



PARTICIPANT CODE OF CONDUCT

The Saskatchewan Games Code of Conduct is the minimum standard of conduct expected of each athlete, coach, manager, mission staff and team official of the District Teams. Exemplary conduct is expected of all participants. This is expected from the time participants board Saskatchewan Games transportation (or arrive at the Games by their own transportation) and until they return home. Any behavior contrary to the spirit of the Saskatchewan 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 Saskatchewan Games Code of Conduct. For example, a coach may set a team curfew that is earlier than the one stated by the Saskatchewan Games 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.

1. Respect for Others and Property

The Saskatchewan Games are committed to ensuring a games environment free from harassment, abuse or bullying. Athletes, coaches, team managers, mission staff, officials and volunteers, must have the opportunity to compete and work in a safe and non-threatening environment.

There is zero-tolerance for harassment, bullying, racist, sexist, or any other discriminatory comments or actions. Infractions of this nature will result in immediate removal from the district team and the Saskatchewan Games.

What is harassment or abuse?

Harassment or abuse is any form of discrimination, which includes behavior such as demands, bullying, homophobic, threats, gestures, innuendoes, remarks, jokes, slurs, displays of offensive material, physical or sexual assault, taunting about a person's body, clothing, habits, customs or mannerisms.

Any damage(s) incurred by a sport to residence, venues, etc., will be charged back to the District Sport Council.

2. Residence

All athletes, coaches and managers must reside in the athletes' village and comply with the rules and regulations of the village.

3. Curfew

All athletes must be in their dormitory rooms by 11:00pm. Quiet time will be from 11pm – 12 midnight. Cellular phones **cannot** be used in the dormitory rooms after 11:00pm and must be turned off. Lights out will be at 12 midnight. After 12 midnight, no one will be allowed admission to the village. The district mission staff will be advised of anyone arriving after 12 midnight. Those arriving late will be detained by security until the district mission staff arrives to escort them to their rooms.

4. Fair Play in Sport

The Saskatchewan Games supports the fair play values as described by the Canadian Center for Ethics in Sport (CCES). CCES recognizes that winning is an important goal but that it is not the most important objective. CCES values the enjoyment and the opportunities for personal growth and development that sport has to offer. District team members are expected to promote and abide by the fair play principles of integrity, fairness and respect. For more information, visit www.cces.ca.

5. 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 drug or tobacco products, including snuff and chewing tobacco, at any time during the Games or during travel to or from the Games.

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 the district team and the Saskatchewan Games.

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.

There is zero-tolerance for being under the influence of, or in the possession of drugs by an adult. Infractions of this nature will result in immediate removal from the district team and the Saskatchewan Games.

Multi-sport games are smoke free events. Adults shall abide by the rules laid down by the host society.

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 official Games activities or functions at competition sites or while wearing a District Team uniform;
- a minor disturbance or disruption after quiet time in the Athletes' Village;
- gambling for the purposes of gain;
- inappropriate or disrespectful behavior or comments;
- unsportsmanlike conduct such as arguing.
- Inappropriate social media comments or suggestions that are offensive, obscene, unlawful, threatening, abusive, harassing, defamatory, hateful, invasive of another's privacy or otherwise objectionable or an material which is designed to cause annoyance, inconvenience, or needless anxiety to others.

The Head Coach shall inform the appropriate district team mission staff or the Chef de Mission of any minor infractions and the disciplinary action taken. Should the Coach not be able to determine the level of severity they should consult with the Chef de Mission.

Major Infractions:

The following zero-tolerance infractions will result in the removal from the Saskatchewan Games and the district team, including the return of the team uniforms and departure from the Games at the individual's expense. These infractions will be investigated by the District Chef de Mission or their designate and in consultation Saskatchewan Games Council prior to disciplinary sanction.

- offensive, abusive, racist or sexist comments or actions, such as bullying, homophobic;
- involvement in or providing support to abusive "hazing" or "initiation" rituals;
- use of alcohol by a minor at any time;
- under the influence of alcohol or drugs by any games participant;
- any offense deemed criminal by law.

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

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

DISCIPLINARY SANCTIONS

Disciplinary Sanctions

The following are examples of disciplinary sanctions which may be applied. The Head Coach (for minor infractions) or District 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 District/District Team
- Confined to residence or Village
- Suspension from Games 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 Team 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, the district may take immediate disciplinary action until the coach has had a chance to take responsibility for the situation.

Second Level - A District Discipline Committee is responsible for responding to all major infractions. The District Discipline Committee is usually chaired by the District Team Chef de Mission and includes the Head Coach for the sport, and the Mission Staff assigned to the sport and a member of the host organizing committee.

Third Level - The Appeals Committee is responsible for deciding whether appeals have grounds to be heard and for responding to all accepted appeals. Prior to the Saskatchewan Games the Saskatchewan Games Council shall appoint a three member Appeals Committee.

Additional Discipline

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

APPEALS

The Saskatchewan Games Council and the district teams are 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 Saskatchewan Games Council in cooperation with the Sport Dispute Resolution Centre of Canada (SPRCC) and will be afforded 'due process' in the resolution of the dispute.



PARTICIPANT CODE OF CONDUCT

This document has been condensed, but includes important specific information. In signing, you are agreeing to all terms listed in the full Saskatchewan Games Code of Conduct which can be found at www.saskgames.ca

DECLARATION

I, _____, being a member of Team _____ (district) representing _____ (sport),

agree to behave according to the Saskatchewan Games Code of Conduct and agree to follow the rules, regulations and policies of the Saskatchewan Games, the 2014 Saskatchewan Winter Games Host Society and the Saskatchewan Games Council.

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 a district team, 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 of the Participant _____ Date _____

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.