

Code of Conduct Policy



Purpose

At the Canadian Fitness and Lifestyle Research Institute (CFLRI), we are committed to fostering an inclusive, respectful, and safe environment for all individuals engaged with our organization, including staff, volunteers, research participants, partners, and the broader community. This Code of Conduct aligns with Safe Sport principles, promoting integrity, equity, and accountability in all activities, including research, outreach, and organizational operations.

Scope

This Code applies to all individuals associated with CFLRI, including but not limited to:

- Employees and researchers
- Volunteers and interns
- Contractors and consultants
- Board members and committee members
- Participants and collaborators in research projects

All individuals are expected to uphold these standards in professional, social, and virtual environments connected to the organization.

Core Principles

1. Respect and Dignity

- Treat all individuals with respect, fairness, and consideration, regardless of age, gender, sexual orientation, race, ethnicity, religion, ability, or socio-economic background.
- Promote a positive environment free from harassment, bullying, or intimidation.

2. Safety and Well-Being

- Ensure the physical and psychological safety of all participants, colleagues, and collaborators.
- Immediately report concerns of unsafe behaviour, abuse, or harassment through established reporting channels.
- Adhere to Safe Sport principles, preventing any form of abuse, discrimination, or neglect in all activities.

3. Integrity and Accountability

- Conduct research and organizational activities ethically, transparently, and with integrity.
- Follow all applicable laws, regulations, and organizational policies, including research ethics and privacy standards.
- Avoid conflicts of interest and disclose any potential biases that could influence research or organizational decisions.
- Ensure all research practices prioritize participant safety, well-being, and dignity.
- Report findings honestly, avoiding fabrication, falsification, or misrepresentation.

4. Inclusivity and Equity

- Strive to create an environment where everyone feels valued, included, and empowered to contribute.
- Promote equitable access to programs, resources, and opportunities.
- Acknowledge and challenge personal biases and systemic barriers.

5. Professional Conduct

- Maintain professionalism in all interactions, communications, and collaborations.
- Respect intellectual property and confidentiality agreements.
- Use organizational resources responsibly and for their intended purpose.

Behaviour Expectations

All individuals are expected to:

- Comply with all organizational policies, including health, safety, and ethical guidelines.
- Cooperate fully in any investigation related to misconduct, harassment, or abuse.

Unacceptable Conduct

The following behaviours are strictly prohibited:

- Physical, verbal, emotional, or sexual abuse or harassment, whether in-person or online
- Discrimination or exclusion based on protected characteristics
- Threatening, intimidating, or aggressive behaviour
- Misrepresentation of research findings or data
- Breaches of confidentiality or privacy

Reporting and Accountability

CFLRI provides multiple avenues to report concerns safely and confidentially:

- President, CFLRI
- Anonymous reporting through Sport Integrity Canada reporting at <https://sportintegrity.ca/report-safe-sport>
- Reports will be treated promptly, fairly, and confidentially
- Aligns with the Discipline and Complaints Policy

Individuals found to have violated this Code may be subject to disciplinary action, up to and including termination of employment, volunteer privileges, or association with the organization.

Commitment

By engaging with CFLRI, you commit to upholding this Code of Conduct and contributing to a safe, ethical, and inclusive environment. Together, we ensure that research and organizational activities reflect our shared values of integrity, respect, and equity.

Review and Updates

This policy will be reviewed every two years by the CFLRI Board of Directors, or sooner if required, to ensure alignment with Canadian legal standards, Safe Sport principles, and best practices in research governance.

Contact

For questions or to report a complaint:

President, CFLRI or Chair, CFLRI Board of Directors

Research_recherche at cflri.ca

613-233-5528

Approved by the Board of Directors on: March 25, 2026