- 7.4. Conduct themselves openly, professionally, lawfully and in good faith in the

best interests of Paws4Fun.

- 7.5. Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
- 7.6. Behave with decorum appropriate to both circumstance and position, and be fair, equitable, considerate, and honest in all dealings with others.
- 7.7. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Paws4Fun is founded (Canada Not For Profit Act).
- 7.8. Respect the confidentiality appropriate to the business at hand.
- 7.9. Ensure that Paws4Fun members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight.
- 7.10. Refrain from behaviour that could cause damage to Paws4Fun's reputation.
- 7.11. Respect the decisions of the majority and resign if unable to do so.
- 7.12. Commit the time to attend meetings and be diligent in preparation for, participation in, and follow-up from such meetings.

8. Additional Responsibilities for Paws4Fun Directors

Directors of Paws4Fun must also:

- 8.1. Comply with the Canada Not-for-profit Corporations Act (NPCA) and the regulations, the articles, the By-laws, and policies & procedures as established by Paws4Fun.
- 8.2. Verify the lawfulness of the articles and the purpose of Paws4Fun.
- 8.3. Be ambassadors of Paws4Fun. As such, their comportment should reflect their position and their actions should be beyond reproach.
- 8.4. Treat all Paws4Fun members with courtesy, respect, dignity, and impartiality.
- 8.5. Maintain a level of mutual respect in all communication or interaction with the general public.
- 8.6. Be fully aware of all the facts prior to making any decision on any matter before them.
- 8.7. Act honestly and in good faith with a view to the best interests of Paws4Fun.
- 8.8. Exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances when exercising their powers and discharging their duties.
- 8.9. Ensure information obtained while carrying out one's duties is treated as confidential, including any communications through emails, chat groups, social media, etc.
- 8.10. Respect the confidentiality of the above-mentioned information during and

after the relationship with Paws4Fun.

- 8.11. Respect, accept and support any majority decision made by the Paws4Fun Board of Directors as a whole.

9. Paws4Fun Rules

9.1. At all times, At all Paws4Fun locations

- 9.1.1. Your dog is your responsibility and you are responsible for all of your dog's actions. You must ensure that your dog is under control at all times. Different sizes of dogs with different prey-drives will be on the property at the same time.
- 9.1.2. We need to keep all our dogs safe and happy by keeping our dogs under control and ensuring there are not unwanted encounters. Even a visit from an friendly dog can make a shy dog uncomfortable.
- 9.1.3. Dogs with a high prey drive should be kept away from the ring when other dogs are running in order to avoid a negative interaction.

9.2. At the Outdoor Agility Fields, 2840 Taylor Road

- 9.2.1. Your dog must be on leash at all times unless running in a ring.
- 9.2.2. Flexi-leads, extendable-leads are not allowed to be used.
- 9.2.3. Pick up after your dog. Garbage cans are available for the disposal of poop bags.
- 9.2.4. Ideally, you dog should not foul in the rings, and you should do your best to prevent this by giving them a walk in the open area before going into the ring. Fouling in the ring does happen, so when it does: stop your run, mark the spot where the fouling happened, collect your dog and take them back to the crate / car, use a bag to pick up if necessary, and then spray the area with the spray bottle provided at each ring as a courtesy to other users.
- 9.2.5. Do not tie your dog to the t-bars on the club's property. Do not slip your leash over the t-bar while it is attached to your dog. If you must leave your dog use either a crate or a tie-out or ask someone to hold your dog for you. (Note: even though someone may agree to hold your dog, you are still responsible for its actions. You know your dog best and should act accordingly.)

9.3. At any indoor Facility where a Paws4Fun event or class is held

- 9.3.1. Your dog must be on leash at all times unless running a sequence or course.
- 9.3.2. Pick up after your dog. Please take poop bags home with you, do not dispose of them on site.

9.3.3. Ideally, your dog should not foul in the rings, and you should do your best to prevent this by giving them a walk in the open area before going into the ring. Fouling in the ring does happen, so when it does: stop your run, mark the spot where the fouling happened, collect your dog and take them back to the crate / car, use a bag to pick up if necessary, and then spray the area with the spray bottle provided at each ring as a courtesy to other users.

9.4. In Training Classes, at all locations

Paws4Fun is committed to giving you a great training experience. We ask for your contribution to making training at Paws4Fun a successful and fun experience for all involved.

1. Dogs are normally in the ring in a flat collar during classes for safety reasons. If you have any doubt on the suitability of your collar, consult with your instructor.
2. Remember that the instructors are volunteering their time to teach and we are fortunate to have them. They are the club's representative during the class.
3. Students may be asked to help with set up / teardown of courses for their class.
4. Classes will be held rain or shine unless cancelled by the instructor for safety reasons (e.g. lightning or very strong winds). In this case instructors will arrange for make-up classes.
5. Classes have priority access to their assigned rings during their assigned times. When not assigned to a class, rings are available to club members for practice.

9.5. AAC Agility Trial Handler Etiquette

Paws4Fun is committed to giving you a great trial experience. We ask for your contribution to making our trials a successful and fun experience for all involved.

1. Please be pleasant to volunteers. They are giving up their time for this, and trials cannot happen without them.
2. As soon as you arrive, go to the volunteer desk and see if there is anywhere you can help out.
3. Pick up after your dog, there are garbage cans on site.
4. Pick up your own garbage, there are garbage cans on site. If you see garbage in the ring or the field, it would be nice if you picked it up. Our lawn mowers do not like garbage.
5. Keep your dog on leash when not at the warm-up jumps or running an event.

6. Respect any dog that needs "space". If your dog needs "space" politely ask other handlers to respect it.
7. Check in with the gatekeeper before each event, either before the briefing or after walking the course. If you do not check in, the gatekeeper will assume you are not there.
8. If you need to change the running order for any reason, do not do it yourself. Have the gatekeeper do it, as they need to mark the running order in a way they understand, and notify the scribe.
9. As each event progresses, keep track of who is running. Be at the gate well before your turn and let the gatekeeper know you are there.
10. If you have a question or need to speak to the judge, go to the gatekeeper. They will wait until the current run is finished and alert the judge.
11. Respect the volunteer's job, especially the timer, scribe and gatekeeper. Refrain from speaking to them as this can distract them from their job. If you need someone to hold your dog or treats, or film a run, ask another handler.
12. Gatekeeper terminology:
 - (a) In the ring - the dog that is running
 - (b) On deck - the next dog (second)
 - (c) In the hole - the dog after that (third)