



## PARTICIPANT CODE OF CONDUCT

### 1. Purpose:

The purpose of this Code of Conduct is to ensure a safe and positive environment by making individuals aware that there is an expectation of appropriate behavior consistent with this Code. Team Sask support equal opportunities, prohibit discriminatory practices, and are committed to providing an environment in which all individuals are treated with respect and fairness.

The Team Sask Code of Conduct is the minimum standard of conduct expected of each athlete, coach, manager, mission staff and any other accredited individual of our provincial team.

### 2. Application and Scope:

This Code applies to participants of Team Sask which are defined as: athletes, coaches, managers and mission staff.

Appropriate behavior consistent with this Code is expected from the time participants board Team Sask transportation (or arrive at the Games by their own transportation) and until they return home. Any behavior contrary to the spirit of Team Sask or the Canada Games or the Code of Conduct will result in appropriate disciplinary action.

Provincial Sport Governing Bodies (PSGBs) and/or coaches may choose to develop guidelines for the conduct of their Games team(s) in addition to this 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 and the Host Organizing Committee, but they cannot set a curfew which is later. Prior to the games the athletes, coaches and managers are subject to the standards of conduct outlined by their respective PSGBs.

### 3. Responsibilities:

Participants have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of fellow participants, volunteers, spectators and all other individuals involved in the Games by:
  - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation
  - ii. Focusing comments or criticism appropriately and avoiding public criticism of Individual or the Association
  - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
  - iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
  - v. Consistently treating individuals fairly and reasonably
  - vi. Ensuring adherence to the rules of the sport and the spirit of those rules
- b) Refrain from any behaviour that constitutes **harassment**. Types of behaviour that constitute harassment include, but are not limited to:
  - a. Written or verbal abuse, threats, or outbursts
  - b. The display of visual material which is offensive or which one ought to know is offensive
  - c. Unwelcome remarks, jokes, comments, innuendo, or taunts
  - d. Leering or other suggestive or obscene gestures
  - e. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
  - f. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance

- g. Any form of hazing
  - h. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
  - i. Unwelcome sexual flirtations, advances, requests, or invitations
  - j. Physical or sexual assault
  - k. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
  - l. Retaliation or threats of retaliation against an individual who reports harassment
- c) Refrain from any behaviour that constitutes **Sexual Harassment**, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- i. Sexist jokes
  - ii. Display of sexually offensive material
  - iii. Sexually degrading words used to describe a person
  - iv. Inquiries or comments about a person's sex life
  - v. Unwelcome sexual flirtations, advances, or propositions
  - vi. Persistent unwanted contact
- d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Team Sask adopts and adheres to the Canadian Anti-Doping Program. Team Sask will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by the PSGB or any other sport Association
- e) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES)
- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- g) Refrain from consuming alcohol, tobacco products, vaping or e-cigarettes, or recreational drugs while participating in the Games program, activities, competitions, or events. The Games are a smoke free event.

In the case of adults, avoid consuming alcohol in situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with the Games. Coaches and managers must ensure at all times that their ability to perform the responsibilities of their position is not impaired in any way. A minor is defined by the laws of Saskatchewan (legal age is 19 years).

***There is a zero-tolerance for being under the influence of, or in possession of, drugs or alcohol, by a minor. Infractions of this nature will result in immediate removal from Team Sask and the Canada Games.***

- h) Respect the property of others and not willfully cause damage. Any damage(s) to the athlete's village, residence, venues, etc., will be charged back to the person(s) responsible
- i) Adhere to all federal, provincial, municipal and host country laws
- j) Comply, at all times, with the Games policies, procedures, and rules and regulations, as adopted and amended from time to time
- k) When driving a vehicle with an Individual:
  - i. Not have his or her license suspended
  - ii. Not be under the influence of alcohol, illegal drugs or substances
  - iii. Have valid car insurance
- l) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition.

- m) Refrain from using **social media** to engage in any form of inappropriate behaviors as described in Section 3 above. Use of social media is viewed the same as if you verbally or physically engaged in that activity.
- n) Abide by the **curfew** established for the Games Village. After curfew, no one will be allowed admission to the Games Village. Those arriving late will be detained by security until the mission staff arrives to deal with the situation.
- o) Team Sask supports **Fair Play in Sport** as described by the Canadian Center for Ethics in Sport (CCES). We recognizes that winning is an important goal but that it is not the most important objective. The Canada Games 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. For more information, visit [www.cces.ca](http://www.cces.ca).

**In addition, for all coaches/managers:**

The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be careful not to abuse it, consciously or unconsciously. Coaches will:

- a) Set a positive example for their athletes by compliance with all policies, rules and standards of conduct;
- b) Act in the best interest of the athlete's development as a whole person, avoiding all unsafe and unacceptable circumstances, and seeking advice of appropriate medical personnel before deciding if an injured athlete is to resume competition.
- c) Supervise and be responsible for the conduct of their athletes at all times during the Canada Games including transportation to and from the Games.

**Types of Infractions**

**Minor infractions:**

- use of tobacco products, including snuff and chewing tobacco or vaping, by minors;
- use of tobacco products by adults in the Athletes' Village, at official Games 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;
- inappropriate or disrespectful behavior or comments;
- unsportsmanlike conduct such as arguing.
- social media comments or suggestions which are designed to cause annoyance, inconvenience, or needless anxiety to others.

The Head Coach shall inform their mission staff or the Assistant Chef de Mission of any minor infractions and the disciplinary action they have taken. Should the Coach not be able to determine the level of severity they should consult with their mission staff or the Assistant Chef de Mission. If the Head Coach has committed the infraction then the Assistant Chef de Mission will determine the disciplinary action.

**Major Infractions:**

The following **zero-tolerance infractions** will result in the removal from Team Sask and the Canada Games, including the return of the team uniforms and immediate departure from the Games at the individual's expense. These infractions will be investigated by the Assistant Chef de Mission or their designate and in consultation with the Chef de Mission prior to disciplinary sanction.

- use of drugs or alcohol by a minor at any time;
- under the influence of alcohol or drugs by any games participant;
- any offense deemed criminal by law.

Note: other serious infractions that are not listed above but are deemed by the Assistant Chef de Mission or the Chef de Mission as major infractions worthy of immediate departure from the Games.

Major infractions which will be dealt with by the Team Sask Discipline Committee.

- offensive, abusive, racist or sexist comments or actions, such as bullying or homophobic;
- involvement in or providing support to abusive "hazing" or "initiation" rituals;
- inappropriate use of social media that relates to abuse, harassment, bullying, discrimination, or other actions deemed to affect the safe and positive environment of the individual(s);

- repeated minor infractions;
- unsportsmanlike conduct such as fighting;
- curfew violations;
- bringing disgrace to the Team Sask, your sport, or the Canada Games program;
- major disruptions;
- activities or behavior which disrupt competition;
- pranks, jokes or other activities which endanger the safety of others.

Note: other infractions that are not listed above but are deemed by the Team Sask Assistant Chef de Mission or Chef de Mission as major infractions worthy of discipline.

## **DISCIPLINARY SANCTIONS**

### **Disciplinary Sanctions**

The following are examples of disciplinary sanctions which may be applied. The Head Coach (for minor infractions) or Team Sask Discipline Committee (for major infractions) 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 discipline is handed out by a sport through the rules of the sport, the Discipline Committee may choose to support the disciplinary measure(s) of that sport only or add additional sanctions.

- Earlier curfew
- Verbal or written reprimand
- Verbal apology
- Hand-delivered written apology
- Team service or other voluntary contribution to the Host Community or Team Sask
- Confined to residence or Athletes Village
- Suspension from Games non-competition activities (e.g. opening/closing ceremonies)
- Suspension from one or more competition(s)
- Suspension from competition for the remainder of the Games
- Letter to Provincial Sport Governing Body recommending additional suspensions
- Take away the Team Sask uniform
- Sent home at individual's expense
- Notify authorities (e.g. Host Society, police) of criminal offense.

## **PROCEDURE FOR DISCIPLINE**

**First Level** - The Head Coach is responsible for dealing with all minor infractions. Under extraordinary conditions, Team Sask Mission may take immediate disciplinary action until the coach has had a chance to take responsibility for the situation. If the minor infraction is committed by the Head Coach the Assistant Chef de Mission is responsible to deal with the disciplinary action.

**Second Level** - A Team Sask Discipline Committee is responsible for responding to all major infractions. The Discipline Committee is chaired by the Assistant Chef de Mission and includes the Head Coach for the sport, the Mission Staff assigned to the sport and one other person chosen from the Team Sask Mission staff

**Third Level** - The Appeals Committee is responsible for deciding whether appeals have grounds to be heard and for responding to all accepted appeals. All appeals will be dealt with using the appeals process provided by the Canada Games Council.

### **Additional Discipline**

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

## **APPEALS**

Team Sask is committed to making fair and ethical decisions in a transparent manner, and are committed to being accountable for such decision-making through an appeal process. The person(s) who have been handed a decision of discipline can appeal the decision through the Canada Games Council's appeal process and will be afforded 'due process' in the resolution of the dispute.



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The Team Sask Code of Conduct is the minimum standard of conduct expected of each athlete, coach, manager, mission staff and any other accredited individual of the provincial team.

*This document has been condensed, but includes important & specific information. In signing, you are agreeing to all responsibilities listed in the full Team Sask Code of Conduct which can be found at [www.teamsask.ca](http://www.teamsask.ca)*

### **DECLARATION**

I, \_\_\_\_\_, being a member of Team Sask  
representing \_\_\_\_\_ (sport),

agree to abide by the Team Sask Code of Conduct and agree to follow the rules, regulations and policies of the Canada Games, the 2017 Canada Summer Games Host Society, and Team Sask.

Should I choose not to follow this agreement, I realize my actions shall be reviewed and I may be disciplined. Should I be subject to discipline resulting in being sent home, I agree to cover these costs.

As a member of Team Sask, I hereby grant the Canada Games Council, the Saskatchewan Games Council and Sask Sport Inc., and any of their partners and stakeholders the right to use photograph(s), video(s) or interview quotations of me for the purposes of promoting and/or advertising sport, and/or Saskatchewan 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.

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Signature of the Participant

Date

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Signature of Parent/Guardian

Date

**If the participant is under the age of majority, the age of majority in Saskatchewan is 18 years of age, then the signature of the parent/guardian is required.**