

Objects And By-Laws

www.wakocanada.org

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BUREAU NATIONAL / NATIONAL OFFICE

5008 South Service Road, Burlington, Ontario, CANADA, L7L 5Y7
Phone: 905-681-9815 - Email: info@wakocanada.org



International Federation



I Identification

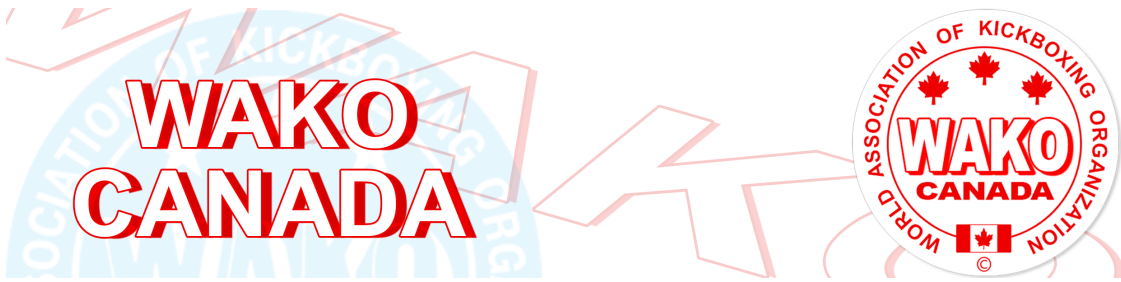
1.01 Name

The legal name of the body will be '**WAKO CANADA Inc.**,' hereinafter referred to in this document as WAKO Canada.

1.02 Objectives

1. To promote the participation of Canadians in all disciplines of kickboxing;
2. To support the development of provincial and territorial entities recognized by the government departments responsible for sport;
3. To fulfill the Sport Canada requirements for funded NSOs;
4. To gain recognition by the NOC of Canada;
5. To foster relationships with other NSOs and non-government entities that will support the work of WAKO Canada;
6. To ensure that the highest levels of health and safety are promoted and adhered within all programs and services and at all levels of sanctioned competitions;
7. To facilitate the development of world-class athletes who will become ambassadors for the sport across Canada and the world;
8. To offer services to member clubs across the country in the following areas:
 - a. establishment of coaching and training standards;
 - b. promotion of fairness and equity at the club as well as competition levels;
 - c. establishment of standardized training and certification for officials;
 - d. promotion of Kickboxing to the wider community as a means of physical fitness and health promotion;
 - e. to act as an advocate on behalf of the Kickboxing community to government and policy makers;
9. To ensure a standardized sanctioning process with guidelines for health and safety, fair play, codes of conduct, equitable access, and competitive standards.





10. WAKO Canada will pursue the following objectives:

- a. To promote interest in the recreational and competitive components of amateur kickboxing in all jurisdictions across Canada;
- b. To promote proficiency and excellence in amateur kickboxing instruction through accreditation courses and clinics;
- c. To support member clubs and individuals by providing opportunities for participation in clinics, training camps, and certification programs;
- d. To select National teams for International Championships;
- e. To provide opportunities for all amateur kickboxers to gain competitive experience in a safe environment;
- f. To support provincial/territorial affiliates of the NSO to fulfill the administrative and policy requirements to have recognition with WAKO Canada;
- g. To co-operate with all levels of government as well as other sports governing bodies in respect to information sharing and in the development of sport policy or cooperative programming.
- h. To seek and accept donations, gifts, legacies and bequests for the purpose of furthering its objectives.

1.02 Head Office

The Head Office of the WAKO Canada shall be located as determined by the Directors of the WAKO Canada based on member needs and organizational practicality.

1.03 Corporate Seal

The seal, an impression that is stamped at the end of these By Laws, shall be the corporate seal of the WAKO Canada. WAKO Canada will retain custody of such seal.

1.04 Organization

WAKO Canada shall be composed of members as described in the following document, and shall be managed by an Executive Committee comprised from the Board of Directors, as stated in this Objects and By-laws.



II. Governing Structure

2.01 Board of Directors

- a. The affairs of the WAKO Canada shall be conducted by a Board of Directors which shall be comprised of an Executive Committee and other Directors who shall be appointed from the Executive Committee.
- b. The Executive Committee of the WAKO Canada shall be:
 1. President
 2. Vice President – Government/External Relations
 3. Vice President – Governance/Membership
 4. Vice President – Programs/Competition
- c. The General Board Members shall be:
 1. Advisor Legal Council
 2. Director Medical Issues
 3. Director Ring Disciplines
 4. Director Tatami Disciplines
 5. Director Coaching
 6. Director Officials

2.02 Tenure and Election of President

- a. The President of WAKO Canada will be elected at the annual meeting every 4 years from the date of initiation of the WAKO Canada.
- b. A member may be nominated, in writing, thirty days prior to the annual meeting, by any current member of the Board of Director in good standing.
- c. All such written nominations should be in the hands of any Vice President or whoever else is in charge of AGM/constitution matters but not staff, no later than thirty days prior to the annual meeting.
- d. The President must have sat on the executive of an NSO/PSO/TSO Board for a minimum of one full term.
- e. Any President can be in the position for a maximum of 4 consecutive terms.



2.03 Tenure and Election of Board Members

- a. The President of WAKO Canada will select her/his Board of Directors every 4 years when he/she is elected or if a vacancy occurs.
- b. It is strongly recommended that the Board be nominated from the pool of previous board members and have past experience with a PSO, WAKO Canada, or the WAKO IF.

2.04 Executive Committee

- a. The executive committee shall carry out the policies established by the Board of Directors and direct the activities of WAKO Canada.
- b. The executive committee may hire salaried staff personnel or contract companies, as it deems necessary to promote and develop the sport of amateur kickboxing or support the administration of WAKO Canada.
- c. The executive committee will be responsible for the finances of WAKO Canada for the growth of the sport and the delivery of programs and services.
- d. Meetings of the Executive Committee shall be held at the call of the President or any two of the Vice Presidents.

NOTE: The Executive committee is in place to manage the day-to-day operations of the organization. Any change of the Statues and By-Laws must ultimately be approved at each AGM.

2.04 Vacation of Office

- a. The office of a Board of Director/Executive Committee shall be vacated:
 1. Upon the acceptance of a member's written resignation
 2. If they fail to attend two consecutive meetings of the Board
 3. If a resolution is passed by 2/3 of the members that they be removed from office due to a violation a policy of WAKO Canada.
- b. Should a vacancy occur in the Executive committee the Board may appoint a person to fill the vacancy until the next annual meeting.
- c. If the President vacates his/her position – one of the Vice Presidents automatically takes on the role of President.



2.05 Appointed Members of the Board of Directors

- a. The Executive will appoint the following Directors for two-year terms:
 1. Advisor Legal Council
 2. Director Medical Issues
 3. Director Ring Disciplines
 4. Director Tatami Disciplines
 5. Director Coaching
 6. Director Officials
- b. The length of term can be extended by majority vote of the executive.
- c. Appointed Members do not have voting privileges

2.06 Committees and Commissions

The President, with the approval of the Executive committee, may appoint committees, and commissions to deal with specialized areas of activity of the WAKO Canada. The President or his/her representative will be an ex-officio member of all committee/commissions.

- a. Standing Committees – The WAKO Canada will have the following committees:
 1. Discipline and Appeals
 2. Competitions and rules
 3. Certification of Coaches and Officials
 4. Club Development
 5. Marketing
- b. Commissions – The WAKO Canada will have the following commissions:
 1. Medical
 2. Coaches
 3. Officials
 4. Athletes



2.05 Designated Representative

The designated representative of the WAKO Canada shall be:

1. The President
2. In their absence, one of the VPs agreed to by a majority of the VPs.

2.06 Binding the WAKO Canada

The signatures of 3 Board members are needed to legally bind the WAKO Canada. One of these signatures must be that of the President.

III. Meetings

3.01 Annual Meeting

- a. The annual meeting shall be held within 120 days of the end of the year.
- b. Written or email notice of the annual meeting will be forwarded to all PSO/TSO Presidents
- c. All PSO/TSO Presidents in good standing of the WAKO Canada may attend the annual meeting and be allowed to participate. However, all voting is restricted to accredited delegates only.
- d. The agenda of the meeting will be proposed by the President and approved by the executive committee 30 days prior to the meeting.
- e. The passing of all motions at the AGM requires 50+1% of votes of approved Delegates.
- f. Voting by proxy at the AGM is not acceptable.

3.02 Special Meetings

- a. A special meeting can be called by the President or a Board of Director member, as long as there is a requisition coming from 25% of voting Board members. The meeting will be held within 30 days of its calling.

3.03 Meetings of the Board of Directors

- a. Meetings of the Board shall be called by the President, by giving at least 72 hours of notice of time, date and place, or specifics of a teleconference.



3.04 Meeting of the Executive Committee

- a. Meetings of the Board shall be called by the President, by giving at least three weeks of notice of time, date and place, or specifics of a teleconference.

3.05 Quorum

A majority of accredited delegates shall form a quorum at all meetings of the WAKO Canada.

3.06 Voting

- a. Executive Members of the Board have two votes each
- b. Directors of the WAKO Canada will have one vote each.

3.07 Motions

- a. Only properly accredited delegates have the right to submit notices of motion, submit amendment or second motions.
- b. Motions are decided by a simple majority vote.
- c. Notices of motion should be submitted in writing no later than 2 weeks before the AGM.

IV. Finances

4.01 Banking

- a. The funds of the WAKO Canada shall be deposited in a chartered bank of Canada in the name of the WAKO Canada.
- b. All cheques shall be signed by any two of the President and one VP
- c. All monies owing to the WAKO Canada shall be due and payable within thirty days of invoicing unless otherwise stipulated.
- d. The WAKO Canada has the power to accept donations, gifts, legacies and bequests.



4.02 Financial Policies

The fiscal year of the WAKO Canada shall start on January 1st and end on December 31st of that calendar year.

- a. The Signing Authority requires 2 of the Executive Board Members
- b. Ongoing or regular online banking transactions are permitted by the Director of Finance as long as they are approved by the Board.
- c. The PSO Financial Engagement reports will be produced by a chartered accountant within 90 days of the year end.
- c. Annual Budgets will be produced by the Executive Committee within 60 days of the year end for the upcoming year. This budget will be reviewed and approved by a quorum of membership at the AGM.

4.03 Dissolution

- a. The WAKO Canada shall not be dissolved unless all liabilities have been discharged and a motion has been passed by the majority of the votes recorded at the annual meeting.
- b. Upon dissolution, surplus money shall be donated to a charitable organization, decided by the majority at a special meeting.

V Amendments

5.01 Amendments to the Constitution or By Laws

- a. All proposed amendments to the Objects/By Laws shall be forwarded, in writing, to the office of the WAKO Canada no later than 30 days prior to the annual meeting at which they will be considered.
- b. All notices of motion to be discussed at the AGM will be forwarded to all accredited delegates not less than 30 days prior to the annual meeting.
- c. Amendments to the Objects/By Laws require a 2/3 majority vote of all accredited delegates.

VI Other Regulations

6.01 Rules and Regulations



- a. The WAKO Canada may make such Rules and Regulations as may be deemed necessary to promote, develop and govern the sport of amateur kickboxing in Canada. All attempts possible will be made to align both rules and regulations and yearly calendars with the NSO. For example, provincial championships will be set in a timely fashion to allow for qualified competitors to progress to the National Championships.
- b. The WAKO Canada may impose such regulatory measures as it deems necessary for the efficient administration of the competitive structure of the sport within its jurisdiction.
- c. No such Policy and Procedures may violate the individual's rights or freedom except as may be required to protect the rights and freedom of any other individual and to ensure the stability of the basic structure of WAKO Canada.

6.02 Policy and Procedures

- a. The WAKO Canada may make such Policy and Procedures as may be deemed necessary to promote, develop and govern the sport of amateur kickboxing in Ontario. Attempts will be made to align these efforts with those of the National Body, but not to the detriment of the provincial body.
- b. No such Policy and Procedures may violate the individual's rights or freedom except as may be required to protect the rights and freedom of any other individual and to ensure the stability of the basic structure of the WAKO Canada. Please see **Policies and Procedures** document for further detail.

6.03 Interpretation

In this Constitution and the By-Laws of the WAKO Canada, unless the context otherwise specifies or requires;

- a. The singular shall include the plural and the plural the singular;
- b. The masculine shall include the feminine;
- c. 'Person' shall include individuals, bodies incorporated, partnerships, syndicates, trust, unincorporated organizations, and any number of aggregate of person;
- d. 'Member in Good Standing' means a person who is a member of the WAKO Canada and who is not in arrears with regard to fees or whose membership has not been cancelled in accordance to Article 2.04





BYLAWS

Article 1 Identification

- 1.1 The legal name of WAKO Canada will be used in all contracts, invoices, negotiable instruments and orders for goods/services made by the WAKO Canada.
- 1.2 The operational name be used to identify itself and for communications.

Article 2 Membership

2.1 Description of Membership

- a. Individual Member – An individual who is actively engaged in amateur kickboxing as a non-competitive member, athlete, coach, or official and who has paid individual membership dues and is a member of a WAKO Membership club as their primary location of training. Individual Members are not permitted to be a member or participate in another national or international kickboxing organization which includes any discipline of the sport of kickboxing. Individual Members must be active members of a WAKO Canada Member Club which is the main location of activity and affiliation.
- b. Active Club Member – A club/school/gym that has a minimum of 12 registered competitive members and 2 registered and fully accredited coaches as pursuant to the rules of WAKO Canada; that has policies and procedures that are not in contradiction with any policies of WAKO Canada. Only clubs that meet this definition are permitted to vote in provincial/territorial AGMs as accredited delegates.
- c. Provincial Sport Organization (PSO)/Territorial Sports Organization (TSO) – A group that maintains recognition from the government ministry responsible for recognizing sports association in that jurisdiction. Only PSOs and TSOs that meet this requirement are permitted to attend and vote in the WAKO Canada AGMs. PSOs/TSOs shall propose items to the agenda of Board on behalf of their membership.



2.2 Members' Rights

- a. To participate freely in all programs and services offered by WAKO Canada and every PSO/TSO in accordance with the applicable competition rules, requirements and policies.
- b. To be informed of the activities of WAKO Canada and each of the PSOs/TSOs
- c. To exercise any right of WAKO Members arising from this Statutes and/or regulations.
- d. Active Member Clubs in good standing have the right to attend their respective jurisdictions Annual General Meeting and exercise their right to make motions, vote, nominate or stand for positions in accordance to the statues of each respective PSO/TSO.
- e. Provincial Sport Organization (PSO)/Territorial Sports Organization (TSO) in good standing have the right to attend the Annual General Meeting of WAKO Canada and exercise their right to make motions, vote, nominate or stand for positions in accordance to the statues of WAKO Canada.

2.3 Members' Obligations

- a. To comply with these WAKO Canada Statues as well as all specific Statues of the PSO/TSO of which their membership resides.
- b. To comply with all applicable laws including Federal, Provincial/Territorial and Municipal.
- c. To abide by the WAKO Canada's Code of Conduct and a strict adherence to refrain from all forms of physical or mental abuse, harassment, maltreatment, bullying towards any participant, athlete, coach, volunteer, staff, Board Member or individual or group contracted by WAKO Canada.
- d. Members shall not be members of any other national or international kickboxing organization which include any disciplines of the sport of kickboxing, nor promote, coach, officiate, or participate in any other national or international events organized by any other kickboxing organization.



2.4 Fees and Honorariums

a. Membership Registration fees are:

Initial/Renewal

Competitive athlete	\$ 80 (PSO disbursements to be provided)
Recreational Member	\$ 20 (PSO disbursements to be provided)
Coach – all levels	\$ 80 (PSO disbursements to be provided)
Officials – all levels	\$ 80 (PSO disbursements to be provided)
Member Clubs	\$675 (PSO disbursements to be provided)

b. Other fees

Ring Event Sanctioning - \$1250 + HST (PSO disbursement to be provided)
 Ring Tournament Sanctioning \$2550 + HST (PSO disbursement to be provided)
 Tatami Sport Events (Please See Tatami Sanctioning document)

c. Honorariums are provided for volunteer officials of WAKO Canada:

Chief Official -	\$150
Referees/Judges -	\$100

KM Expenses - \$0.50/KM (Return trip from home city to competition)

d. Amendments of Fees or Honorariums – The fee structure can be changed with a 2/3 vote from the Executive Committee at any time during the calendar year. The change in fees will not apply until the following registration year. All members must be notified 45 days before the commencement of the registration year.

e. All fees are collected by WAKO Canada or any third party selected by the Executive to administer the finances of the corporation.

f. Disbursements are provided to each PSO at the end of the calendar year after the financials have been completed by the auditor of the corporation.

g. Disbursement amounts will be determined by written agreement between the Board of WAKO Canada and the Board of each PSO or Provincial Affiliate.



2.5 Individual Registration Procedure

All members must register annually. The registration year shall commence on September 1st of every calendar year. All individual members must come from registered Member Clubs. Athletes not affiliated with a registered member club are not permitted to become members of any PSO or Provincial Affiliate. Every coach, official, and athlete must have their membership with a WAKO Member club that is the primary location of training and membership.

The following items are to be sent directly to the office WAKO Canada:

a. Initial Registration of Athletes

Competitors registering for the first year must submit the following items:

- i. Completed Membership Application - Individual
- ii. A copy of legal document attesting birth date
- iii. Two passport sized pictures
- iv. Annual Medical Exam – for ring sport disciplines
- v. Registration fee

b. Renewal Registration of Athletes

- i. Completed Application - Individual
- ii. Annual Medical Exam – for ring sport disciplines
- iii. Registration fee

c. Registration of Recreational Members

- i. Completed Membership Application - Individual
- ii. Registration fee

d. Registration of Officials – Coaches

- i. Completed Membership Application - Individual
- ii. A copy of their certification
- iii. Registration fee
- iv. Proof of volunteer screening





- e. Registration of Member Clubs
 - i. Completed Membership Application - Club
 - ii. Registration fee

2.6 Documentation

Athlete Passport

1. Each athlete must be in possession of a Passport and is required to present such passport at all sanctioned events.
2. Upon receipt of the passport the following entries are to be completed:
 - a. Athlete photograph
 - b. Signature
 - c. Medical Information
 - d. Number of bouts
3. Under no circumstances will athletes be allowed to compete in a ring discipline who are not in possession of a complete, current medical exam which has been indicated in the athlete passport and in possession of the WAKO Canada office.
4. It is highly recommended for Tatami athletes to also have completed the medical exam – however it is not mandatory.
5. Updating passports with bouts held outside of Canada or with other recognized sanctioning bodies is the responsibility of the club coaches.
6. The loss of the passport shall be reported immediately to the office. Replacement passports will be issued with a \$45.00 replacement fee.

Official Booklets

1. Upon registration officials will be issued an officials booklet. The booklet must be kept up-to-date with entries on all bouts referred or judged and upon courses completed or clinics attended.



2. Upon receipt of the annual registration paperwork, all officials will receive a sticker attesting to their renewal that year.

Coaches Cards

1. Coaches wishing to participate in contest and tournaments sanctioned by Kickboxing Ontario must have completed a minimum Level I Coaching Certification Program.
2. Coaches will receive a card attesting to their accreditation, which they must present at all sanctioned events.

Article 3 Governing Structure

3.1 Executive Committee (Elected Members)

A. President

1. Roles and Responsibilities

- a. To act as the Chairman of the Board of Directors and the Executive of the Board.
- b. To uphold the mission and mandate of WAKO Canada in all decisions.
- c. To represent WAKO Canada at the International level.
- d. To represent the WAKO Canada in all dealings with the WAKO IF, the Federal Ministry of Sport and other government bodies, foundations, sanctioning bodies.
- e. To be the spokesperson for WAKO Canada to all external & internal stakeholders.
- f. To provide leadership in the strategic planning of the organization.
- g. To appoint skilled individuals to specific commissions, committees and portfolios.
- h. To provide the Board of Directors with all relevant information, decisions, and developments of WAKO Canada.

2. Qualifications

- a. Must have a post-secondary degree in sport management, business administration, sport science or equivalent.
- b. A minimum of proven 10 years' experience in the not-for-profit or federal or provincial government sector.
- c. Must be able to contribute a minimum of 20 hours a week to this role.
- d. Must be able to travel domestically and internationally 3-4 times a year.



- e. Must have been involved in a Ministry of Sport accredited sport for over 10 years in the roles of coach, official, or administrator.
 - f. Must have been on a PSO/TSO Board for a minimum of two terms.
3. Presidential Enumeration
- a. An enumeration will be determined by the Executive for the President's term.
 - b. The enumeration should be based on the qualifications of the individual and to compensate them for the significant time commitment during her/his tenure.
- B. Vice President – Government/External Relations
1. Roles and Responsibilities
- a. The primary role of the said individual are to provide support and assist the President in developing the strategic goals and objectives of WAKO Canada.
 - b. To take over the role of the President at functions that the President is unable to attend and represent the WAKO Canada.
 - c. To be responsible for governance issues related to the structure and operations of the WAKO Canada and to provide support to PSOs.
 - d. To maintain regular communications with Sport Canada and COC
 - e. To provide direction to the Board in regards to Sport Canada requirements.
 - f. To solicit corporate partners to further the mandate of WAKO Canada
 - g. To develop relationships to enhance the programs of WAKO Canada
 - h. To recruit future governance members of the Board.
 - i. To oversee any National discipline and appeals processes.
2. Qualifications
- a. Must have 5 years minimum experience on a Corporate/NGO Board.
 - b. Demonstrated 2-5 years leadership experience on a Corporate/NGO Board.
 - c. Experience in amateur sporting experience is highly recommended.
 - d. Must have been on a PSO Board for a minimum of two terms.
- C. Vice President – Governance/Membership
1. Roles and Responsibilities



- a. The primary role of the said individual are to provide support and assist the President in developing the strategic goals and objectives of WAKO Canada.
- b. To take over the role of the President at functions that the President is unable to attend and represent the WAKO Canada.
- c. To assist in the creation and further development of PSO/TSOs
- d. To assist in the creation of professional development programs for Boards
- e. To provide provincial and territorial feedback to the Board of WAKO Canada
- f. To provide leadership for Club development in the organization.
- g. To provide support to provincial discipline and appeals processes.

2. Qualifications

- a. Must have 3 years minimum experience on a Corporate/NGO Board.
- b. Demonstrated 2-5 years leadership experience on a Corporate/NGO Board.
- c. Experience in amateur sporting experience is highly recommended.
- d. A Level II Coaching Course or CO Officials Course is highly recommended.
- e. Must have been on a PSO Board for a minimum of two terms.

3.2 General Board Members (Appointed Members)

A. Advisor Legal Council

1. Roles and Responsibilities

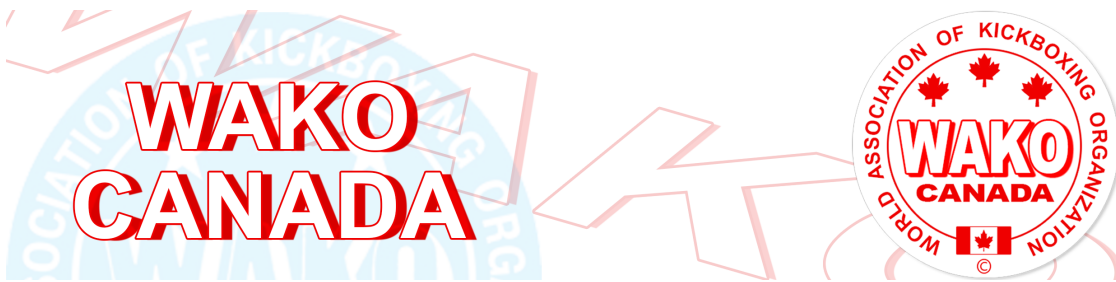
- a. Provide legal advice to the Board of Directors of WAKO Canada regarding activities, programing and operations of the Association.
- b. Support the Board of Directors of WAKO Canada in addressing issues that have potential consequences for a legal nature.
- c. Provide recommendations to the Board of Directors on programs or operations that will strengthen the effectiveness and risk management of the Association.
- d. To be abreast of current legal issues impacting amateur sport, non-profits, combative sport and provide advice to the Board on addressing these proactively.
- e. To review any legal agreements, contracts and documents from the Board.

2. Qualifications

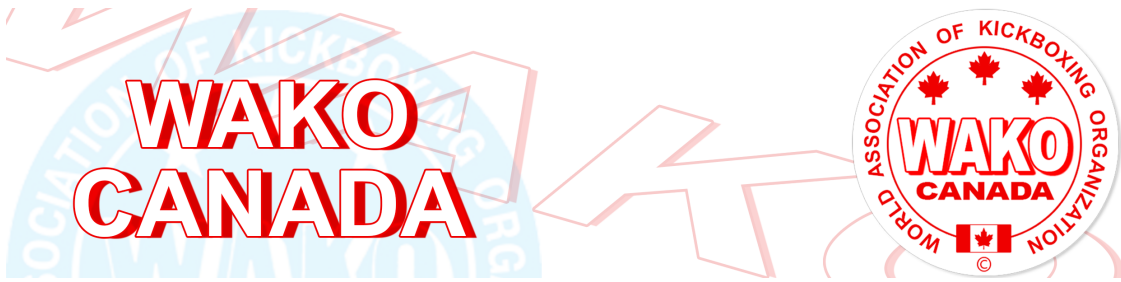




- a. Undergraduate Degree in Law from a Canadian University (LL.B.)
 - b. A minimum of 3 years' experience as an attorney within Canada
 - c. A background or interest in sport and/or recreation
 - d. A background, experience or interest in non-profit organizational development
- B. Director Medical Issues
 1. Roles and Responsibilities
 - a. Provide medical advice to the Executive of WAKO Canada regarding and health, safety and possible risk management concerns for the Corporation.
 - b. Establish and regularly review the Medical Policies and all Documents related to the health and safety of membership, programs and competitions.
 - c. Provide medical direction towards our National Championship and other significant competitions or programs of the Corporation.
 2. Qualifications
 - a. Professional Degree as a Medical Doctor (MD) from a Canadian University
 - b. A minimum of 3 years' experience as physician within Canada
 - c. A background or interest in sport and/or recreation
 - d. A background, experience or interest in non-profit organizational development
- D. Director Ring Disciplines
 1. Roles and Responsibilities
 - a. To create an Annual National Operational Plan for the Development of Ring
 - b. To work with all PSOs to further develop all Ring Sport Disciplines
 - c. Advise the Vice President Programs/Competitions on program needs
 - d. Every two years establish a provincially representative working group to select National Team Coaches alongside the Director Coaching
 2. Qualifications



- a. To have a Level 2 WAKO Canada Coaches Certification
 - b. To have a minimum of 5 years proven leadership experience in Ring Sports
 - c. To be a member of a WAKO Canada Club for a minimum of 3 years
 - d. To have experience in all WAKO Ring Disciplines
- E. Director Tatami Disciplines
1. Roles and Responsibilities
 - a. To create an Annual National Operational Plan for the Development of Tatami
 - b. To work with all PSOs to further develop all Tatami Sport Disciplines
 - c. Advise the Vice President Programs/Competitions on program needs
 - d. Every two years establish a provincially representative working group to select National Team Coaches alongside the Director Coaching
 2. Qualifications
 - a. To have a Level 2 WAKO Canada Coaches Certification
 - b. To have a minimum of 5 years proven leadership experience in Tatami Sports
 - c. To be a member of a WAKO Canada Club for a minimum of 3 years
 - d. To have proven experience in all WAKO Tatami Disciplines
- F. Director Coaching Portfolio
1. Roles and Responsibilities
 - a. To assist in the review and development of WAKO Canadas coaching program
 - b. To interface with Sport Canada's Coaching Department
 - c. To develop policies and procedures for the National Coaching Selection
 2. Qualifications
 - a. To have a Level 2 WAKO Canada Certification
 - b. To have proven and successful international coaching experience
 - c. To have excellent negotiation and diplomacy skills
- G. Director Officials Portfolio
1. Roles and Responsibilities



- a. To assist in the review and development of WAKO Canadas officials program
- b. To interface with Sport Canada's Departments related to Officiating
- c. To develop policies and procedures for the National Officials Selection

2. Qualifications

- a. To have a Chief Officials Certification
- b. To have proven and successful international officials experience
- c. To have excellent negotiation and diplomacy skills



CODE OF CONDUCT

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 will maintain 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 behavior, and promotes equal opportunity for all.

All individual members of WAKO Canada are expected to conduct themselves in all times in a manner that is consistent with the values and policies of the organization which include.

- a) Adherence to all rules, regulations and policies of the organization.
- b) Never embarrass or verbally abuse any coach, athlete, official, volunteer or staff
- c) Respect the decisions and judgements of officials, and encourage others to do the same.
- d) Appreciate and recognize that the officials, and staff are acting in the best interests, and safety of the athlete, and the sport as a whole.
- e) Never question an official or staff's judgement, honesty, or integrity.
- f) Refrain from using bad language, obscene gestures, or harassing competitors, coaches, officials, event coordinators, parents, guardians, staff, Board Members or other spectators.
- g) Conduct yourself in a respectful manner, and show courtesy, and appreciation to all competitors, officials, staff, and volunteers.