



Canada DanceSport Professional Division DanseSport Canada Division Professionnelle



CANADA DANCESPORT PROFESSIONAL DIVISION CODE OF CONDUCT & ETHICS

Canada DanceSport Professional Division (CDS PD) Member is required to be familiar and comply with the Code of Conduct and Ethics, to conduct and represent CDS PD in an ethical and fair manner and to handle all matters pertaining to Dancesport with utmost integrity, honesty, impartiality and responsibility and use due care and diligence in fulfilling their mission.

MEMBERS

1. This code applies to all CDS PD registered members, all of whom are required to be familiar with the terms of the Code and to comply with it fully.
2. The provisions of this Code shall be governed by and interpreted in accordance with Canadian law.

Integrity and Competence

1. CDS PD member must treat other professionals, students and persons with integrity, respect and professionalism. Integrity includes, but is not limited to, honesty, fair dealing, courtesy and consideration.
2. CDS PD member must take reasonable steps to maintain and enhance the knowledge, skills and personal qualities necessary to offer a competent quality of service and encourage public respect.
3. CDS PD member must not engage in any act of defamation, libel or slander of any other CDS PD or World DanceSport Federation (WDSF) member, or of any professional dance organization including, but not exclusively, CDS PD and WDSF. This applies to any such act, including verbal and written, and whether by any means including electronic, email or any social media post.
4. CDS PD member must not discriminate against any other CDS PD or WDSF member, student, competitor or athlete on any grounds of race, colour, national or social origin, creed, religion, age, physical or mental ability or disability, sexual orientation, or any other status.
5. CDS PD member must comply with the Harassment, Bullying and Discrimination policy published by Canada DanceSport (CDS).

Advertising and Solicitation

1. CDS PD member must not use false advertising and must not mislead the uninformed.
2. CDS PD member must not solicit clients or students of other CDS PD members in person and/or on any media.
3. CDS PD member must not use contact information of CDS PD members for personal gain of any form, for solicitation of any sort or for purpose not identified when the information was collected.
4. CDS PD member should not pressure other CDS PD members' students into becoming his or her students.

Statutory Requirements

1. CDS PD member should act in accordance with the law for music that are related to their work.
2. CDS PD member should act in accordance with the law on sound data protection principles.
3. CDS PD member should act in such a manner that ensure compliance with local health and safety requirements.
4. CDS PD member is required to complete Safe Sport Training annually.



**Canada DanceSport Professional Division
DanseSport Canada Division Professionnelle**



CANADA DANCESPORT PROFESSIONAL DIVISION CODE OF CONDUCT & ETHICS

ADJUDICATORS, SCRUTINEERS and CHAIRPERSONS of ADJUDICATORS

Conflict of Interest

A Conflict of Interest is any interest, relationship, association or activity that is incompatible with a Chairperson's, Adjudicator's or Scrutineer's obligations to ensure that all athletes or competitors are judged on their merits, free from any bias or coercion. Conflicts of Interest arise in particular when the personal interests of an adjudicator, chairperson or scrutineer may influence that adjudicator's, chairperson's or scrutineer's judgement or ability to act in the best interest of CDS PD, CDS or its Regional Associations, which is the same as in the best interest of the athletes or competitors. A Chairperson, an Adjudicator and a Scrutineer must adhere to the rules set out in this Code, and shall retire from the panel where any potential Conflict of Interest arises.

Impartiality

1. CDS PD Adjudicator should be and should appear to be fair and impartial with respect to his or her decisions and conduct.
2. CDS PD Adjudicator must distance themselves from any sort of arbitrariness and must not, by any manner whatsoever, try to influence the results of a competition by subjective or unfounded acts.
3. CDS PD Adjudicator should excuse himself or herself in any case where he or she believes will be unable to adjudicate impartially that includes adjudicating family members.
4. CDS PD Adjudicator shall strive to ensure his or her conduct, in and outside of the competition, maintains and enhances confidence in his or her fairness.
5. CDS PD Adjudicator must adjudicate independently and free of any influence.
6. CDS PD Adjudicator must reject any attempt to influence his or her decisions.
7. CDS PD Adjudicator should make every effort to ensure that his or her conduct is above reproach in the view of informed, fair minded and reasonable persons.
8. CDS PD Adjudicator must not contact competition promoters with the promise to bring students to their competition in exchange for a position on the adjudicating panel for oneself or someone in the same studio.
9. CDS PD Adjudicator must not coach, teach or give any advice to any participating athlete or competitor including family members on the day of and during an event/competition at which he/she is judging.

Diligence

1. CDS PD Adjudicator should be diligent in the performance of his or her duties.
2. CDS PD Adjudicator must take reasonable steps to maintain and enhance the knowledge, skills and personal qualities necessary in the performance of his or her duties.

DISCIPLINARY PROCEEDINGS

Complaints

CDS PD will investigate and rule upon any complaint regarding the behavior of CDS PD member within the guidelines of the Association rules. All complaints must be submitted in writing and signed by complainer/s. Upon receipt of the complaint, CDS PD will inform the individual complained against in writing. He or she shall have the right to answer such complaints or charges.

Suspension

If an infringement of any of the above codes has been proven, CDS PD may impose a suitable penalty. This may include suspension from adjudicating or membership in CDS PD if deemed appropriate.