

Vancouver & District Bowls Association



Code of Conduct and Harassment Policy

The Code of Conduct establishes a clear set of guidelines for athletes, coaches, officials, and spectators. The primary goal is to ensure that the Sport of Bowls is a fun, positive and enjoyable experience for all involved.

The Code is based on the concept of fair play, defined by three basic principles:

1. Respect for the sport;
2. Respect for all participants, including teammates, coaches and opponents;
3. Respect for the officials and their decisions;

It is a condition of participation in Vancouver and District Championships that participants follow the Code of Conduct at all times. Failure to comply will result in action being taken.

Players

- Play by the Laws of the Sport and the Conditions of Play;
- Respect the umpire and officials and accept their decision without criticism;
- Be fair to your opponent and treat them with respect;
- Accept zero tolerance for profanity, temper tantrums, violent behaviour, drugs or alcohol on the field of play or surrounds;
- Shake hands with the opponent at the beginning and end of the game; and
- Be generous and gracious in victory or loss.

Coaches and other volunteers

- Show respect to others involved in the game including match officials, opposition players, coaches, managers, and spectators;
- Adhere to the Laws of the Sport and the stated Conditions of Play;
- Always respect the event officials' decisions;
- Refrain from, and refuse to tolerate any form of bullying;
- Accept zero tolerance for offensive, insulting or abusive language or behaviour or physical threats on the green or the surrounds;
- Never engage in public criticism of the match officials.

Officials

- Treat the players, coaches, spectators and volunteers with respect;
- Apply the Laws of the Sport and the Conditions of Play in a fair, equitable and unbiased manner;
- Remember that the sport is athlete-centred and that the purpose of the Laws of the Sport and the Conditions of Play is to facilitate the fair play of an event.

Vancouver & District Bowls Association Harassment Policy

Policy Statement

1. The Vancouver & District Bowls Association (“V&DBA”) is committed to creating and maintaining a sports environment that is accessible, inclusive and works to ensure that all participants are treated with respect and dignity. Each individual has the right to participate in a safe sport environment that promotes equal opportunities and prohibits discriminatory practices.
2. More particularly, the V&DBA is committed to providing an environment free from harassment on the basis of race, nationality or ethnic origin, religion, age, sex, sexual orientation, marital status, family status, or disability. Harassment on the basis of any of these grounds is a form of discrimination that is prohibited by the Human Rights Code of British Columbia. To this end, the V&DBA has adopted the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS).
3. The V&DBA does not tolerate harassment. All persons in positions of authority with the V&DBA are expected to take appropriate action when harassment occurs. Individuals whose conduct is found to constitute harassment as defined in this policy will face disciplinary action.
4. The V&DBA encourages reporting of all incidents of harassment, regardless of whom the offender may be. Anyone who engages in such behaviour will be subject to discipline, up to and including disbarment of all V&DBA sanctioned events.

Application of the Policy

1. This Policy applies to all directors, officers, volunteers, coaches, athletes, officials, administrators and spectators of the V&DBA and V&DBA events. It applies to harassment that may occur during the course of all V&DBA business, activities and events, on and off the green.
2. All officers and individuals involved in delivering V&DBA programming must not engage in bullying and harassment of players, other officials, spectators, or anyone. Should they observe or experience bullying or harassment, they must report it to the V&DBA Executive as soon as possible.

3. Notwithstanding the procedures in this Policy, a person in a position of authority is encouraged to take immediate, informal, corrective disciplinary action in response to behaviour that constitutes a minor incidence of harassment.
4. Bowls British Columbia ("Bowls BC") also has a Harassment Policy. The Bowls BC Harassment Policy also applies to any Bowls BC sanctioned events held at a V&DBA affiliated club.

Definitions

1. Harassment is a form of conduct that is cruel, intimidating, humiliating, offensive or physically harmful, which the person knew or reasonably ought to have known would cause someone to be humiliated or intimidated. Types of behaviour that constitute harassment include, but are not limited to:
 - a. hostile verbal and non-verbal communications;
 - b. condescending, patronizing, threatening or punishing actions that undermine self-esteem or diminish performance;
 - c. unwelcome jokes, innuendo or teasing about a person's looks, body, attire, age, race, religion, sex, sexual orientation or self-identification;
 - d. practical jokes that cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
 - e. any form of physical assault;
 - f. sexual harassment, as defined in this policy;
 - g. behaviours such as those described above that are not directed towards individuals or groups but that have the effect of creating a negative or hostile environment; or
 - h. retaliation or threats of retaliation against an individual who reports harassment

2. Sexual harassment is defined as unwelcome sexual remarks or advances, requests for sexual favours or other verbal or physical conduct of a sexual nature when:
 - a. submitting to or rejecting this conduct is used as the basis for making decisions that affect the individual; or
 - b. such conduct has the purpose or effect of interfering with an individual's performance; or
 - c. such conduct creates an intimidating, hostile or offensive environment.

3. Examples of sexual harassment include, but are not limited to, such things as:
 - a. unwanted touching;
 - b. unwelcome sexual flirtations, advances or propositions;

- c. sexual, suggestive, obscene or degrading comments or gestures;
- d. offensive jokes of a sexual nature;
- e. leering or staring;
- f. displaying or circulating pictures or other material of a sexual nature; and
- g. unwelcome questions or remarks about a person's sex life, appearance, or clothing.

This Policy was created prior to 2026 and passed by the V&DBA by the Board 7th March 2026.