



ÉQUIPE YUKON

CODE OF CONDUCT & CODE OF ETHICS FOR THE JEUX DE LA FRANCOPHONIE CANADIENNE (JEUXFC)

The Fédération de la jeunesse canadienne française (FJCF) and the Jeux de la francophonie canadienne's Code of Conduct and Code of Ethics apply to all Équipe Yukon's activities, including those organized in preparation for the JeuxFC. Any breach of the Code of Conduct and Ethics during Équipe Yukon's activities prior to or during the JeuxFC will result in disciplinary action, which may include exclusion from the team and/or immediate expulsion at your own expense.

CODE OF CONDUCT :

- **Alcohol et cannabis:** No consumption or possession of alcohol or cannabis will be tolerated for participants, delegation staff, volunteers, officials, employees or organizers during the entire duration of the JeuxFC. Anyone intoxicated by alcohol or cannabis will be returned home at their own expense.
- **Drugs:** No drug use or possession will be tolerated at the JeuxFC. Anyone found to be in possession of drugs or intoxicated will be returned home immediately at their own expense.
- **Tobacco and vaping:** No smoking or vaping will be tolerated at any of the JeuxFC venues.
- **Harassment and bullying:** No form of harassment or intimidation, whether physical, verbal or virtual, will be tolerated for the duration of the event. The JeuxFC is a safe space.
- **Curfew:** Participants must respect the curfew established by the JeuxFC.
- **Accompanying:** Participants may leave the official CF Games site only if accompanied by an adult from their delegation.
- **Compliance with regulations and sanction committee:** All participants must respect the instructions given by the JeuxFC and the FJCF at all times. The Sanction Committee will deal on the spot with cases of complaints, harassment, abuse, vandalism or breakage, and will decide on the appropriate sanctions.

In addition to the above, the following behaviours are subject to sanction:

- Failure to comply with the rules, regulations or policies of the JeuxFC, Comité Organisateur (CO) and FJCF;
- Failure to comply with the rules of the discipline for which the participant is registered;
- Verbal, physical or virtual abuse of opponents, officials, spectators or partners of the JeuxFC, CO and FJCF;
- Disrespect towards officials or other participants, including name-calling and the use of obscene or offensive gestures;
- Theft, breakage or vandalism of sites or equipment related to the JeuxFC, the CO or the FJCF;



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- Withdrawal from or non-attendance at an event without valid reason, after having registered for it;
- Declaration of forfeiture during an event, except in the event of injury, illness or other emergency;
- Any other conduct that brings the JeuxFC, the OC or the FJCF into disrepute.

CODE OF ETHICS:

1. All employees and volunteers have a duty to promote the mission and general objectives of the Recruitment Partner (Équipe Yukon or RP) and the Jeux de la francophonie canadienne.
2. The role of employee or volunteer implies that participation in any decision must be expressly consented to based on the best interests of the JeuxFC and the RP.
3. Being an employee or volunteer cannot result in any privileges, either for the individual or for the organization from which he or she comes.
4. Every employee or volunteer is jointly and severally liable for every decision taken by the RP, even in his/her absence, as long as he/she is an employee or volunteer recognized by the RP.
5. The employee or volunteer has full authority to question the management of the RP during management meetings, but this authority does not belong to the employee or volunteer outside of meetings.
6. The employee or volunteer agrees that the content of discussions at management meetings is confidential. The content of the minutes may be conveyed with discretion and at the end of each meeting; employees and volunteers should agree on the prioritized information to be relayed.
7. The employee or volunteer must be present and punctual at management meetings.
8. An employee or volunteer is not authorized to make public representations unless requested to do so by the RP. The official spokespersons for the PR are generally the President and the Executive Director.
9. Executive directors and managers have a duty to communicate decisions taken at meetings to the employees and volunteers concerned.



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10. Unless specifically stipulated, all communications and lines of authority from directors to staff and volunteers and vice versa shall be through the hierarchical levels via the Executive Director.
11. An employee or volunteer shall perform the duties entrusted to him loyally and impartially. Without limiting the scope of this rule, the following constitutes a breach of the Code:
 - a. soliciting or accepting, directly or indirectly, for him/herself or another person, a gift, reward, commission, rebate, loan, debt forgiveness, favor or advantage likely to impair his/her independence or impartiality;
 - b. using for personal gain, or with the aim of gaining an advantage or profit, information of which he/she has become aware in the course of his/her duties;
 - c. adopting attitudes and behaviour that are disloyal to the PR or that may damage the reputation and public image of the PR, the JeuxFC or the FJCF.
12. An employee or volunteer who has a direct or indirect interest in a company that is likely to bring his or her personal interests into conflict with the duties of his or her position shall declare this in writing using the form provided. This applies to any situation in which the employee or volunteer, in the course of his or her duties, directly or indirectly places his or her personal interests in conflict with the duties of his or her position.
13. No PR employee or volunteer will publicly criticize the work of any member of the organization.
14. The JeuxFC's office and its volunteers shall at all times respect the protocols of agreement between the PR and the FJCF.



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