

SASKATCHEWAN ATHLETICS

CODE OF CONDUCT

This Code of Conduct identifies the standard of behaviour, which is expected of all Saskatchewan Athletics members, including athletes, coaches, parents, directors, volunteers, staff and chaperones.

Saskatchewan Athletics is committed to providing a sport environment in which all individuals are treated with respect. Members of Saskatchewan Athletics shall conduct themselves at all times in a fair and responsible manner. Members shall refrain from comments or behaviours, which are disrespectful, offensive, abusive, racist or sexist. In particular, behaviour, which constitutes harassment or abuse, will not be tolerated by Saskatchewan Athletics.

During the course of all Saskatchewan Athletics activities and events, members shall avoid behaviour, which brings Saskatchewan Athletics or the sport of Track and Field into disrepute, including but not limited to abusive use of alcohol and non-medical use of drugs.

Saskatchewan Athletics recognises the Canadian Policy on Penalties for Doping in Sport. Members shall not use illicit drugs/narcotics or performance enhancing drugs or methods, and shall agree to submit to random drug testing at any time.

Saskatchewan Athletics members shall at all times adhere to Saskatchewan Athletics' operational policies and procedures, to rules governing Saskatchewan Athletics events and activities and to rules governing any competitions in which the member participates on behalf of Saskatchewan Athletics.

Members of Saskatchewan Athletics shall not engage in any activity or behaviour which interferes with a competition or with any athlete's preparation for a competition, or which endangers the safety of others.

Note:

Failure to comply with this Code of Conduct may result in disciplinary action in accordance with the Discipline Policy of Saskatchewan Athletics. Such action may result in the member losing the privileges that come with membership in Saskatchewan Athletics, including the opportunity to participate in Saskatchewan Athletics activities.

SASKATCHEWAN ATHLETICS

POLICY FOR DEALING WITH CONFLICT RESOLUTION AND MISCONDUCT OF DESIGNATED PROVINCIAL TEAM MEMBERS

1. DEFINITIONS

- a) "Charge" may include one or more incidents of misconduct
- b) "Corporation" means Saskatchewan Athletics Inc.
- c) "Investigator" means one or more members of a committee appointed to investigate a complaint or incident(s)
- d) "Member" means a registered athlete, official, coach, club or member of a club
- e) "President" means the president of Saskatchewan Athletics Inc.
- f) "Respondent" means a member who is charged with misconduct
- g) "Sport" means the sport of athletics

2. MISCONDUCT

Any matter, conduct or thing, whether or not disgraceful or dishonourable, is misconduct if:

- a) it is contrary to the best interests of:
 - i) the sport; or
 - ii) the member;
- b) it is contrary to the bylaws or policies of Saskatchewan Athletics
- c) it is contrary to any Code of Conduct established by Saskatchewan Athletics or Athletics Canada for any Saskatchewan Team or
- d) it is a failure to comply with an order pursuant to this policy by
 - i) the president;
 - ii) the executive;
 - iii) board; or
 - iv) the review committee

3. ACTION TO BE TAKEN IN REVIEWING COMPLAINTS AND INCIDENTS

In the case of a provincial team;

- a) the head coach of the team is responsible for discipline. The options for action shall range with the following:
 - i) private or public reprimand or censure of a team or individual(s);
 - ii) required direct and/or public apology by a team or individual(s);
 - iii) required retribution for damage and/or costs by a team or individual(s);
 - iv) suspension of a team or individual from competition
 - v) any other reasonable action as warranted by the situation.

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- b) the report of discipline action must be forwarded to the Executive Director within seven (7) days of competition. The Executive Director will report to the Board.
- c) a breach of conduct other than covered in “(i)” below should be reported to the Executive Director in writing;
 - i) if the dispute (conflict) is with the Executive Director then it shall be described in writing to the President of Saskatchewan Athletics.
- d) if the Executive Director is satisfied that the complaint;
 - i) is not valid or;
 - ii) does not raise an issue of misconduct or;
 - iii) is trivial, frivolous or vexatious in nature, the Executive Director shall advise the complainant in writing and thereafter shall take no further action in relation to that complaint.
- e) if the Executive Director has not dismissed a complaint, the Executive Director and an executive member reviews the complaint and makes the necessary inquiries to determine the circumstances of the complaint or incident which may include;
 - i) sending a copy or summary of the complaint to the member or members with a request that the members or members respond in writing to the allegations by a set date;
 - ii) communicating with or interviewing person(s) involved in the incident or whose conduct is the subject of the complaint; and
 - iii) communicating with or interviewing other persons who may have relevant information;
 - iv) extend inquiry to include misconduct in any other incident, which comes to light in the course of the proceedings.
- f) the Executive Director shall make a written report to the Board recommending:
 - i) that no further action be taken with respect to the matter because the matter has been resolved with the consent of those involved or that no further action is warranted based on the facts of the case;
 - ii) that the athlete, coach, official, member be;
 - privately reprimanded and/or
 - publicly censured and/or
 - declared ineligible for one or more competitions
 - declared ineligible for one or more sessions
 - iii) that the Board further reprimand;
 - iv) that an investigation/discipline committee be established pursuant to Article XI of the Constitution

The charge set out in the written report of the Executive Director may relate to any matter disclosed in the complaint or the inquiry.

NOTE: The procedures for reviewing an abuse and/or harassment complaint are stated in our Abuse and Harassment Policy.