

DECLARATION

I, _____,
being a member of Team Sask representing _____ (sport), agree to behave according to the Team Sask, Code of Conduct and agree to follow the rules, regulations and policies of Team Sask, the 2011 Western Canada Summer Games 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.

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 of Participant

Date

Should the participant be subject to discipline resulting in him/her being sent home at his/her expense, I agree to cover these costs.

Signature of Parent/Guardian

Date

PLEASE NOTE: This document MUST have signatures from a parent/guardian.

Team Sask Code of Conduct 2011

This Code of Conduct identifies the standard of behavior that is expected of all Team Sask participants, including athletes, coaches, chaperones, artists and mission staff. Participants who fail to abide by this code will be subject to disciplinary action.

The responsibilities of all Team Sask participants are as follows:

Code of Conduct

1. Participants of Team Sask are expected to conduct themselves in a sportsmanlike and responsible manner at all times. This Code of Conduct will come into effect as soon as the participant becomes an official Team Sask member by completing and submitting a registration form and Team Sask Member Agreement. Participants are expected to adhere to the Code of Conduct during the Games and until they return home.

2. Team Sask is committed to providing an environment in which all individuals are treated with respect. Disrespectful, offensive, abusive, racist or sexist remarks have no place within Team Sask.

3. All participants shall attend the Opening or Closing Ceremonies of the Games as well as the Sport Opening and Closing Ceremonies, medal presentations, pep rallies, and other official Team Sask functions. Participants are expected to wear the designated Team Sask uniform at these events.

4. All participants, except the mission staff, shall reside in the Athletes' Village and adhere to the Host Society's rules and curfew of 12 midnight. Coaches may set an earlier curfew if game/event schedules warrant.

5. Team Sask supports the fair play values as described in the Code of Ethics. Team Sask members are expected to promote and abide by the fair play principles of integrity, fairness and respect.

6. Participants shall neither consume nor be in possession of alcohol in the Athletes' Village, (Coaches Lounge is an exception) any Games venue or event. Participants shall not be under the influence of alcohol at any time they are performing their official duties as a member of Team Sask. Minors shall not be in possession of, nor consume alcohol at any time during the Games or during travel to/from the Games.

7. A minor is defined by the laws of Saskatchewan (legal age is 19 years). There is zero tolerance for underage drinking.

8. Participants shall refrain from smoking in the Athletes' Village, at all official Team Sask activities, Games venues and events.

9. Participants shall not engage in any activity or behavior that interferes with a competition or with any participant's preparation for a competition, which endangers the safety of others, or is illegal in the jurisdiction.

10. Team Sask recognizes the Canadian Policy on Penalties for Doping in Sport (endorsed by the Canadian Centre for Ethics in Sport). Participants shall not use or be in possession of illicit drugs/narcotics,

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Team Sask Code of Conduct 2011

performance enhancing drugs or methods or drug paraphernalia. Any positive test result may result in the team member being automatically removed from Team Sask and returning home at his or her own expense.

Discipline

1. Depending on the severity of the offence, the Chef de Mission or Discipline Committee shall be responsible for discipline which may include any one or combination of the following sanctions:

- Earlier curfew
- Verbal or written reprimand
- Submission by the offender of a verbal or written apology
- Suspension from specific Team Sask activities or competition
- Revoking Team Sask clothing or gifts
- Removal of certain Team Sask or Games Host Society Village privileges
- Removal from a portion of, or the remainder of the Games
- Removal from the Games and being sent home at the expense of the participant and/or Provincial Sport Association
- Other sanctions that are considered appropriate for the offence.

2. The Discipline Committee may deal with any discipline matter within Team Sask. The Discipline Committee will consist of a coach or chaperone (which may be the coach or chaperone of the athlete if deemed appropriate), a mission staff person and the Assistant Chef de Mission. The Assistant Chef de Mission shall be the Chair of the Discipline Committee.

3. A participant involved in a discipline situation shall be advised that they have the right to seek the advice and assistance of an Athlete's Advocate. The role of the Athlete's Advocate is to advise the athlete of his or her rights, to provide support and to speak on behalf of the athlete, if requested.

4. 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.

Appeals

Any individual who has been disciplined shall have the right to appeal this decision. The Appeals Committee shall hear appeals of disciplinary decisions. The individual(s) wishing to appeal the discipline decision shall have two hours from the time he/she receives the written decision of the Discipline Committee to launch an appeal. If the decision is received after 10:00 p.m., the individual shall have until 10:00 a.m. the next morning to appeal. All appeals shall be in writing and the Notice of Appeal Form shall be used. Detailed reasons for the appeal shall be submitted to the Chef de Mission. Upon receipt of a Notice of Appeal Form the Chef de Mission will immediately forward the Appeal to the Canada Games Council. Per the Canada Games Council's dispute resolution policy, an independent adjudicator will review the notice of appeal and determine if there are sufficient grounds for appeal. If the independent adjudicator determines there are insufficient grounds for appeal, the decision of the Team Sask Discipline Committee shall be final and binding with no further appeal.

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;
- Adhere to the standard of behaviour identified in the Code of Conduct.

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.

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 my athletes behavior is non-abusive and to intervene when there is bullying or abuse by others;
- Adhere to the rules, regulations and policies of the games host society.

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.

Procedures for Discipline

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

Sample Minor Infractions: Use of tobacco products, including snuff, by minors, anywhere and at any time; Use of tobacco products, by adults, at any Games venue, event or any official Team Sask event; Disturbance or disruption after quiet time in the Athletes' Village; Disrespectful, offensive or abusive comments (which includes racist or sexist) or behaviour; Unsportsmanlike conduct, such as arguing; Being late or absent from Team Sask events (e.g., Opening or Closing Ceremonies); Failing to follow the dress code for official functions

Sample Minor Sanctions: Earlier curfew; Verbal or written reprimand; Formal verbal apology (Witnessed); Formal written apology (Hand-delivered); Suspension from certain Team Sask activities, which may include suspension from next scheduled competition at the Games; Other sanctions, as deemed appropriate by the Discipline Committee or Chef de Mission

The 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 any 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.

Sample Major Infractions: Unsportsmanlike conduct, such as fighting; Curfew violations; Repeated disturbances or disruptions after quiet time in the Athletes' Village; Repeated or gross display of disrespectful, offensive or abusive comments (which includes racist or sexist) or behaviors; Possession or use of illicit drugs or drug paraphernalia; Use of alcohol by a minor at any time; Use or possession of alcohol by an adult within the Athletes' Village, any Games venue or event, or being under the influence of alcohol while performing official duties for Team Sask; Intoxication; Betting or gambling; Activities or behaviours which disrupt competition; Pranks, jokes or other activities which endanger the safety of others; Criminal activities; Positive drug testing.

Sample Major Sanctions: Revoking Team Sask clothing; Removal of certain Team Sask or Athletes' Village privileges; Assignment to direct supervision for a prescribed period of time; Removal from a portion of, or the remainder of the games at the expense of the athlete; Other sanctions, as deemed appropriate by the Discipline Committee.

*Note that the above samples are representative only and that each discipline case may entail unique circumstances. Decisions on discipline will be at the discretion of the Chef de Mission, Discipline Committee or Appeal Committee, as appropriate.



CODE OF CONDUCT

