



Alberta Dressage Association Members' Code of Conduct

The Alberta Dressage Association (ADA) is the coordinating body for national, provincial and local dressage organizations, promoting and supporting the sport of dressage in Alberta with the vision of being the cornerstone of a thriving dressage community in Alberta. The ADA is a member driven organization that operates within the guidelines of [*The Canada Not-for-profit Corporations Act*](#).

The purpose of this Code of Conduct (the "Code") is to provide a framework for participating as a member of the ADA, in accordance with the applicable laws, regulations, rules and to the highest standards of ethics and values.

All ADA members are expected to review and acknowledge their commitment to this code.

ADA Area Groups

As per the ADA Bylaws, the ADA is divided into area groups which have been established for the purpose of promoting and implementing the objectives stated in the ADA Vision and Mission Statements.

ADA area group membership is a privilege and may be denied or revoked by the ADA Board of Directors or by an Area Group (within their area of authority) if they believe that doing so is in the best interests of the ADA.

ADA Mission

The Alberta Dressage Association strengthens the Alberta dressage community by:

- Accessing and distributing funds for dressage training and education
- Supporting the development and continuing education of dressage coaches and riders
- Advocating for Alberta dressage riders at the national level
- Rewarding competency and improvement in dressage riding
- Promoting and creating awareness for the sport and discipline of dressage in Alberta



ADA Guiding Principles

Guiding Principles are the moral values that establish a framework for expected behavior and decision making and can be referenced to lead the organization through any situation it may face.

These Guiding Principles are in alignment with and further the realization of the ADA Mission. No decision should contradict the guiding principles.

ADA Members agree that:

Compliance with Laws and Policies:

- We will adhere to all applicable laws, regulations, and organizational policies. We will not engage in any illegal activities or behaviors that violate the organization's policies or Code of Conduct.

Respectful Behavior:

- We will treat all individuals with respect, courtesy, and professionalism. We will refrain from any form of discrimination, harassment, or disrespectful behavior.

Professionalism:

- We will conduct ourselves in a professional manner, demonstrating a commitment to the organization's mission and values.

Confidentiality and Data Privacy:

- We will respect the confidentiality of sensitive information and data. We will not disclose or misuse confidential information, including personal or financial data.

Social Media and Online Conduct:

- We will be mindful of our online presence and conduct ourselves professionally and respectfully on online platforms, refraining from harmful or inappropriate behavior and will comply with the ADA Social Media Policy.



Conflict Disclosure and Resolution:

- We will disclose any relationships, associations or activities that may be perceived as a conflict of interest when making decisions on behalf of the ADA or Area Groups.
- We will seek to resolve conflicts and disagreements in a constructive and respectful manner, promoting open communication and cooperation. We will refrain from engaging in any hostile or confrontational behavior.

Violations of the Code of Conduct

Any violations of this Code of Conduct, especially those related to safe sport and child protection, should be reported promptly to the ADA Board of Directors and/or a member of the Executive. Violations may result in disciplinary actions, up to and including termination of affiliation with the organization.

Potential violations of the Code of Conduct will be investigated by the President and one other Director, who will present the findings to the Board of Directors during an in-camera meeting. Disciplinary actions will reflect the seriousness of the offence and will be determined by a vote where at least 2/3 of the Directors agree on the recommended action(s).

I have read and understand the Alberta Dressage Association Members Code of Conduct.