

**BC LIONS FOOTBALL CLUB
COMMUNITY PARTNERSHIPS**

CODE OF CONDUCT

October, 2019

1. Context

This Code of Conduct ("Code") has been adopted by the BC Lions Community Partnerships Division as part of an overall set of conduct-related policies applicable to the Club itself, its directors, officers, players, employees, and volunteers. In so far as the players, coaches and other team staff are concerned, this Code should be read in conjunction with and supplementary to the code of conduct adopted by the CFL, the CFL constitution and the collective bargaining agreement entered into between the CFL and the Canadian Football League Players Associations ("CFLPA"). Where this Code conflicts with the code of the CFL or the CFLPA collective bargaining agreement, that code and that agreement shall prevail. The CFL code principally addresses conduct occurring on the football field or during or related to a football game event. This Code is intended to have a wider application.

It is recognized that no written code of conduct can cover every situation; rather, the standards of conduct set out in this Code are stated in broad terms, indicating the general direction and rules by which conduct should be measured. It is expected that all personnel will comply with the spirit as well as the letter of this Code of Conduct.

Where any person whose conduct is subject to this Code has any doubt about whether a particular course of action may or may not breach the Code, that person shall have access to the Club's President, General Manager and Director of Community Partnerships as may be appropriate in the circumstances, for advice and consultation in order to determine the appropriate course of action. The Code is subject to all applicable privacy laws and is not intended to apply to matters where rights of personal privacy prevail under the law.

2. Scope of Code of Conduct

This Code of Conduct applies to Club Personnel associated with the BC Lions Community Partnerships department and programs, including all those associated with the Be More Than A Bystander Program.

This Code of Conduct applies to Club Personnel with respect to both CFL authorized events and activities (i.e., football games and game-related activities) and all other events and activities of Club Personnel taking place in any public place or any other place where such events and activities are not of a purely personal and private nature. The events and activities include online conduct, actions, and behaviours.

This Code is based on the following fundamental beliefs held by the Club:

- That in all of the activities governed by this Code, Club Personnel are commonly viewed as ambassadors and representatives of the Club and hence their conduct will reflect directly on the reputation and integrity of the Club itself.
- That Club Personnel owe a duty of loyalty to the Club and should make every reasonable effort to act at all times in the best interests of the Club and the Team.

- That all Club Personnel should treat other persons with whom they interact with respect and common courtesy.
- That individual Club Personnel are responsible for their actions and should be held accountable for them.

3. Standards of Behaviour

This Code adopts the following basic standards to apply to the conduct of Club Personnel within the scope of the Code:

3.1 Basic Standards

All Club Personnel should in all of their actions, be guided by and demonstrate the following:

- At all times, comply with the law and avoid any activity which breaches any applicable law (federal, provincial and municipal).
- Act with honesty and integrity.
- In dealings with others, respect differences in ideas and opinions and avoid public confrontations or disputes.
- Respect and treat others fairly and with dignity and courtesy, regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, gender, sexual orientation, age or disability.
- Be in control of their actions at all times.
- Take responsibility for their actions.

3.2 Public Safety

In all activities governed by this Code, Club Personnel must make special efforts to:

- Be in control of their physical actions and their emotional state at all times.
- Take responsibility for their physical actions and emotional state.

Among all other requirements of law, not threaten or intimidate another person, or encourage others to do so.

3.3 Respect of Fans

Fans of the Club and the CFL, whose support makes the activities of the Club including the employment of the members of the Team possible, should be treated with respect. Club Personnel should not engage in any

behaviour that may insult, injure or threaten fans.

3.4 Respect of Community

Club Personnel will often attract particular attention when engaged in off-field events and activities. Club Personnel must take special measures to make every reasonable effort to achieve the following:

- Avoidance of placing themselves in circumstances where they may become engaged in confrontational or other emotionally-charged encounters.
- Any other circumstance which may involve the police or other public safety authorities.

Club Personnel must view themselves as ambassadors and representatives of the Club and must make every reasonable effort to ensure that their conduct will measure up to that of "good citizenship", characterized by treating others with courtesy and respect. The test that may be applied to such conduct is simply whether Club Personnel would be proud to have their activities fairly reported on the front page of the local newspaper.

3.5 Respect of Media

Club Personnel should respect our relationship with the media and should not engage in any behaviour that is derogatory, insulting or abusive to members of the media.

3.6 Racial Tolerance

The CFL has a zero-tolerance policy to any form of racism or racial discrimination, which the Club adopts as well.

4. Privacy Law Requirements

This Code is subject to limitations or protections existing under federal and provincial laws protecting rights to privacy and will be applied subject to such limitations or protections.

5. Consequences of Code Breaches

5.1 Complaints

Complaints of breaches of this Code will be investigated at the direction of the Club's Director of Community Partnerships, or in the case of a complaint involving the Director of Community Partnerships at the direction of the President.

Either such party may delegate the investigation of a complaint to the General Manager or Head Coach, as circumstances may dictate. In the normal course, in order for the Club to act on a complaint it should be in writing and signed by the complaining party and reasonable evidence regarding the validity of the complaint shall be available.

The objective of the Club in determining whether a complaint should be investigated will simply be to do its best to achieve fairness between the Club Personnel and the complainant.

The investigation of a complaint will involve a thorough and fair examination of the facts and will provide an opportunity for all affected parties to bring forward relevant information.

Conclusions reached as a result of the investigation will be reported in writing to the President and any other appropriate parties (i.e. General Manager, Head coach, VP Business), as may be applicable to the Club Personnel involved.

This process will be subject to all requirements of the CFLPA bargaining agreement and if the complaint relates to or involves a BC Lions Football Club player, notice of the complaint and the proposed investigation of such complaint will be sent to the CFLPA.

After receiving the result of a complaint investigation, and subject always to applicable CFL rules and the requirements of the CFLPA bargaining agreement, the Club will determine whether and what action should be taken regarding Club Personnel. Action in this regard may include a direction regarding counselling or other remedial action, a reprimand or a suspension or termination of employment. The Club will take action where it considers it appropriate to do so whether the circumstances arise by virtue of a complaint from a member of the public or whether the Club otherwise determines that such action is necessary.

6. Adoption of the Code

This Code was adopted by BC Lions Football Club Community Partnerships Division effective the 16th Day of October, 2019.