



CODE OF CONDUCT

2009 CANADA SUMMER GAMES



2009
—JEUX DU—
CANADA
—GAMES—

PRINCE EDWARD ISLAND

Saskatchewan
games council

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111 - 2001 Cornwall Street, Regina, SK S4P 3X9

Phone: (306) 780-9210 • Fax: (306) 780-9271

Email: adminprint@sasktel.net

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Introduction

Members of Team Sask are expected to promote pride and good will for the province through their behaviour and attitude. Team Sask members are ambassadors for the province from the time they begin to train as a 2009 Canada Summer Games team member until they return home from the Games.

The province of Saskatchewan and the Saskatchewan Games Council hopes that all Team Sask members have a great games experience. To help make this possible, a Code of Conduct has been developed. This handbook explains how all members are expected to conduct themselves before (pre-games events and travel to the Games), during (at the Games) and after (travelling home) the 2009 Canada Summer Games. Anyone who does not meet this standard of behaviour risks losing the many privileges that come with being a member of Team Sask. All members of the team must make sure that they understand the Code of Conduct and sign the Team Member Agreement. (Appendix A, Page 20)

Vision

Team Sask members are committed to excellence in behaviour, athletic performance and attitude. We will strive for this excellence by:

- Competing, coaching and managing to the best of our ability in a spirit of fair play and sportsmanship.
- Treating our team mates, our opponents and all 2009 Canada Summer Games volunteers and officials with equality, respect and dignity.
- Taking advantage of the 2009 Canada Summer Games experience to get to know the host community and the people who will be there from Canada.
- Representing our province in the best way we can so that people we meet will think well of us.

This Code of Conduct will come into effect as soon as the Team Member becomes an official member of Team Sask by completing and submitting the Host Society Canada Summer Games registration form and the Team Sask Member Agreement (Appendix A). Prior to the selection of Team Sask, Provincial Sport Organizations may require coaches, managers and athletes in their Canada Summer Games program to abide by this Code of Conduct. If so, the responsibility for applying and enforcing the policy lies with the Provincial Sport Organization until the person becomes an officially registered member of Team Sask.

Eligibility for Team Sask

Technical Package

Coaches, managers and athletes must meet all eligibility requirements outlined in their sport's technical package. The eligibility of any athlete that is not clear in the technical package shall be determined by the sport committee of the Canada Games Council. **Coaches or PSOs must bring forward to the Chef de Mission and their NSO any unclear cases as early as possible before competition.**

Athletes

The provincial sport governing body responsible for athlete selection must ensure that all athletes are members in good standing with the provincial sport governing body that they represent, and not be under any form of suspension by any provincial sport governing body or national sport organization. Athletes must sign the Team Sask Member Agreement and accept the responsibilities of the position.

Coaches & Managers

The provincial sport governing body responsible for selecting coaches and managers must ensure that all coaches and managers are members in good standing with the provincial sport governing body that they represent, and not be under any form of suspension by any provincial sport governing body or national sport organization. Coaches/managers must sign the Team Sask Member Agreement and accept the responsibilities of the position.

- **All staff as listed in the technical packages plus additional Team Sask Designated staff (ie. mentor coaches).**
- **The designated head coach of each team is responsible for ensuring all athletes, coaches, managers, and staff listed in the technical package sign the Team Sask Member Agreement.**

Athletes, Coaches, Managers and Mission Staff

Roles and Responsibilities

Athletes

- Participate fully in a training program developed and/or directed by their 2009 Canada Summer Games Coach;
- Compete to the best of their ability, in a fair and sportsman-like manner;
- Show respect for all competitors and game officials leading up to and during the Games;
- Whenever possible, attend Team Sask activities and ceremonies before, during and after the Games;
- Attend the official opening and/or closing ceremonies of the Games and of your sport;
- Know and follow Team Sask's Code of Conduct and Dress Code;
- Agree to and sign the Team Sask Member Agreement (Appendix A);
- Inform coaches, managers or mission staff of any concerns or problems at the Games;
- Reside in the athletes' village during the Games;
- Abide by the rules of the village;
- Participate in an anti-doping and drug-testing procedures information session;
- Abide by the rules, regulations and policies established by the Games Host Society.

Athletes, Coaches, Managers and Mission Staff

Roles and Responsibilities

Coaches & Managers

- Coach, manage and prepare athletes for maximum performance at the Games both on and off the field in a fair and sportsman-like manner;
- Must reside in the Athletes' Village;
- Take responsibility for the conduct of their athletes before, travelling to, during and returning home from the Games and ensure that all of their athletes are aware of the Team Sask Code of Conduct;
- Ensure all parents of athletes are aware of Team Sask Code of Conduct;
- Follow and enforce Team Sask's Dress Code;
- Attend Team Sask official activities and ceremonies whenever possible;
- At the Games, attend opening and/or closing ceremonies and all other technical meetings, practices and competitions for their sport;
- Maintain close liaison with mission staff prior to, during and immediately following the Games;
- Provide input and feedback to the Chef de Mission regarding the Games;
- Be familiar with the roles and responsibilities of the members of the mission staff;
- Agree to and sign the Team Sask Member Agreement (Appendix A);
- Administer discipline for minor infractions (Head Coach);
- Assist in administration of the team including registration, uniform allocation, finances and transportation (Managers);
- Assist mission staff and the host society with accreditation and accommodation procedures (Managers);
- Report any major conduct infractions immediately to a mission staff member;
- Participate in an anti-doping and drug-testing procedures and information session;
- Abide by the rules, regulations and policies of the Games Host Society.

Athletes, Coaches, Managers and Mission Staff

Roles and Responsibilities

Mission Staff

- Act as a liaison between their assigned sport(s) and the Chef de Mission to ensure sport(s) are aware of any and all information regarding the Games;
- Attend all pre-games mission/coaches/managers meetings;
- Agree to and sign the Team Sask Member Agreement (Appendix A);
- Assist with uniform sizing and distribution;
- Assist with requests made by the Team Sask media coordinator regarding team pictures and biographies of athletes, coaches and managers;
- Ensure that required forms (registration, medical, media, etc.) are correctly prepared and completed by assigned sport(s) by deadline dates;
- Participate in an anti-doping and drug-testing procedures information session;
- Be aware of and enforce the rules, regulations and policies of the host society and Team Sask;
- Work assigned shifts on the Mission Desk;
- In cooperation with the Chef de Mission, coaches and managers, help resolve disciplinary issues for assigned sport(s);
- At the Games, attend opening and/or closing ceremonies and all other technical meetings, practices and competitions for assigned sport(s);
- Assist assigned sport(s) with arrival and departure procedures at the Games;
- Assist with other duties in support of Team Sask as assigned;
- Participate in a debriefing meeting to evaluate Team Sask's Mission Operations;
- Abide by the rules, regulations and policies of the Games Host Society.

Team Sask Dress Code

Dress Code

The Saskatchewan Games Council takes great pride in providing the 2009 Canada Summer Games Team with a walk-out uniform designed to identify the participants as members of Team Sask. All Team Sask clothing and competitive uniforms must adhere to the commercialization policy established by the Canada Games Council.

In return for their selection to Team Sask, participants shall agree to follow the dress code as defined by Team Sask's Chef de Mission on the occasions listed below.

Travel Uniform

To be determined prior to the games.

Walk Out Uniform

To be determined prior to the games.

Opening & Closing Ceremonies

To be determined prior to the games.

Medal Ceremonies

The dress for medal ceremonies is decided by each sport and announced at the coaches technical meetings held at the Games. Coaches are then responsible for informing their athletes.

Uniform Exchanges

For Games' first half participants, uniform exchanges with other provinces/territories, or other persons, must not take place until all your competition is over and there is no longer any possibility of appearing in uniform for interviews, medal ceremonies, etc.

For Games' second half participants, uniform exchanges with other provinces/territories, or other persons, must not take place until after the Games' official closing ceremonies.

Code of Conduct - Standard of Conduct

Introduction

Provincial sport organizations may choose to develop supplemental codes of conduct for their 2009 Canada Summer Games team(s) in addition to the Team Sask's Code of Conduct, providing that they are not in conflict with the Team Sask Code of Conduct. For example, a coach may set a team curfew that is earlier than the one stated by Team Sask, but they cannot set a curfew which is later.

Standard of Conduct

The Team Sask Code of Conduct is the minimum standard of Conduct expected of each athlete, coach, manager and mission member of Team Sask.

1. **Respect for Others and Property**

Team Sask is committed to providing an environment in which all individuals are treated with respect. It does not allow discriminatory practices. Disrespectful, offensive, abusive, racist or sexist remarks have no place within Team Sask. Any damage(s) incurred by an individual(s) to residence, venues, etc., will be charged back to the Provincial Sport Governing Body for that sport.

2. **Ceremonies and Official Team Saskatchewan Functions**

At the Games, all team members must attend their sport opening or closing ceremonies and all official Team Sask functions in full uniform in accordance with the dress code. Games' first half team members must attend the games opening ceremonies. Games' second half team members must attend the closing ceremonies. Any deviation from this policy must receive approval from the head coach, chef de mission and designated mission staff.

3. **Residence**

All athletes, coaches and managers must reside in the athletes' village.

4. **Curfew**

Participants must keep to the host society's curfew of 24:00; however, all lights in sleeping areas will be turned out at **23:00** and quiet time must be observed. After 23:00, those members not ready to go to bed for the evening, must leave the sleeping area for a common room or television room. This will allow those who wish to sleep and/or those who must sleep due to an early competition to do so. At **24:00**, all athletes, coaches

Code of Conduct - Standard of Conduct

and managers must be in the village, in bed and quiet. Cell phone use after 2300 is not permitted.

5. Code of Ethics

Team Sask supports the fair play values as described in the code of ethics (See Appendices H, I & J). Fair play recognizes that winning is an important goal but that it is not the most important objective. Fair play values the enjoyment and the opportunities for personal growth and development that sport has to offer. Team Sask members are expected to promote and abide by the fair play principles of integrity, fairness and respect.

6. Drugs, Doping and Penalties

In keeping with the values of fair play in sport, Team Sask and the Canada Games Council will not tolerate cheating including the use of substances and methods not allowed by national sport organizations and the Canadian Centre for Ethics in Sport.

Team Sask, the Saskatchewan Games Council, Canada Games Council and the Saskatchewan Sport Science and Medical Council will help in every way possible to carry out an anti-doping campaign, including education.

Team Sask, the Saskatchewan Games Council, the Government of Saskatchewan and the Canada Games Council recognize any suspension of athletes or others guilty of doping or doping related infractions. Therefore, any person under suspension by a (NSO) will not be able to participate.

Should any person test positive at the Games or be found guilty of a doping related offence as determined and defined by the Canadian Centre for Ethics in Sport, they will be immediately suspended from the 2009 Canada Summer Games as per the Canada Games Council policy.

Anyone testing positive for a doping offense will face a suspension of up to four years and will be ineligible to participate in the next Canada Summer Games. If the NSO or T/PSO suspension is for a period longer than four years, the longer period will be recognized by the Canada Games Council, the Government of Saskatchewan and the Saskatchewan Games Council.

Code of Conduct - Standard of Conduct

Event results, during which the positive sample was collected, will not count. Nor will the results count for any competitions between the time when the sample was taken and the confirmation of a positive test. The same applies for team events. Sport scoring and territorial/provincial ranking results will be adjusted accordingly, and placings or awards shall be re-awarded as required. This will apply no matter when the positive test is confirmed (ie. even after the games).

Participants must not use banned, restricted or illegal drugs/narcotics or performance enhancing drugs or methods as defined by the Canada Centre for Ethics in Sport.

Participants must be available to participate in anti-doping and drug testing procedures at any time during the Games. **Any positive test may result in the team member being automatically removed from Team Sask and returning home at his or her own expense.** The participant may also be subject to the disciplinary sanctions outlined in Section C - Code of Conduct.

7. Alcohol and tobacco

A minor is defined by the laws of Saskatchewan (legal age is 19 years).

Minors shall not drink alcohol, nor use any tobacco products, including snuff and chewing tobacco, at any time during the Games or during travel to or from the Games. Minors found with any alcohol or tobacco products will have them taken away and they will be subject to disciplinary action.

There is zero-tolerance for underage drinking.

Adults can only drink alcohol in authorized areas and must ensure at all times that their ability to perform the responsibilities of their position is not impaired.

No adult shall be intoxicated at any time.

The 2009 Canada Summer Games is a smoke free event. Adults shall abide by the rules laid down by the host society.

- For the purpose of this Code of Conduct a minor is defined as anyone under the age of 19.

Code of Conduct - Standard of Conduct

8. Types of infractions

Minor infractions:

- use of tobacco products, including snuff and chewing tobacco, by minors;
- use of tobacco products by adults in the athletes' village, at all games' venues, at official Team Sask activities or functions, at competition sites or while wearing a Team Sask uniform;
- a minor disturbance or disruption after quiet time in the Athletes' Village;
- disrespectful behaviour;
- unsportsmanlike conduct (such as arguing) which may disgrace and/or discredit the image and performance of your team and the province;
- being late for or absent from Team Sask activities or functions;
- failing to follow the dress code for official functions.

Major infractions:

- repeated minor infractions;
- unsportsmanlike conduct such as fighting;
- curfew violations;
- bringing disgrace to Team Sask;
- use of alcohol by a minor at any time;
- major disruptions;
- intoxication at any time;
- activities or behaviour which disrupt competition;
- pranks, jokes or other activities which endanger the safety of others;
- offensive, abusive, racist or sexist comments;
- criminal activities;
- positive drug testing.

Code of Conduct - Disciplinary Sanctions

Disciplinary Sanctions

The following are examples only of disciplinary sanctions which may be applied. The Head Coach and Discipline Committee are not limited to choosing from the examples below and may combine two or more sanctions in their decision. In general, the severity of any disciplinary sanction(s) should compare to the severity of the infraction. If a person being disciplined is from a sport that has developed a supplemental Code of Conduct and sanctions in addition to Team Sask's Code of Conduct, the Discipline Committee may choose to support the disciplinary measure(s) previously agreed upon by the members of that sport.

Examples of Disciplinary sanctions which may be applied:

- Earlier curfew;
- Verbal or written reprimand;
- Verbal apology;
- Hand-delivered written apology;
- Team service or other voluntary contribution to Team Sask;
- Removal of certain Team Sask or Host Society privileges;
- Confined to residence or village;
- Suspension from Team Sask activities (e.g. Opening/Closing Ceremonies);
- Suspension from one or more competition(s);
- Suspension from competition for the remainder of the Games;
- Letter to PSO recommending additional sanctions upon return to Saskatchewan;
- Take away team uniform and/or Host Society gifts;
- Send home at individuals expense;
- Ineligible to represent Saskatchewan or Team Sask at future multi-sport events including but not limited to Canada Games (Summer & Winter), Western Canada Games or the Saskatchewan Games programs for up to one year;
- Notify authorities (e.g. Host Society, Police) of the criminal offense.

Code of Conduct - Procedure for Discipline

Procedure for Discipline

1. Four levels of discipline procedure

First level The Head Coach is responsible for dealing with all minor infractions. Under extraordinary conditions, the host society may take immediate disciplinary action until Team Sask has a chance to take responsibility for the situation.

Second level The Discipline Committee is responsible for responding to all major infractions.

Third level The Appeals Committee is responsible for deciding whether appeals have grounds to be heard and for responding to all accepted appeals.

Fourth level The Saskatchewan Provincial Sport Organizations may enforce further discipline after the Games.

2. Roles and responsibilities for discipline

Coaching staff

The Head Coach is responsible for dealing with all minor infractions and deciding on a response using the guidelines for sanctions outlined in this policy. The Head Coach shall keep a written log of all minor infractions in case incidents happen again or become more serious.

Discipline committee

The Discipline Committee is responsible for considering all major infractions and imposing disciplinary sanctions. The Discipline Committee is chaired by the Assistant Chef de Mission and includes the Head Coach for the sport/team, and the Mission Staff assigned to the sport and other members as deemed appropriate. The Assistant Chef de Mission may choose to replace any member of the committee including himself/herself with another Team Sask member to avoid any potential perception of bias against the person facing disciplinary action.

Code of Conduct - Procedure for Discipline

In cases where several individuals are the subject of a disciplinary hearing arising from a related incident, the Assistant Chef de Mission may choose to deal with the individuals as a group, individually, or by some other combination as he/she sees fit.

If the individual subject to a Disciplinary Committee hearing is a Head Coach or a member of Mission Staff, the Assistant Chef de Mission shall choose a peer from their ranks to sit as members on the Discipline Committee.

Appeals committee

The person or person(s) who has/have been disciplined can make an appeal to an appeals committee. Prior to the Games the Saskatchewan Games Council in consultation with the Chef de Mission shall appoint a three member Appeals Committee. The Saskatchewan Games Council will appoint a staff person to the committee for administrative support only and they shall not a vote in the appeal process.

Athlete's advocate

An athlete who is the subject of a Discipline Committee hearing has the right to get the help and advice of an Athlete's Advocate. The role of the Athlete's Advocate is to tell the athlete about his or her rights, to provide support and, if requested, to speak on behalf of the athlete. An Athlete's Advocate may be any member of Mission Staff, a parent or other person who is asked by an athlete to be their Advocate, and who is willing and able to serve as an Advocate. If an athlete wants an advocate but is unable to find one, the Chef de Mission will pick one for them.

3. Discipline procedures

Minor infractions

All minor infractions shall be reported to the head coach. The Head Coach, in consultation with the designated mission staff, will then decide on the disciplinary sanctions using the guidelines outlined in this policy. Before deciding how the person will be sanctioned, the Head Coach will give the person committing an infraction a chance to explain the circumstances and actions surrounding the infraction.

Code of Conduct - Procedure for Discipline

Major infractions

- a) All major infractions must be reported as soon as possible to the Chef de Mission or their designate, using the Infraction Report form (Appendix B). Team members may be suspended from further competition and/or all team activities until the disciplinary committee determines otherwise.
- b) The person who has committed the infraction will be informed of the procedures outlined in this policy and, if the person is an athlete, of the right to talk with an athlete's advocate. If they wish, the person who is accused of the infraction will be given a chance to submit a written report.
- c) As soon as possible after the incident is reported, the discipline committee shall meet. The meeting will follow the steps outlined in the infractions hearing process (Appendix C). The following principles must be observed:
 - The individual committing an infraction is given reasonable notice of the hearing and has an opportunity to address the Committee;
 - The individual committing an infraction, if an athlete, may be accompanied by an athlete's advocate, or any other adviser including legal counsel;
 - The hearing is held in private;
 - Witnesses may be invited to present evidence at the meeting.
- d) The Discipline Committee shall determine appropriate sanctions using the guidelines outlined in this policy. The Committee's decision shall be given to the individual in writing, with reasons, using the Decision of Discipline Committee Form (Appendix D). The individual will also be informed of his/her right to an appeal, the procedure to be followed and the deadline for submitting an appeal. The Decision of Discipline Committee shall take effect immediately. A copy of the committee's decision shall also be provided to the Chef de Mission.

Code of Conduct - Appeals

E. Appeals

1. The individual being disciplined shall have **Two Hours** from the time they receive the decision of the Discipline Committee to launch an appeal. However, if the decision is received after 22:00, the individual shall have until 10:00 the next morning to appeal. The Discipline Committee reserves the right to extend the timeframe for which an appeal can be launched if it conflicts with the closing the games and/or the travel arrangements of the team.

2. The reasons for the appeal must be in writing using the Notification of Appeal Form (Appendix E) and delivered to the Chef de Mission or their designate. A team member cannot appeal a decision simply because they do not agree with it. The eligible grounds for an appeal are:

- The disciplinary committee was biased against the team member, or there is a reasonable perception of bias against the team member;
- The established disciplinary process was not followed;
- New information has become available since the disciplinary hearing which has a significant bearing on the decision;
- The decision was based on irrelevant facts;
- The penalty far exceeds the infraction;
- The disciplinary committee imposes a sanction which is beyond its authority.

3. As soon as possible after receiving the written appeal, the Appeals Committee shall meet to decide whether or not the appeal should be heard. If the Appeals Committee decide the grounds for the appeal are legitimate, a hearing shall be called as soon as possible. The hearing shall be run according to the steps outlined in the Appeal Hearing process (Appendix F). The following principles shall be observed:

- The appellant is told about the hearing in advance and is given the opportunity to address and present information to the Committee;

Code of Conduct - Procedure for Discipline

- The appellant may be joined by an Athlete's Advocate or any other adviser;
 - The hearing is held in private;
 - The Committee may request that witnesses to the incident be asked to appear before the committee to provide evidence.
4. The Appeals Committee has the right to agree with the decision of the Disciplinary Committee, to reverse the decision, and/or to modify any of the sanctions of the Disciplinary Committee.
5. The decision of the Appeals Committee shall be given to the appellant in writing, with reasons, using the Decision of Appeals Committee form (Appendix G).
6. The decision of the Appeals Committee is final and is not open to any further appeal.

Code of Conduct - Confidentiality

F. Confidentiality

Every effort must be made to keep all information, including written documents, confidential. All communication of disciplinary matters to outside parties shall be handled by the Chef de Mission or their designate; therefore, all other persons involved in a disciplinary matter, including the person(s) being disciplined, shall not disclose the details of the matter to outside parties.

G. Provincial Sport Organizations

The President of any Provincial Sport Organization that has had a team member disciplined during the course of the Games shall receive a report on the infraction and sanction upon the Team's return from the Games.

Team members should be aware that Provincial Sport Organizations have the right to impose further disciplinary actions following the Games.

Appendix A

2009 Canada Summer Games - Team Sask Member Agreement

TEAM MEMBER AGREEMENT

(please print)

Name: _____

Sport: _____

Position: ___ Athlete ___ Coach ___ Manager ___ Mission Staff

CODE OF CONDUCT

As a member of Team Sask understand that I agree to behave according to the Team Sask, Code of Conduct and agree to follow the rules, regulations and policies of Team Sask, the Host Society and the Canada Games Council. Should I choose not to follow this agreement, I realize my actions shall be reviewed and I may be disciplined.

VIDEO/PHOTO RELEASE

As a member of Team Sask, I hereby grant the Saskatchewan Games Council and Sask Sport Inc., the right to use photograph(s), video(s) or interview quotations of me for the purposes of promoting and/or advertising sport, culture and recreation and/or lotteries in Saskatchewan or elsewhere. The above mentioned may display my photograph(s), video(s) or interview quotes in any and all forms of advertising, including print, television, internet and otherwise, all without payment of any fee or consideration to me.

Signature: _____ Date: _____

Witness: _____ Date: _____

CONSENT FOR A MINOR

I am the parent or legal guardian of the minor named above. I approve and affirm this consent on his/her behalf.

Name: _____

Signature: _____

Date: _____

Appendix B

2009 Canada Summer Games - Infraction Report

CONFIDENTIAL

(please print)

Date/time of infraction: _____ am pm
(date) (time)

Submitted by (name): _____

Position: _____

Location of infraction: _____

Team Sask Individuals Involved

Sport(s)

_____	_____
_____	_____
_____	_____

Description of Incident: Be objective, concise & accurate.
(Use more paper if needed)

Names of any witnesses:

Prov/Territory

_____	_____
_____	_____

Signature: _____ Date: _____

Received by:

Date and time received

Infraction #

Appendix C

2009 Canada Summer Games - Infraction Hearing Process

DISCIPLINE COMMITTEE

Steps	In attendance
1. Review of Infraction Report	Discipline Committee (DC)
2. Presentation of Facts by witnesses	DC, Witness (W)
3. Question Witnesses.	DC, W
4. Statement by the subject or the Athlete's Advocate	DC, subject (S), Athlete's Advocate (AA),
5. Opportunity to question the subject.	DC, S, AA
6. Discipline committee may choose to recall witnesses.	DC, W
7. Committee will discuss the infraction and determine what action is fair.	DC
8. A decision made will be written in a report form and delivered to the subject of the review.	DC

Appendix D

2009 Canada Summer Games - Decision of Discipline Committee

CONFIDENTIAL

Name of person under review: _____

Decision: _____

Basis for decision: _____

Disciplinary Committee Signatures:

Received by:

Date and time received

Infraction #

Appendix E

2009 Canada Summer Games - Notification of Appeal

This form must be completed and handed in to the Saskatchewan Mission Desk within 2 hours after receiving the Disciplinary Committee Decision. If Mission Desk is closed the form must be returned to the Mission Desk by 10:00 am the following morning.

Name of Individual Requesting Appeal: _____

Sport: _____

Grounds for the Appeal: check box.

Bias or a reasonable perception of bias

Decision based on irrelevant factors

Disciplinary process not followed

New information

Penalty far exceeds the infraction

The disciplinary committee imposes a sanction which is beyond its authority

Please explain: _____

Signature of appellant: _____

Received by:

Date and time received

Infraction #

Appendix F

2009 Canada Summer Games - Appeal Hearing Process

APPEALS COMMITTEE

Steps	In attendance
1. Review of grounds for appeal. If grounds exist, continue.	Appeals Committee (AC)
2. Review of previous documentation	AC
3. Hear Appellants' (Athlete's Advocate's) rational and any new evidence.	AC, Subject (S), Athlete's Advocate (AA)
4. Opportunity for questions.	AC, S, AA
5. Consult with previous witnesses, disciplinary committee if required.	AC, W
6. Review all evidence.	AC
7. Appeals committee makes decision to modify disciplinary measures.	AC
8. The decision will be written in a report form and delivered to the subject of the review.	AC

Appendix G

2009 Canada Summer Games - Decision of Appeals Committee

CONFIDENTIAL

Name of appellant: _____

Action taken: _____

Basis for decision: _____

Signature of Chef de Mission / Designate: _____

Date: _____

Received by:

Date and time received

Infraction #

Appendix H

Team Sask - Code of Ethics for Coaches

As a coach, I will:

- treat everyone fairly within the context of their sport and the Games;
- direct comments or criticism at the performance rather than the participant;
- ensure all participants get equal instruction, support and an opportunity to compete;
- communicate and cooperate with medical practitioners in the diagnosis, treatment and management of medical and psychological problems; consider the athlete's future health and well being as foremost when making decisions regarding an injured athlete's ability to continue playing, participating or practicing;
- regularly seek ways of increasing professional development ;
- treat opponents and officials with due respect, both in victory and defeat and encourage my athletes to act accordingly;
- respect athlete's dignity;
- ensure that that my athletes behavior is non-abusive and to intervene when there is bullying or abuse by others.

As a coach, I have the right to:

- be treated with respect by athletes, parents, spectators and others involved with Team Sask;
- have access to someone within the team for support or advocacy should problems arise.

Appendix I

Team Sask - Code of Ethics for Athletes

As an Athlete, I will:

- always respect coaches, managers, officials, volunteers, opponents, and team members;
- accept the decisions of coaches and officials with respect;
- partake in my sport and the Games within the rules and guidelines that govern them;
- demonstrate a high level of sportsmanship and self-discipline;
- resolve conflicts without resorting to verbal or physical hostility or violence;
- have fun, improve my skills, make new friends and represent Saskatchewan with integrity and pride.

As an Athlete, I have the right to:

- be treated with dignity and respect;
- have access to someone on the team for support or advocacy should problems arise;
- participate in the Games free from discrimination of any kind.

Appendix J

Team Sask - Code of Ethics for Parents/Spectators

As a parent or spectator, I will:

- treat everyone fairly within the context of the sport and the Games;
- trust the care of my/the athlete to the coaches/managers and respect their decision, direction and philosophy;
- respect and show appreciation for the volunteers who gave their time to provide the games experience for the athletes.
- never verbally abuse an athlete after competition for perceived poor performance;
- show respect for opponents and officials at all times.

Notes

SaskEnergy

Saskatchewan
LOTTERIES

