



## 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. The Saskatchewan Games support equal opportunities, prohibit discriminatory practices, and are committed to providing an environment in which all individuals are treated with respect and fairness.

The Saskatchewan Games Code of Conduct is the minimum standard of conduct expected of each athlete, coach, manager, mission staff and any other accredited individual of the District Teams.

### 2. Application and Scope:

This Code applies to participants of the Saskatchewan Games program which are defined as: athletes, coaches, managers and mission staff.

Appropriate behavior consistent with this Code 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.

### 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, the Saskatchewan Games Council adopts and adheres to the Canadian Anti-Doping Program. The Council 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 the district team and the Saskatchewan Games.***

- h) Respect the property of others and not willfully cause damage.
- 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 district mission staff arrives to deal with the situation.
- o) The Saskatchewan Games 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 Saskatchewan Games 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](http://www.cces.ca).
- p) Wear the District ceremonial walkout uniform at opening or closing ceremonies and during awards/medal presentations.
- q) Attend the opening or closing ceremonies as a member of your District Team.
- r) Travel to and from the Games on the transportation provided unless otherwise authorized (except the host District)

**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:

- s) Set a positive example for their athletes by compliance with all policies, rules and standards of conduct;
- t) 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.
- u) Supervise and be responsible for the conduct of their athletes at all times during the including transportation to and from the Games.

**4. Disciplinary Sanctions:**

Any violation of the above or any behavior contrary to the spirit of the Saskatchewan Games will be subject to disciplinary action.

The type of discipline will depend on the severity of the infraction and may result in full suspension of Games privileges, including removal from competition, to complete expulsion from the Games with the return home of the offender(s) at their own expense. The Provincial Sport Governing Body may sanction additional disciplinary action.

Individuals responsible for willful damage will be responsible for full restitution.

**5. 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 following the Saskatchewan Games Council's appeal policy and will be afforded 'due process' in the resolution of the dispute.