Moose Jaw Boxing Code of Conduct

v1.1, September 20, 2026

Adopted by the board of directors on September 20, 2026 (resolution R-2026-06), as amended at that meeting. Counsel review items are consolidated in the Professional Review Checklist.

This code belongs to MJ Boxing Inc., operating as Moose Jaw Boxing.

1. Purpose and scope

This is the one set of rules for everyone at Moose Jaw Boxing. Athletes, parents and guardians, coaches, volunteers, directors, and members all agree to it and all sign it.

The code applies everywhere the club operates:

- at the gym, before, during, and after sessions;
- at competitions, club shows, fundraisers, and any club event;
- while travelling to or from club activities;
- online, including group chats, direct messages, email, and social media, whenever the people involved or the subject connects to the club.

If you are part of this club, this code applies to you. There are no exceptions for skill level, seniority, or how long someone has been around.

2. Our commitment to the UCCMS

Moose Jaw Boxing follows the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), as adopted through Boxing Saskatchewan. The UCCMS is the national standard for Canadian sport. It defines maltreatment, including physical, psychological, and sexual maltreatment and neglect, and prohibits all of it.

The club affiliates with Boxing Saskatchewan, and our athletes and coaches register as members of Boxing Saskatchewan and Boxing Canada. We compete under their rules and we train under the Western Canada Student-Boxing Athlete Development System.

Where this code and the UCCMS set different standards, the stricter one applies.

3. Standards for everyone

Every person covered by this code agrees to the following.

Respect. Treat every athlete, coach, official, parent, volunteer, and opponent with respect, at our gym and at every event we attend. Positions of trust, such as coaching or serving on the board, are never used for personal benefit of any kind.

No maltreatment. Maltreatment, bullying, harassment, discrimination, and hazing are prohibited. That includes physical, psychological, and sexual maltreatment and neglect as the UCCMS defines them. It applies in person and online. There is no initiation ritual, no "tradition," and no joke that makes any of this acceptable.

Language. No slurs, threats, or degrading language about anyone, including their race, culture, religion, gender, sexuality, disability, body, or family. Trash talk that crosses into personal attack is a code breach, not competitiveness.

Fair play. We compete hard and clean, under Boxing Saskatchewan and Boxing Canada rules. No cheating, no gamesmanship that endangers anyone, no abuse of officials.

Equipment and facility. Treat the gym, its equipment, and any venue we visit with care. Put gear away, report damage, and leave spaces at least as good as you found them.

4. Standards for athletes

As an athlete of Moose Jaw Boxing, you agree to:

- **Give effort.** Show up on time, work honestly in training, and give your best in competition. Effort matters more than talent here.
- **Be coachable.** Listen to your coaches, ask questions when you do not understand, and accept correction without sulking or talking back. Coachability is a skill, and we expect you to train it.
- **Respect officials and opponents.** Referees and judges make the calls, including calls that go against you. Opponents make you better. Shake hands, win with class, and lose with class.
- **No unsanctioned fighting.** Your boxing skills stay in the gym and the sanctioned ring. Fighting outside the sport, at school, online, or anywhere else, is a serious breach of this code.
- **Spar only with coach approval.** No sparring of any kind without a coach's explicit approval, a coach supervising, and the required protective equipment. This includes "light" or "playing around" sparring. No exceptions.
- **Look after yourself and your gear.** Tell a coach about any injury, keep your equipment clean and in good repair, and help keep the gym tidy.

5. Standards for parents and guardians

As a parent or guardian of a Moose Jaw Boxing athlete, you agree to:

- **Support all athletes.** Cheer for effort and skill, not just your own kid. Never criticize, mock, or single out any young athlete, on our team or any other.
- **Respect coach decisions.** Coaches decide training content, sparring readiness, and competition entries based on each athlete's development and safety. Questions are welcome. Undermining a coach in front of athletes is not.
- **Raise concerns privately and through the pathway.** If something worries you, do not raise it from the sidelines or mid-session. Use the reporting pathway in Section 8: speak with a coach or board member privately, or go to the independent route. Every concern raised in good faith will be taken seriously.
- **Follow gym etiquette.** Every session is open and you are always welcome to watch. Watch from the designated areas, stay off the training floor unless a coach invites you on, and do not coach from the sidelines. One voice in an athlete's corner at a time, and during training that voice is the coach's.
- **Model the standard at events.** At competitions you represent the club too. Respect officials, opponents, and host clubs the way you expect our athletes to.

6. Standards for coaches, volunteers, and directors

Coaches, volunteers, and directors hold positions of trust with young athletes. That trust carries extra obligations. As a coach, volunteer in a position of trust, or director of Moose Jaw Boxing, you agree to:

Screening and certification

- Hold a current Criminal Record Check with Vulnerable Sector screening before working with athletes, renewed every three years.
- Complete Respect in Sport for Activity Leaders and Safe Sport training, and keep both current.
- Follow the NCCP coaching pathway (coaches) and keep your certifications current as national requirements evolve.
- Do not begin working with athletes until screening clears, and tell the board immediately if anything changes that would affect your screening status.

The training environment

- **Open-door sessions.** Every session is open. Parents and guardians can walk in and watch any practice, start to finish, no notice needed.
- **No closed one-on-one interactions.** Never be alone behind a closed door with an athlete. One-on-one instruction happens on the open floor, in view of others.
- **Two-adult presence.** Two screened adults at every session, so no athlete is ever in the care of a single adult on their own.

Professional boundaries

- **Electronic communication with minors goes through team channels.** Use the club's group channels for schedules, results, and club business. Any direct message to an athlete under 18 includes a parent or guardian on the thread. No private one-on-one messaging with minor athletes, on any platform, for any reason.
- **No private training arrangements with minor club athletes.** All coaching of Moose Jaw Boxing athletes under 18 happens through club programming. Do not enter personal training, private lesson, or paid coaching arrangements with a minor club athlete outside the club's own programs. Private coaching of adults outside club programming, including at Iron Boxing, is permitted without routine client-by-client disclosure to the board. Existing duties to disclose conflicts involving club decisions or contracts still apply.
- **Keep relationships professional.** No gifts of significance to individual athletes, no favouritism, no borrowing from or lending to athlete families, and no romantic or sexual contact of any kind with an athlete. With a minor, that is a crime and will be reported to police.

Alcohol, substances, and impairment

- Never coach, supervise athletes, or attend a youth club activity while impaired by alcohol, cannabis, or any other substance.
- Never supply alcohol, cannabis, vape products, tobacco, or any illegal or performance-enhancing substance to a minor, or tolerate anyone else doing so.
- Club youth events are alcohol free, smoke free, and vape free.

Transportation

- Never transport an athlete alone. Any club-arranged transportation of a minor requires written consent from a parent or guardian and two screened adults in the vehicle.

- In a genuine emergency, get the athlete to safety first, then inform the parent or guardian and the board immediately.

7. What happens when the code is broken

Most problems get fixed with a conversation. When they do not, the club follows this ladder. The board can enter the ladder at any step that matches how serious the breach is; a serious breach does not get three warnings.

1. **Informal reminder.** A coach or board member names the behaviour and asks for it to stop. Most issues end here.
2. **Formal warning.** A written warning from the head coach or the board stating what happened, what must change, and what happens next if it does not.
3. **Suspension.** The board suspends the person from club activity for a set period.
4. **Termination of membership.** The board ends the person's membership in the club.

Fair process. Before any suspension or termination, the person receives written notice of the concern and a genuine opportunity to be heard, in person or in writing, as set out in the club bylaws. For an athlete under 18, a parent or guardian is involved at every formal step.

Interim measures. Where safety requires it, a coach or the board can immediately remove a person from a session, event, or club activity while the process runs. An interim measure is protective, not a finding of guilt.

Independent processes. Complaints alleging maltreatment under the UCCMS may be handled through Boxing Saskatchewan's independent third-party complaint process instead of, or alongside, the club's process. Where conduct may be criminal, the club reports it to police, and the club's process waits for theirs where required.

8. How to report a concern

If something at the gym, at an event, or online feels wrong, here is what to do. You will be taken seriously, and speaking up will never cost you, or your athlete, a spot at this club. Retaliation against anyone who reports in good faith is itself a breach of this code.

1. **Tell any coach or board member.** Pick whoever you trust most. You do not need the right words; "something happened and I need to talk" is enough. Prefer writing? Email the club at info@mjboxing.ca or the board at board@mjboxing.ca.
2. **Or go outside the club.** You never have to report to us. Boxing Saskatchewan runs an independent third-party complaint process, so you can raise a concern with people who do not work at this gym. Saskatchewan sport uses an independent complaints service, ITP Sport (https://itpsport.ca). Start through Sask Sport's safe sport contacts page at https://www.sasksport.ca/programs-services/sport-safety/safe-sport-contacts/, which lists exactly who to reach and how.
3. **In an emergency, call 911.** If you or someone else is in danger right now, call 911 first. Nothing in this code comes before your safety.

9. Agreement and signatures

Signing means you have read this code, you understand it, and you agree to follow it. Signed copies are kept on file by the club.

Athlete agreement

I have read the Moose Jaw Boxing Code of Conduct, or an adult has gone through it with me, and I agree to follow it.

- Athlete name: _____
- Athlete signature: _____
- Date: _____

For athletes under 18, a parent or guardian also signs here to confirm they have reviewed the code with the athlete and agree on the athlete's behalf:

- Parent or guardian name: _____
- Parent or guardian signature: _____
- Date: _____

Parent or guardian agreement

I have read the Moose Jaw Boxing Code of Conduct and I agree to follow it, including the standards for parents and guardians in Section 5.

- Parent or guardian name: _____
- Athlete name(s): _____
- Signature: _____
- Date: _____

Coach, volunteer, and director agreement

I have read the Moose Jaw Boxing Code of Conduct and I agree to follow it, including the standards for coaches, volunteers, and directors in Section 6. I understand that I hold a position of trust, that my screening and training obligations under Section 6 must be current before I work with athletes, and that I must tell the board immediately of any change affecting my screening status.

- Name: _____
- Role: _____
- Signature: _____
- Date: _____