



# Policy Manual

**The following document is provided to the owner/operators of member clubs.**

---

*The administration wing of WAKO CANADA is the **Council of Amateur Sport Kickboxing (CASK)**.  
All membership registration (club and individual) is processed by CASK.*

---

No reproduction (print or electronic) is permitted without the express written permission of the WAKO Canada or the Council of Amateur Sport Kickboxing.

## **2025 Revised Edition**

*This edition replaces all past editions and all of their contents.*

## **MISSION**

***WAKO Canada will be the national leader in promoting excellence in amateur kickboxing and sport Martial Arts through events, courses and certification of athletes, coaches, officials and recreational participants.***

### ***Center of Excellence***

WAKO CANADA is dedicated to the highest level of excellence in the planning, implementation and review of each of its programs and operations. The effort is to build upon any successes and always look for areas of improvement and systems growth.

### ***Focus on Safety and Health***

WAKO CANADA has established the highest safety standards to ensure the well-being of all athletes, coaches and recreational participants involved in kickboxing and sport martial arts

### ***Industry Leader***

WAKO CANADA strives to be a leader within the sport martial arts and kickboxing industries. This goal will be realized through the core objective of meeting the needs of all stakeholders within the industry including school/gym owners, coaches, event coordinators, all levels of athletes, and volunteers.

### ***Fostering Cooperation***

WAKO CANADA will work openly with all individuals and groups committed to the cooperative growth of amateur kickboxing/Thai boxing/mixed martial arts. A fundamental principle of WAKO CANADA is to foster a cooperative framework within the sector.

### ***Demonstrating Ethics and Values***

WAKO CANADA is committed to upholding the highest ethical principles in all of its operations and events. Our leaders will demonstrate appropriate conduct, positive attitudes and will always work to create an environment that is respectful, safe and healthy and discrimination and harassment free.

### ***Worldwide Presence***

WAKO CANADA will be internationally known for its domestic operations and development of national amateur teams. We will network and affiliate ourselves with sanctioning bodies, national and provincial organizations committed to the principles and values of the organization.

## Table of Contents

# CONTENTS

Introduction

Definitions

## I. Program Policies

- A. Provincial/Territorial Affiliates
- B. Clubs
- C. Officials
- D. Coaches
- E. Competitive Members
- F. Non-competitive Members
- G. Event Coordinators
- H. Expenses - Officials
- I. Sanctioning Events
- J. Single Bout Format Competitions
- K. Tournament Format Competitions
- L. International Tournaments
- M. National Teams
- N. Administration
- O. Rankings/Title
- P. Unsanctioned Combative Events
- Q. Club Demonstration Events

## II. Operational Policies

- A. Discipline/Appeals
- B. Harassment
- C. Sexual Harassment
- D. Reporting Harassment
- E. Discrimination
- F. Gender Equity
- H. Suspension – Competitions
- I. Privacy
- J. Police Screening

## Appendix

Fees

Code of Conduct – Officials

Code of Conduct – Coaches

Code of Conduct – Athletes

## Introduction

WAKO CANADA is dedicated to ***promoting excellence in kickboxing and martial arts in Canada***. This is the fundamental mission of our organization and is reflected in all of the programs and services administered by WAKO CANADA.

To strive for constant excellence requires research and development, continuous innovation and regular review of all aspects of the organization, from the programs offered to the way that the organization is structured and administered.

As WAKO CANADA continues to develop, the integrity of the organization is maintained by its policies. While policies do not define any organization, they do ensure that the foundation, structure and regulations are maintained and understood by all stakeholders.

The policies of WAKO CANADA are interrelated even as they may apply to different persons or roles. For the sport, the policies are designed to ensure the health and safety of all participants. For the members, the policies ensure that every member has access to all programs and services, is treated with respect and dignity and their rights are protected in accordance with the Canadian Charter of Human Rights.

Those in leadership positions - board members, club owner/operators, event coordinators, coaches and officials – are required to understand these policies, particularly those that apply to their roles and responsibilities. However, these policies apply to all members of WAKO CANADA and all are encouraged to understand them and apply them during their involvement with our organization.

To remain in the forefront of amateur sports, WAKO CANADA updates the policies on a continual basis. Any new policies and procedures will be regularly communicated to the membership.

## Definitions

*The following terms are used throughout this document and are defined below. Please understand these definitions as they describe the intent and limitations of each term as they apply to programs and services of the Combative Sports Canada.*

Amateur Kickboxing - A physical activity involving two players engaged in a tactical game of strikes, in which each player attempts to outscore the opposing player by utilizing defensive and offensive strategies according to established rules and procedures.

Amateur Mixed Martial Arts – An amateur sport in which one player seeks to gain a tactical advantage by using positioning, submissions and submission attempts, and striking to legal target areas to outpoint the opposing player.

Member Club - A club that has fulfilled the WAKO CANADA registration requirements completely – including the registration of all individual members.

Coach - A qualified instructor/teacher who develops the athlete or participant during practice and competitions and has fulfilled the WAKO CANADA registration and certification requirements.

Competitive Athlete - A skilled participant who engages in approved competitions to further their abilities with other athletes of similar parameters (age, weight, experience) and has fulfilled the WAKO CANADA registration requirements.

Recreational Participant - A participant that pursues the activity for the personal goals of fitness and skills development without engaging in approved competitions or sparring and has fulfilled the WAKO CANADA registration requirements.

Official - A volunteer who provides leadership at approved competitions by administering the rules and regulations and has fulfilled the WAKO CANADA registration and certification requirements.

Event Coordinator - An individual or group that organizes a WAKO CANADA approved competition for the benefit of athletes to gain competitive experiences in a safe and regulated event. Event Coordinators must be from a WAKO CANADA Member Club.

Tournament Format Competition – A WAKO CANADA approved competition in which more than two athletes can enter a specific category and progress through single bout victories towards a final match for the entire category.

Single Bout Format Competition – A WAKO CANADA approved competition in which single bouts are pre-arranged between two athletes per match with similar parameters (age, weight, experience).

Approved equipment - Safety equipment that meets approved WAKO CANADA standards to ensure safety of both participants.

Amateur Athlete - All athletes that has not competed for ‘prize money’ for their participation in any combat sport including but not limited to – boxing, mixed martial arts (MMA), grappling, no holds barred, ju jitsu, toughman contests, or any martial arts events.

## I. Program Policies

### A. Provincial/Territorial Affiliates

*The provincial/territorial affiliate is the cornerstone of sport martial arts/amateur kickboxing. WAKO CANADA works collaboratively with such bodies to fulfill the Mission of the organization in each province and territory. The Board of Directors of each affiliate is responsible for each policy listed below.*

1. A provincial/territorial affiliate is a registered non-profit amateur sport association, open to all clubs within the jurisdiction to apply to become members.
2. Provincial/territorial Affiliates are required to promote the national and provincial associations and actively recruit member clubs and individual members.
3. Affiliates are to support and uphold the WAKO CANADA Mission and all policies, procedures and protocols outlined in all WAKO CANADA documents.
4. The provincial/territorial affiliate will be governed by a board of directors that will be comprised of representatives of three different WAKO CANADA members clubs.
5. Affiliates are responsible for ensuring that all members, within their jurisdiction, (eg. Affiliate Board of Directors, Clubs, Competitive Athletes, Coaches, Officials) have access to all WAKO CANADA policies, regulations and all updates.
5. Affiliates are required to use the WAKO CANADA insurance policy for all members.
6. Affiliates are required to be a recognized PSO/TSO (provincial/territorial sporting organization) with their provincial/territorial governments.
  - a. If an affiliate is not recognized as a PSO/TSO they must pursue this goal as the primary goal of their association.
  - b. Non-PSO/TSO affiliates are only allowed to sanction events within their territory if the events are not against any specific injunction/by-law/policy imposed by any government ministry or regulatory body within the province/territory.
7. Affiliates are responsible for ensuring that all competitive events within their jurisdiction fulfill all WAKO CANADA policies and procedures and that all rules/regulations are abided by.
8. Affiliates are responsible for evaluating all Officials within their jurisdiction and providing opportunities for re-training, mentoring and professional development.
9. Each provincial affiliate is required to have a 2 million dollar Directors and Officers (DO) insurance policy.
10. Affiliates are required to conduct an annual general meeting (AGM) each year. The AGM notice and agenda, as well as the minutes of the AGM, are to be sent to the WAKO CANADA office within 30 days of the AGM.

11. Affiliates are required to submit an annual financial report that is produced by a certified accountant. This document is to be submitted within 60 days of the calendar year end.
12. Voting privileges for provincial affiliates of the national governance board are as follows:
  - a. Government recognized PSO/TSO – 2 votes
  - b. Non government recognized associations\* – 1 vote  
\* Have met all WAKO CANADA requirements for provincial affiliates
  - c. Non government recognized associations \*\* - 0 votes  
\*\* Have not met all the WAKO CANADA requirements for a provincial affiliate
13. Provincial Affiliates are required to send a representative to all National Governance Board Meetings.

## B. Clubs

*The following are policies related to WAKO CANADA Member Clubs. The Owner/Operator of each Club is responsible for each policy listed below. The Member Club Owner/Operator is also responsible for adhering to all requirements contained in the Club Manual and Guidelines document.*

1. Clubs are to register annually for membership. The membership year is from September 1<sup>st</sup> (year 1) to December 31<sup>st</sup> (year 2). (See appendix for Fees).
  - a. Club Memberships received between September 1<sup>st</sup> – December 31<sup>st</sup> of (year 1) will apply for the remainder of year 1, and all of year 2: January 1<sup>st</sup> to December 31<sup>st</sup>.
  - b. Club Memberships received between January 1<sup>st</sup> (year 2) – August 31<sup>st</sup> (year 2) will only apply to December 31<sup>st</sup> (year 2).
2. Upon registration of the Club – the Owner/Operator is responsible for registering their current individual members. Only individual registered members are covered under the WAKO CANADA/CASK insurance policy.
3. The Owner/Operator is responsible for ensuring that all instructors and coaches are registered and have completed all WAKO CANADA requirements for coaches.
4. The Owner/Operator is responsible for registering any new member of the club (competitive or non-competitive) before they participate in any programs or classes.
5. The Owner/Operators must adhere to all policies, protocols and procedures outlined in the WAKO CANADA Club Manual, the All Disciplines Rules document, the WAKO CANADA Policy Manual and other official documents and communications disseminated by WAKO CANADA/CASK and the provincial/territorial affiliate in which they reside.
6. The Club Owner/Operator is responsible for the dissemination of all WAKO CANADA policies, procedures and regulations to all individual members of the registered club.

7. Owner/operators are to record any safety or disciplinary events that occur during official club hours (See Club Manual).
8. Once a club membership expires, all individual members (coaches, instructors, athletes, officials, recreational members) are no longer members of WAKO CANADA or any provincial affiliate and are no longer covered under the WAKO CANADA insurance policy. It is the sole responsibility of the club owner/operator to communicate to their individual members whenever they are no longer covered by the WAKO CANADA insurance policy.
9. The owner/operator is responsible to ensure that no individual member of the club and the club itself, is involved in any capacity - including but not limited to - participation, officiating, coaching, assisting, sponsoring and supporting of any unsanctioned\* combative event in any province or territory.

\* An unsanctioned event is defined as an event that is not sanctioned by a government recognized provincial sporting association (PSO) or the provincial/state boxing commission.

### C. Officials

*The following are policies related to the WAKO CANADA Official. The Official is responsible for each policy listed below. In addition, the Official is responsible for understanding and adhering to all related policies and procedures contained in WAKO CANADA Rules and Regulations document.*

1. Certified Officials have successfully completed a WAKO CANADA Certification Course
  - a. Official Certification entitles persons to judge and referee at authorized events.
    - I. Officials are required to judge a minimum of 2 events per year.
    - II. Officials are required to referee a minimum of 2 events per year.
    - III. Officials are required to officiate a minimum of 2 tournament events a year.
  - b. Officials that complete a Chief Officials Course entitles persons to be CO at authorized events
    - I. CO's are required to officiate 4 events a year, two of which they must referee 4 bouts, to maintain their CO status.
    - II. Prior to registering for a CO course, an Official is required to be a registered Official for a minimum of three years, each year they must have officiated at a minimum of 4 events per year of which two must be a tournament format.
    - III. Any exception to these rules must be approved by the Board of Directors.
2. Officials are to register annually for membership. The membership year is from September 1<sup>st</sup> (year 1) to December 31<sup>st</sup> (year 2). (See appendix for Fees)



3. Officials are required to be a member of a WAKO Canada member club, which is their primary location of training and primary affiliation.
4. Officials are entitled to an honorarium established by the NSO or PSO/TSO to offset expenses incurred while performing their officiating duties. See appendix for Fees.
5. Officials are forbidden to accept any monetary gifts or money by any persons associated with or involved in an authorized event – including, by not limited to, the event coordinators, officials, athletes, coaches and relatives/associates of athletes.
6. Officials must wear their uniforms during the entire duration of their official duties.
7. Officials are not permitted to consume any alcohol the day of the event and one hour after the completion of the event.
8. Officials are expected to understand and adhere to the CODE of CONDUCT Agreement. Failure to do so will result in disciplinary action. (See Appendix for CODE).
9. The Chief Official is the WAKO CANADA authority at any competitive event. He/she will conduct the weigh-ins, rules meetings and officiate the bouts by determining which officials will referee and judge which bouts.
10. All officials are not permitted to be involved in any capacity (eg. officiating, coaching and/or competing) at any combative sport event in Canada, which is not sanctioned by a government recognized PSO.

#### D. Coaches

*The following are policies related to the WAKO CANADA Coach. The Coach is responsible for each policy listed below. In addition, the Coach is responsible for understanding and adhering to all related policies and procedures contained in the Club Manual and Rules and Regulations document.*

1. Coaches are responsible for the health and safety of all athletes and recreational participants under their care while training at their WAKO CANADA member club.
2. Coaches are responsible for the health and safety of all athletes under their care while competing at any WAKO CANADA approved event.
3. Coaches are required to inform the athletes under their care as to all rules and regulations and policies of WAKO CANADA.
4. Coaches are to have completed a WAKO CANADA Certification Course (minimum Level I).
  - a. Level I & II Certification entitles persons to coach at local/national events.
  - b. Level III Certification entitles persons to coach at international events.

5. Coaches are to register annually for membership. The membership year is from September 1<sup>st</sup> (year 1) to December 31<sup>st</sup> (year 2). (See appendix for Fees).
6. Coaches are required to be a member of a WAKO Canada Member Club, which is their primary location of coaching and primary affiliation.
7. Coaches must obtain a police screening check every three years that includes a vulnerability sector search.
8. Coaches must present their Coaching Cards upon request at any authorized events.
9. Coaches are required to adhere to the WAKO CANADA CODE of CONDUCT document.
10. Coaches that are the Owner/Operators of the Member Club are responsible for the communication and enforcement of all rules, regulations, policies and procedures listed in the Club Manual for all members in their club.
11. Owner/Operators of clubs are responsible for all competitive members' athlete passports. The Owner/Operator, or other designated coach, are required to bring athlete passports to all Competitive events and are responsible for collecting them after the event.
12. Coaches involved in events not approved by WAKO CANADA are not covered by the WAKO CANADA insurance policy and participate at their own risk.
13. Coaches are not permitted to be involved in any capacity (eg. officiating, coaching and/or competing) at any combative sport event in Canada, which is unsanctioned by a PSO.

#### E. Competitive Members (Athletes)

*The following are policies related to WAKO CANADA Competitive Members. The competitive member is responsible for each policy listed below. In addition, the competitive member is responsible for understanding and adhering to all related policies and procedures contained in the Club Manual and WAKO CANADA Rules and Regulations.*

1. Competitive members are to register annually for membership. The membership year is from September 1<sup>st</sup> (year 1) to December 31<sup>st</sup> (year 2). (See appendix for Fees)
2. Competitive members that register for any competition are required to complete a WAKO CANADA Physical exam from their attending physician and submit to the WAKO CANADA office 30 days prior to their first event of the year.
3. Competitive members are required to be a member of a WAKO Canada member club, which is their primary location of training and primary affiliation.
4. Competitive athletes are not permitted to tamper with their athlete passports in any manner.

5. Competitive athletes involved in events under a different government recognized sanctioning authority are not covered by the WAKO CANADA insurance policy and participate at their own risk.
6. Competitive athletes are required to understand and adhere to all rules, regulations and policies of WAKO CANADA. Failure to do so will result in disciplinary action.
7. Competitive athletes are not permitted to be involved in any capacity (eg. officiating, coaching and/or competing) at any combative sport event in Canada, which is not sanctioned by a government recognized PSO/TSO.

#### F. Non-Competitive Members (Recreational Participants)

1. Non-competitive members are to register annually for membership.
2. Non-competitive members are not permitted to engage in open sparring.
3. Non-competitive members can register as competitive athletes at any time.
4. Non-Competitive members are required to be a member of a WAKO Canada member club, which is their primary location of training and primary affiliation.

#### G. Event Coordinators

*The following are policies related to WAKO CANADA Event Coordinators. The event coordinator is responsible for each item listed below. In addition, the event coordinator is responsible for understanding and adhering to all related procedures contained in the Event Coordinators application and the WAKO CANADA All Disciplines Rules and Regulations Manual.*

1. All Event Coordinators are required to be club owners from WAKO CANADA Member Clubs. All Event Coordinators must also be individually registered as WAKO CANADA Coaches or Officials.
2. All single-bout competitions must request approval from the National Office a minimum of 90 days prior to the event by the event coordinator.
3. All elimination tournaments must request approval from the National Office a minimum of 120 days prior to the event by the event coordinator.
4. The Event Coordinator is responsible for understanding and adhering to all policies, procedures and documentation outlined in the Event Coordinators Application document, the All Discipline Rules and Regulations document and the Policy document.
5. The Event Coordinator must ensure that all municipal by-laws and all provincial and federal legal requirements for the event are adhered to, including but not limited to,

- fire safety requirement, occupancy requirements, liquor licensing (if selling alcohol) and building access requirements.
6. If requested the Event Coordinator must ensure that a copy of a Certificate of Insurance for the event is provided to the WAKO CANADA office listing the WAKO CANADA/CASK as an additional party covered by the insurance policy.
  7. If alcohol is being sold, the Event Coordinator must provide evidence of Host Liquor Liability coverage as part of their event insurance.
  8. The Event Coordinator is responsible for having all required equipment and materials for the competitive event – including a digital scale for the weigh ins, regulation gloves for the bouts, clickers for scoring and all documents (eg. Round sheets, bouts sheets, infractions sheets).
  9. The Event Coordinator is responsible for providing travel expenses to all Officials immediately upon completion of the competition, in accordance to the amounts provided by WAKO CANADA when the event was sanctioned (see section H).
  10. For any competitive event that will host a Canadian Title Bout – a WAKO CANADA selected Chief Official will be used for the event and the Event Coordinator is responsible for the travel expenses for this individual.
  11. The Event Coordinator is responsible for submitting all final documentation and a video of all bouts to the National office within 5 business days of the event.
    - a. The Chief Official is responsible for finalizing the official's documents and results documents, as well as any incidents that may occur.
    - b. The Event Coordinator is also responsible for any administration and document requirements of the provincial/territorial affiliate.
  12. When an Event Coordinator wishes to involve athletes from other countries, they must seek approval from the National Office. Approval is based on evidence of bout record and safety record of athlete.
    - a. Such athletes are required to register with WAKO CANADA and pay an entrance fee before the event commences. This registration covers their insurance cost for this event. The Event Coordinator may choose to pay these expenses. (See appendix for Fees)
    - b. All coaches of such athletes are required to register with WAKO CANADA and pay an entrance fee. This registration covers their insurance cost for this event. The Event Coordinator may pay these expenses. (See appendix for Fees)
    - c. The Event Coordinator is responsible for ensuring that the athlete and coaches are aware of the rules and regulations that govern all aspects of the event (coaches, athletes, scoring, attire, etc.)
  13. The Event Coordinators will be fined or suspended for the violation of any WAKO CANADA policy or of the Provincial affiliate.

14. The Event Coordinator is responsible to ensure that all activities associated with their event, be these in direct control of the Event Coordinator or activities being administered by outside vendors or 3<sup>rd</sup> parties, are conducted legally and in compliance with all provincial, municipal and city by-laws.
15. The Event Coordinator is responsible to ensure that all event staff and volunteers conduct themselves in accordance to the mission and principles of the organization.
16. The Event Coordinator is responsible to ensure that the dress code for event staff and volunteers - including ring-card holders - be respectful and appropriate for a family audience. Lingerie, swimwear or sexually suggestive attire is not appropriate for WAKO CANADA events. The Chief Official at any event will enforce this policy.
17. The Event Coordinator is responsible for ensuring that all music played at the event is the 'radio-edit' version and does not contain any language that is racist, sexist, sexually suggestive, or contains any inappropriate language. The Chief Official at any event will enforce this policy.
18. The Event Coordinator is responsible for informing all participants (coaches and athletes) if an event has to be cancelled or postponed.
  - i. WAKO CANADA and/or the PSO has the authority to cancel or postpone an event due to circumstances that may adversely affect the safety of any participants, including by not limited to, inclement weather, labour disputes and threats to the association or any participants.
  - ii. WAKO CANADA will make all attempts to contact the Event Coordinator and all participating officials in case of an event cancellation.
  - iii. The Chief Official has the authority to cancel an event if any WAKO CANADA mandatory competition requirement is not met the day of the event, or if they determine that a circumstance may adversely affect the safety of any participants or the orderly running of the event. This can include, but not limited to, inclement weather, labour dispute, threats to any officials, unsafe premises or failure of the event coordinator to fulfill a mandatory WAKO CANADA requirement upon request of the Chief Official.
  - iv. WAKO CANADA is not responsible for any liabilities or loss of revenue caused to the Event Coordinator due to the cancellation of their event.
  - v. The Chief Official will immediately contact the WAKO CANADA office in the event of an event cancellation and complete an Incident Report within 72 hours of the event date.

#### H. Expenses - Officials

1. Honorariums for all referees, judges, CO/Aces are included in the Event Coordinator sanctioning fee and will be provided to all participating officials.
2. Officials are required to have their travel expenses covered by the Event Coordinator immediately upon completion of the event. The following are the allowable travel expenses for all officials:

- Driving expenses - \$0.50/km
  - Hotel expenses – one night economy hotel room for greater than 150km travel
  - Flight/train/bus expenses – for travel greater than 300km of one-way travel.
  - Meals - \$45/day for that travel more than 300 km of one-way travel.
3. WAKO CANADA will provide the Event Coordinator the total driving expenses, per official, prior to the event.

## I. Sanctioning Events

1. All sanctioning of events must occur through the policies and procedure established by WAKO CANADA. Details of the procedure are outlined in the WAKO CANADA Sanctioning Application document and specific policies are found in the WAKO CANADA All Discipline Rules and Regulations document and the WAKO CANADA Policy Manual.
2. Application for sanctioning must arrive at the WAKO CANADA/CASK office no later than 90 days prior to the requested date. The application must contain the completed sanctioning form and appropriate fee.
  - a. Approval is based on the following items being fully complete:
    - (i) The listing of an event doctor and EMT.
    - (ii) An appropriate venue with adequate facilities
  - b. If approval is not provided, the Event Coordinator is provided a minimum of 21 days from the date the ‘non-approved’ notification was communicated to resubmit the application. The resubmission requires an additional \$200 administration fee to be sent with the resubmission.
  - c. If the resubmission is not approved the application will be cancelled and the sanctioning fee refunded with a \$200 administration penalty.
  - d. WAKO CANADA will contact the Event Coordinator within 10 business days of a submission or resubmission.
3. Dates will not be reserved for any club wishing to apply for event sanctioning.
4. All clubs are required to email the WAKO CANADA office to inquire about any dates reserved for provincial or national events including tournament format events, coaching or official courses, training camps or other programs that may conflict with the date requested. This information will be provided to assist clubs in selecting appropriate dates. However, dates will not be reserved or allocated for a club event until the sanctioning is approved.
5. Reserving Event Dates – An event date will be reserved once a fully completed sanctioning form and payment is received and approved.
6. A sanctioning form and payment can be sent a maximum of 6 months prior to the date requested.

7. All applications must be received by the WAKO CANADA office a minimum of 3 months prior to the requested event date. To assist in long-term planning clubs are recommended to submit applications earlier however, applications will not be accepted more than 6 months prior to the event.
8. A sanctioning application is not required to have a bout list. However, within 30 days of the event the Event Coordinator must be able to provide a bout list if requested by WAKO CANADA or the respective PSO. It is strongly recommended that clubs have their bout list on the form when they first submit to assist in their match making.
9. Clubs are permitted to only submit one event application at a time.
10. A club wishing to submit an application for another event date may do so once the previous application has been approved. Any subsequent events must comply with all the sanctioning policies. A club is permitted to request more than one event per year; however each event application can only be submitted once the previous event(s) have been approved.
11. Cancelled dates – WAKO CANADA does not provide any refunds for cancelled events. As per the WAKO CANADA Policy on refunds, any approved event that is cancelled, for any reason, prior to the event, there will be no refund provided.
12. In the event that a sanctioned competition has to be rescheduled by the Event Coordinator, the Event Coordinator must apply, in writing, for a rescheduled date.
13. WAKO CANADA will work with the Event Coordinator to secure an alternate date if the new date requested is not possible. There will be a rescheduling fee of \$250 applied to the Event Coordinator. If an alternative date is not secured by WAKO CANADA within 5 business days of the event reschedule request, then the sanctioned event will be considered cancelled.
14. If sufficient officials are not secured for an event application the sanctioning request will be returned to the club minus a \$100 administration fee. This can occur at any time prior to the event date.
15. If it is not possible to secure the necessary officials for a particular date, the Event Coordinator will be notified as soon as possible and provided the opportunity to request a maximum of two alternative dates. WAKO CANADA will attempt to secure the officials necessary for the alternative dates. If WAKO CANADA cannot secure the required officials the event sanction request will be returned to the club minus a \$100 administration fee deducted from the sanctioning fee.
16. The Chief Officials are the head officials responsible for the running of all sanctioned events and have the authority to cancel an event due to the violation of a WAKO CANADA policy or procedure.
17. The WAKO CANADA officials are responsible for all aspects of the competition and are permitted to make modifications in the competition (eg. bout order, bout length, bout discipline) due to extenuating circumstances. Extenuating circumstances may include,

but are not limited to, insufficient equipment, unexpected delays, medical emergencies, or the safety of officials or others.



#### J. Single Bout Format Competition

1. The Event Coordinator is responsible for fulfilling all event requirements indicated in all WAKO CANADA/CASK manual and documents that related to competitive events.
2. The competition must have a maximum of 12 bouts.
3. All single bout competitions must have the following minimum mandatory personal:
  - a. One Chief Official
  - b. Doctor (minimum of 1)
  - c. EMT (minimum of 2)
  - d. Officials – A minimum of four

#### K. Tournament Format Competition

1. All elimination tournaments are responsible for fulfilling all event requirements as listed in all WAKO CANADA/CASK manuals and documents related to competitive events.
2. All tournaments must have the following mandatory personal:
  - a. Chief Official – Minimum of 2 per 10 bouts
  - b. Doctor - minimum of 1 per 2 competition brackets
  - c. EMT - minimum of 2 per 10 bouts
  - d. Officials – Minimum of 5 per 10 bouts
  - e.

#### L. International Tournaments

1. All athletes for international tournaments are to be selected based on protocols established by the WAKO CANADA National Office in accordance to the Rules and Regulations and the Mission of the organization.
2. WAKO CANADA will endeavor to have a *Support Team* for all international events that is composed of the following categories of personnel:
  - a. National Team Coaches (Level III)
  - b. Medical Staff
  - c. Officials

#### M. National Teams

1. All athletes must be open class and currently registered WAKO CANADA members.
2. All athletes on National Teams must be from Member Clubs.
3. The National Office will organize all travel arrangements. Personal travel arrangements are not permitted.

4. All minors must have a parent or guardian traveling with them. Guardian forms are available for all international and domestic events.
5. WAKO CANADA will add a nominal charge to all national team athletes to cover the cost of event Support Teams and administration expenses.
6. All National Team athletes are required to use the equipment and/or outfitting of a corporate sponsor of the National Team.
  - a. WAKO CANADA will ensure that information on corporate sponsors is provided to athletes in advance.
  - b. Corporate sponsors are those donors that have provided financial and/or products to support WAKO CANADA and/or the National team.
  - c. Individual athletes are not permitted to wear individual apparel during competition or during specified team protocol if there is a National Team outfitting involved.

#### N. Administration

1. The Council of Amateur Sport Kickboxing (CASK) will conduct the administration of all WAKO CANADA programs and services.
2. All membership collection will be administered by CASK.
3. WAKO CANADA adheres to a privacy policy in which no information collected by WAKO CANADA/CASK will be shared with any internal or external personnel without the written permission of the person involved. Exception to this policy is for disciplinary/appeal cases, or those involving criminal investigations.
4. There is a no-refund policy for all membership fees, course fees, sanctioning fees, competition entry fees and other costs associated with all programs, services, and events administered by WAKO CANADA/CASK.

#### O. Rankings/Titles

1. WAKO CANADA rankings of athletes are determined through the following system:

WAKO CANADA sanctioned event bout win	– 5 pts
<i>Win against a top 10 ranked athlete</i>	- 2 additional pts
<i>Win against a top 5 ranked athlete</i>	- 3 additional pts
<i>Provincial championships tournament win</i>	- 5 additional pts
<i>National championships tournament win</i>	- 7 additional pts
WAKO CANADA sanctioned event bout loss	– 2 pts

WAKO CANADA endorsed international tournament bout win	- 7 pts
WAKO CANADA endorsed international tournament win	- 15 pts

2. National Titles are permitted between athletes ranked in the top 5.

3. Exceptions to the above rules must be made in writing to the WAKO CANADA Board and will be reviewed on a case-by-case basis.
  - a. Event Coordinators wishing to sanction WAKO CANADA titles must apply 90 days in advance and cover the cost of sanctioning fees (See appendix for Fees)
4. Officiating – All Canadian Title bouts will have Chief Officials selected by WAKO CANADA.

#### P. Unsanctioned Combative Events

1. All WAKO CANADA members are required to only participate in combative events sanctioned by the appropriate provincial/territorial authority approved by the government authority in that jurisdiction.
2. An event that is not approved by the authorized sanctioned authority is considered to be an unsanctioned combative event.
3. Any WAKO CANADA member that participates in an unsanctioned event will be investigated by a committee established by the NSO or PSO and disciplined according to the WAKO CANADA disciplinary policy.

#### Q. Club Demonstration Events

1. WAKO CANADA Member clubs are permitted to host demonstration events in which their club highlights the programs and services offered by the club.
2. Demonstration events that involve any form of sparring must conform to the following rules and regulations:
  - i. All Sparring must be light and controlled
  - ii. All participants must have regulation equipment and larger size gloves.
  - iii. All participants in sparring must be registered with WAKO CANADA
  - iv. No decisions can be communicated in any manner before or after the event
  - v. The event must be marketed as a demonstration or exhibition event only
  - vi. All promotional material (print or social media) must have the following statements listed in a clear, readable font:

**The following event is not a competition and only has demonstration sparring.  
For information on sanctioned competitions please see the WAKO Canada calendar  
page at – [wakocanada.ca](http://wakocanada.ca)**

3. WAKO CANADA Clubs hosting demonstration events must inform the WAKO CANADA office a minimum of 60 days prior to the event. WAKO CANADA reserves the right to send an appointed officer of WAKO CANADA to observe the event to ensure that all WAKO CANADA policies are met.

## II. Operational Policies

### A. Discipline/Appeals

*The discipline/appeals policy addresses all reported incidents in which a policy, procedure or guideline of the organization has been violated. Such cases include all forms of harassment; intentional/unintentional violations of rules and regulations; any behavior contrary to the Code of Conduct Agreements (Officials, Coaches, and Athletes) and/or against the spirit of the Mission and Objects of the Combative Sports Canada.*

1. Reported incidents of any violation of rules, regulations or policies of WAKO CANADA will be addressed within 30 days of the occurrence.
2. A committee composed of a minimum of three persons will be established by the National Office and/or Provincial Affiliate, to address all cases.
3. The disciplinary committee members must all be members of WAKO CANADA, and must be selected based on their impartiality.
4. A reported incident is NOT considered a disciplinary matter until the completion of an investigation and a recommendation is provided.
5. The committee must inform the person(s) involved, in writing, that a complaint has been raised against them and the nature of that complaint. The name(s) of the complainant can be confidential depending on the nature of the issue.
6. The person named in the complaint can provide feedback on their defense to the chairperson of the disciplinary committee. This information will be shared with the disciplinary committee and will be investigated as part of the work of the committee.
7. The disciplinary committee is required to keep all information during their deliberations confidential.
8. The outcome is to be reached by majority of the committee and to be provided to the governance body (national, provincial and regional) involved, in writing, within the 30-day period – with the disciplinary recommendation. The governance body is to forward this letter to the person(s) involved within 72 hours of receiving it.
9. Disciplinary recommendations include:
  - a. Illegal Offence according to the Criminal Code of Canada – Automatic expulsion and notification of authorities.
  - b. Serious Offence – Expulsion; suspension; or written warning.
  - c. Violation of Guidelines – Suspension; Written warning; or verbal warning
  - d. Violation of Policies – Suspension; Written warning; or verbal warning
  - e. Behavior/actions in contradiction to the spirit of the organization's Mission and Rules and Regulations – Written warning; or verbal warning.
10. Additional recommendations may include verbal and/or written apologies to parties affected by the actions of the individual(s) named in the offence.
11. A person that has been issued a disciplinary action is provided a 30-day period to appeal. This appeal has to be requested, in writing, within 5 days of receiving the notice and has to be based on the following:
  - The panel did not follow the procedures laid out in this policy;
  - Members of the panel were influenced by bias; or

- The panel reached a decision, which was grossly unfair or unreasonable.
12. The National Body and/or Provincial Affiliate is required to establish a committee to review the appeal, with a minimum of three persons and a maximum of four. All members of the appeals committee must be members of WAKO CANADA. Of the three person committee:
    - a. One member is selected by the National Office or Provincial/Territorial Affiliate;
    - b. The second is a member of a governance body (National or Provincial/Affiliate);
    - c. The third is selected based on their expertise in the area of the complaint.
  13. The committee has 30 days to respond to the appeal. The final result is by majority decision.
  14. The results of their appeal investigation must respond in the following three outcomes:
    - a. In agreement of the Disciplinary Committee's findings and recommendations
    - b. In disagreement of the Disciplinary Committee's findings and recommendations
    - c. In agreement of the Disciplinary Committee's findings but in disagreement with the recommendations.
  15. If the Appeals Committee is in disagreement of the original findings or outcomes, they are required to provide an alternative. The outcome established by this step is considered binding by all parties.
  16. The Board will provide the final report to the party involved and the final report will be filed with the member's file. The report is considered confidential.

## B. Harassment

*The Combative Sports Canada (WAKO CANADA) is committed to providing an environment in which all individuals are treated with respect, equality and dignity. All WAKO CANADA members have the right to participate in an environment, which promotes access, equal opportunity and prohibits discriminatory behaviour and practices.*

*Harassment is a form of discrimination. Harassment takes many forms but can generally be defined as a comment, conduct or gesture directed toward an individual or group of individuals, which anyone finds insulting, intimidating, humiliating, malicious, degrading or offensive.*

*Harassment is prohibited by the **Canadian Charter of Rights and Freedoms** and by **Human Rights Legislation** in every province and territory of Canada. Harassment is offensive, degrading and threatening. In its most extreme forms, harassment can be an offence under **Canada's Criminal Code**.*

*Whether the perpetrator is a Director, Supervisor, Employee, Coach, Official, Volunteer, Parent or Athlete, harassment is an attempt by one person to assert abusive, unwarranted power over another. The perception of the victim is paramount.*

*The following types of behaviour constitute harassment;*

- *Written or verbal abuse or threats;*
- *The display of visual material which is commonly considered offensive;*
- *Unwelcome remarks, jokes, comments, innuendo or taunting about a person's looks, body, attire, age, race, religion, sex or sexual orientation;*
- *Leering or other suggestive or obscene gestures;*
- *Condescending, paternalistic or patronizing behaviour which undermines self-esteem, diminishes performance or adversely affects working conditions;*
- *Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;*
- *Unwanted physical conduct including touching, petting, pinching or kissing;*
- *Unwelcome sexual flirtations, advances, requests or invitations; or*
- *Physical or sexual assault.*

1. WAKO CANADA is committed to providing an environment that is free of harassment.
2. This policy applies to all members of WAKO CANADA including all Directors, Officers, Volunteers, Coaches, Athletes, Officials and members of all Provincial/Territorial Affiliates.
3. Every member has a responsibility in ensuring that the kickboxing environment is free from harassment. This means not engaging in, allowing, condoning or ignoring behaviour contrary to this policy.
4. Every member who believes that another member has experienced or is experiencing harassment is encouraged to notify any member of the Board under this policy.
5. In the event that a board member or employee is involved in a complaint which is under this policy, the WAKO CANADA President shall appoint a suitable person for the purposes of dealing with the complaint.
6. If a harassment incident is reported to the Board, they are required to establish a committee to address the incident, as described in the Discipline/Appeals policy.
  - a. If the parties involved are of opposite genders and the complainant is a female, half of the committee members are required to be females.
7. Notwithstanding this policy, every person who experiences harassment continues to have the right to seek assistance from their provincial or territorial human rights commission, even when steps are being taken under this policy.

### C. Sexual Harassment

*Sexual harassment most commonly occurs in the form of behaviour by males towards females; however, sexual harassment can occur between males, between females, or as behaviour by females towards males. For the purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favours or other verbal or physical conduct of a sexual nature.*

1. WAKO CANADA prohibits all forms of sexual harassment and all reported cases will be addressed by the Discipline/Appeals process, as would any form of harassment.

2. WAKO CANADA will impose appropriate disciplinary or corrective measures when a complaint of harassment has been substantiated, regardless of the position or authority of the offender.
3. WAKO CANADA will make all members, employees and volunteers of the organization aware of the problem of harassment, and in particular sexual harassment, and of the procedures contained in this policy.
4. WAKO CANADA will inform both complainants and respondents of the procedures contained in this policy and their rights under the law.
5. Coaches are strongly discouraged to engage in intimate relations with senior athletes under their care or responsibility.
6. At no time is any coach, official or director to engage in an **intimate or sexual relationship** with an athlete under the age of 18 years.
7. WAKO CANADA understands that it can be extremely difficult to come forward with a complaint of harassment and that it can be devastating to be wrongly convicted of harassment. WAKO CANADA recognizes that interests of both the complainant and the respondent in keeping the matter confidential.

#### D. Reporting Harassment

1. A person who experiences harassment is encouraged to make it known to the harasser that the behaviour is unwelcome, offensive and contrary to this policy.
2. If confronting the harasser is not possible, or if after confronting the harasser the harassment continues, the complainant should contact any member of the Board of Directors whom he/she feels most comfortable with.
3. The Board Member shall inform the complainant of:
  - The options for pursuing an informal resolution of his or her complaint through the Disciplinary/Appeals process;
  - The confidentiality provisions of this policy;
  - The right to be represented by a person of choice (including legal counsel) at any stage in the complaint process;
  - The right to withdraw from any further action in connection with the complaint at any stage (even though WAKO CANADA might continue to investigate the complaint); and
  - Other avenues of resource, including the right to file a complaint with a human rights commission or, where appropriate, to contact the police to have them lay a formal charge under the **Criminal Code**.
4. Where the investigation by the discipline committee does not result in a finding of harassment, a copy of the report of the case shall be placed in the Board files. These files shall be kept confidential and access to them shall be restricted to the WAKO CANADA Board of Directors.
5. Where the investigation results in a finding of harassment, a copy of the report of the case review panel shall be placed in the personnel, membership or volunteer file of the respondent. Unless the findings are overturned by the appeals committee, this report shall be retained for a period of 7 years, unless new circumstances dictate that the report should be kept for a longer period of time.

6. In recommending disciplinary sanctions, the options to be used are listed in the Disciplines Committee's policies. The panel may consider the following options in addition, singly or in combination, depending on the severity of the harassment:
  - A verbal apology;
  - A written apology;
  - A letter of reprimand from WAKO CANADA;
  - Referral to counselling;
  - Termination of employment or contract (if an employee);
  - Suspension of membership and involvement (eg. Coaching responsibilities)
  - Termination of membership.

#### E. Discrimination

*WAKO CANADA is committed to fostering respect and dignity for each of its members and employees. This policy is intended to foster equal opportunities and an environment free of discrimination to all members and employees.*

1. WAKO CANADA prohibits any treatment which has a discriminatory effect on any person based on any of the following prohibited grounds; sex, race, ethnic origin, class, age, family status, sexual orientation, religion or disability.
2. WAKO CANADA will take clear initiatives to encourage participation at all levels of the sport.
3. WAKO CANADA will raise the awareness and understanding of anti-discrimination behaviour and practices amongst its membership.

#### F. Gender Equity

*Gender equity is the belief and practice of treating both sexes in ways that are fair and just. Specific programs and initiatives will be implemented to ensure that there is equitable representation from both genders in respect to membership, and in particular leadership, within WAKO CANADA. WAKO CANADA is committed to the position that gender equity initiatives are positive attempts to attract and include participation at all levels of the sport.*

1. WAKO CANADA will take clear initiatives to encourage participation at all levels of the sport.
2. WAKO CANADA will raise the awareness and understanding of gender equity amongst its membership.
3. WAKO CANADA will ensure that gender equity is followed when developing, updating or delivering programs, policies and materials.
4. WAKO CANADA will strive to establish gender equity on its Board of Directors and its leaders within specific committees and taskforces of the organization.
5. WAKO CANADA will encourage all Provincial/Territorial Affiliates and member clubs to ensure equal opportunities for all.

#### H. Competition Suspensions



1. The following policies must be adhered to after the KO. *See the Rules and Regulations Document for the detailed protocols to be followed at the competition event.*
  - i. The athlete is not permitted to participate in a sanctioned competition or club sparring for a 60 day period after the date of the KO decision.
  - ii. A notation of a KO must be inputted in the athlete's passport by the doctor/Chief Official.
  - iii. The Chief Official shall indicate in the passport and the final bout documents, the suspension period (start and end) and the requirement of a medical note to resume kickboxing after the suspension period is completed.
  - iv. The athlete is only permitted to resume kickboxing after the 60 day rest period once they have taken a special examination and are certified by a qualified doctor of medicine to be fit to engage in kickboxing competition. This letter must be provided to the club coach, the WAKO CANADA office and the provincial affiliate.
  - v. An athlete that has received two KO results in a period of one year shall not take part in competition or sparring for a period of 120 days.
  - vi. An athlete that has received three KO results in a period of one year shall not take part in a competition or sparring for a period of one year from the third KO.
  - vii. Any athlete that has suffered a KO must comply with any recommendations made by the doctor for further examination.
2. The following policies must be adhered to after the RSC (injury). *See the Rules and Regulations Document for the protocols to be followed at the competition event.*
  - i. The athlete is not permitted to participate in a sanctioned competition or club sparring for a 30 day period after the date of the RSC (injury) decision.
  - ii. A notation of a RSC (injury) must be inputted in the athlete's passport by the doctor/Chief Official.
  - iii. The Chief Official shall indicate in the passport and the final bout documents, the suspension period (start and end) and the requirement of a medical note to resume kickboxing after the suspension period is completed.
  - iv. The event doctor can indicate if an additional examination is required by the athlete before they are permitted to engage in competition or sparring.

## I. Privacy

The Combative Sports Canada (WAKO CANADA) collects personal information when an individual or club registers, uses any programs and services and enters a competition. WAKO CANADA may compile information about members with information WAKO CANADA obtains from external groups or other stakeholders.

### 1. Information Sharing and Disclosure

a. WAKO CANADA does not rent, sell or share personal information about members except under the following circumstances:

- i. To respond to subpoenas, court orders, or legal process, or to establish or exercise our legal rights or defend against legal claims.
- ii. To investigate, prevent or take action regarding illegal activities, suspected fraud, situations involving potential threats to the physical safety of any person, or violations membership, or as otherwise required by law.
- iii. To investigate incidents brought before a disciplinary or appeals committee.

b. WAKO CANADA works with vendors, partners, sponsors, advertisers and other service providers in different industries and categories of business. Member information is not shared with any of these groups without the express written permission of the member.

c. WAKO CANADA reserves the right to send members communications relating to programs and services, announcements, information updates, special events, surveys and advertisements.

### 2. Confidentiality and Security

WAKO CANADA limits access to personal information about members to employees or volunteers who we believe reasonably need to come into contact with that information.

### 3. Athlete Safety

a. The medical information provided by competitive members is shared with medical personnel associated with WAKO CANADA to ensure the health and safety requirements of the sport and the association are adhered to.

b. In the event of an injury at a WAKO CANADA sanctioned event, information regarding the injury will be communicated to the members coach, club owner/operator, parent/guardian, provincial affiliate assigned to the portfolio of competitions and the medical staff assigned to that competition.

c. Injury information may also be shared with other sporting bodies (provincial, national, international) that WAKO CANADA works with.

### 4. Changes to this Privacy Policy

WAKO CANADA may update this policy. WAKO CANADA will notify you about significant changes by sending a notice to the primary email address specified in your membership form.

#### J. Police Screening

The WAKO CANADA coach is a person in a position of authority and is responsible for the well-being of children and /or vulnerable persons. WAKO CANADA requires all applicants, for coaching certification, to obtain a police reference check that includes a vulnerability sector screening. The following outlines the WAKO CANADA policy regarding screenings.

1. All applicants agree to disclose all information found in a police reference check to WAKO CANADA.
2. The applicant is advised that, if the screening identifies no information on the police record information, the police services may send this information directly to WAKO CANADA. If local or national records or pardons are found, this information is sent directly to the applicant. Coaches are requested to disclose to WAKO CANADA the synopsis of record(s) provided to the individual by the police screening.
3. This information will be used to determine the suitability of successful candidates for their involvement as coaches having direct contact with children and/or vulnerable persons.
  - a. Vulnerable persons are defined as individuals, because of their age, a disability or other circumstances, whether temporary or permanent, are in a position of dependence to the person in authority.
4. The results of the police screening provide information to WAKO CANADA. The actual results do not necessarily mean a disqualification from the position of coach within WAKO CANADA, nor do the results of the screen alone make a recommendation on the suitability of the applicant.
5. The applicant also consents to release information to WAKO CANADA related to an offence in which a pardon has been granted as WAKO CANADA is responsible for the well-being of children and /or vulnerable persons, and the applicant is applying for a coaching position which is a position of authority.
6. All information collected by WAKO CANADA with regards to the applicant will be kept strictly confidential and will only be used by the officers of WAKO CANADA for the coaching certification program.

## Appendix

### Fees

#### Membership

Club Member - \$650.00

Competitive (Sparring) Member - \$80

Coach - \$80

Official - \$80

Passport/Sticker - \$25

Recreational (Non-sparring) Member - \$15

#### Sanctioning

Club Competition (max 12 bouts)

Fee - \$1250 + HST

Tatami Competition (max 20 bouts)

Fee - \$1500 + HST

Tatami Competition (max 50 bouts)

Fee - \$2000 + HST

Ring Tournament (max 24 bouts)

Fee - \$2000 + HST

Tatami Tournament (100-150 athletes and/or 2 mats)

Fee - \$3000 + HST

Ring/Tatami Tournament (100-150 athletes or 2 rings)

Fee - \$3500 + HST

Tournament (over 150 athletes or more than 2 rings)

Cost to be provided

Non-WAKO Canada Member Participation

Cost to be provided

Additional Insurance Coverage required

Cost to be provided

*(2M General Liability Coverage is provided in sanctioning fee)*

#### Certification

Level I Coaching Course - \$200

Level II Coaching Course - \$500

Level III Coaching Course - \$700

Officials Course - \$200

Chief Officials Course - \$350

#### Honorariums

Chief Official - \$125

Official - \$75

#### Travel Expenses

Officials travel - \$0.50/km

Meals - \$45 day (for events over 6 hours)

Bus/train/flights is to be provided to officials that have to travel more than 3 hours

Hotels – 1 economy hotel room is to be provided to each official who travels more than 3 hours

#### Title Sanctioning

International Title - \$1000 (\$250 sanctioning + \$750 belt)

Canadian Title - \$350 (\$150 sanctioning + \$200 belt)

Regional Title - \$275 (\$75 sanctioning + \$200 belt)

Provincial Title - \_\_\_\_

#### Other

Replacement Passports - \$45



## Code of Conduct - Officials

The Official's role is to uphold the WAKO CANADA rules and regulations so that competitions and activities are implemented impartially, equitably, and with a priority on the safety and well-being of all athletes.

The Official is further committed to fostering an environment in which all participants and individuals (athletes, coaches, officials and parents) are treated with respect and dignity.

WAKO CANADA is committed to upholding the highest standards of athletics, sports ethics, and personal character development of all participants, within all programs and activities within the organization.

WAKO CANADA strictly prohibits all discriminatory practices and behaviour, and promotes equal opportunity for all.

All members of WAKO CANADA are expected to conduct themselves, at all times, in a manner that is consistent with the values and policies of WAKO CANADA.

### Specific GUIDELINES

All officials have a responsibility to demonstrate and adhere to the following areas:

1. Ensure that the **rules** of WAKO CANADA amateur sport kickboxing and the spirit of those rules are adhered to.
2. Comply with all current **policies and regulations** of WAKO CANADA.
3. Consistently demonstrate the spirit of **sportsmanship**, fairness, impartiality and neutrality at all competitions and activities.
4. Comply with the WAKO CANADA dress code during all competitions and activities. When no longer fulfilling officiating responsibilities, remove official's attire.
5. Maintain a **dignified and honourable presence** at all times.
6. Focus **comments or critiques appropriately** and avoid public criticism of athletes, other coaches, officials, organizers or competitors.
7. **Demonstrate respect** of individuals regardless of gender, ethnic origin, age, religion, beliefs or economic status.

8. Refrain from any behaviour that constitutes **sexual harassment**, where it is defined as unwelcome sexual advances or conduct of a sexual nature. This includes behaviour that creates an intimidating, hostile or offensive environment.
9. At no time engage in an **intimate or sexual relationship** with an athlete under the age of 18 years.
10. Refrain from the consumption of alcohol during all activities and events.

I \_\_\_\_\_ (please print name) acknowledge that I have received a full copy of the Code of Conduct. I am aware that all officials of the WAKO Canada and leaders in programs and activities are expected to conduct themselves at all times in a manner consistent with the values described in the Code of Conduct.

I \_\_\_\_\_ (please print name) am aware that behavior, which violates this Code of Conduct, may be subject to sanctions pursuant to the WAKO Canada's policies related to discipline.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

***Document Reviewed and approved – November 2012***



## Code of Conduct - COACHES

Coaches are committed to upholding the highest standards of athletics, sports ethics, and personal character development of all participants, within all programs and activities within the organization.

Coaches are further committed to fostering an environment in which all participants and individuals (athletes, coaches, officials and parents) are treated with respect and dignity.

WAKO CANADA strictly prohibits all discriminatory practices and behaviour, and promotes equal opportunity for all.

Coaches are expected to conduct themselves in all times in a manner that is consistent with the values and policies of WAKO CANADA.

### Specific GUIDELINES

All coaches have a responsibility to demonstrate and adhere to the following areas:

#### Organizational Regulatory Practices

1. Ensure that the **rules** of WAKO CANADA amateur sport kickboxing and the spirit of those rules are adhered to.
2. Comply with all current **policies and regulations** of WAKO CANADA.

#### Ethical Practices

3. Consistently demonstrate the spirit of **sportsmanship**, sports leadership and ethical conduct and practices.
4. Maintain a **dignified and honourable presence** at all times.
5. Focus **comments or critiques appropriately** and avoid public criticism of athletes, other coaches, officials, organizers, or competitors.

#### Sport Specific Practices

6. **Create and maintain a safe environment** by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes.

7. Give athletes **opportunities to discuss and contribute to** proposed training and performance standards. Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete.
8. **Refer athletes** to other coaches and specialists to support their athletic development as appropriate and as opportunities arise.

### **Ethical Practices**

9. **Demonstrate respect** of individuals regardless of gender, ethnic origin, age, religion, beliefs, or economic status.
10. Refrain from any behaviour that constitutes **sexual harassment**, where it is defined as unwelcome sexual advances or conduct of a sexual nature. This includes behaviour that creates an intimidating, hostile or offensive environment.
11. At no time engage in an **intimate or sexual relationship** with an athlete under the age of 18 years.
12. Refrain from the consumption of alcohol during all activities and events.

### **Coaching Attire**

13. All coaches and seconds must be wearing full athletic pants and athletic shirt, t-shirt or jacket. Hats, tank-tops, or shorts are not permitted;
14. All National Team coaches must wear National Team clothing. Clothing from their private club is not permitted when they are coaching as a National Team coach or at a National Team event.

I \_\_\_\_\_ (please print name) acknowledge that I have received a full copy of the WAKO CANADA Code of Conduct. I am aware that all coaches of the WAKO Canada and leaders in the Council's programs and activities are expected to conduct themselves at all times in a manner consistent with the values described in the Code of Conduct.

I \_\_\_\_\_ (please print name) am aware that behavior which violates this Code of Conduct may be subject to sanctions pursuant to WAKO Canada policies related to discipline.

---

Signature

---

Date

---

Signature of Parent or Guardian if the member is a minor

*Document Reviewed and approved – November 2012*





## Code of conduct - Athlete

The WAKO CANADA is committed to the highest standards of athletics, competitive ability as well as personal character development. As such it is expected that all members of WAKO Canada will maintain a **dignified and honourable presence** at all times when representing the organization. WAKO CANADA is also committed to providing an environment in which all individuals are treated with respect and dignity.

All athletes have a responsibility to:

- Consistently demonstrate the spirit of sportsmanship, and ethical conduct.
- Focus comments or criticisms appropriately and avoid public criticism of other athletes, coaches, officials, organizers, or other persons involved in the competition.
- Refrain from any behavior that constitutes sexual harassment, where it is defined as unwelcome sexual advances or conduct of a sexual nature. This includes behavior that creates an intimidating, hostile or offensive environment.
- Demonstrate respect of individuals regardless of gender, ethnic origin, age, religion, beliefs, or economic status.
- Refrain from the consumption of alcohol during all activities and events.
- Refrain from the consumption of alcohol for 24 hours after participation in a contact bout.

All athletes of the Combative Sports Canada are expected to demonstrate respect towards all other members of the organization including all officials and athletes.

I \_\_\_\_\_ (please print name) acknowledge that I have received a full copy of the WAKO CANADA Code of Conduct. I am aware that all members of WAKO Canada programs and activities are expected to conduct themselves at all times in a manner consistent with the values described in this Code of Conduct.

I \_\_\_\_\_ (please print name) am aware that behavior which violates this Code of Conduct will be subject to sanctions, pursuant to WAKO Canada's policies related to discipline.

\_\_\_\_\_  
Signature of Athlete

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Parent or Guardian if the member is a minor

*Document Reviewed and approved – November 2012*