

# Saskatchewan Provincial Small Bore Association Code of Conduct 2011

## DECLARATION

I, \_\_\_\_\_, being a member of Saskatchewan Provincial Small Bore Association agree to behave according to the Saskatchewan Provincial Small Bore Association Code of Conduct and agree to follow the rules, regulations and policies of Saskatchewan Provincial Small Bore Association. Should I choose not to follow this agreement, I realize my actions shall be reviewed and I may be disciplined.

As a member of SPSBA I hereby grant Saskatchewan Provincial Small Bore Association, the right to use photograph(s), video(s) or interview quotations of me for the purposes of promoting and/or advertising the sport, 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

As a Parent/Guardian of the above athlete I agree and acknowledge that I am subject to the code of conduct and by failing to abide by this code I am subject to disciplinary action.

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

\_\_\_\_\_  
Printed Name of Parent/Guardian

\_\_\_\_\_  
Printed Name of Parent/Guardian

\_\_\_\_\_  
Signature of Parent/Guardian

\_\_\_\_\_  
Signature of Parent/Guardian

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

PLEASE NOTE: This document MUST have signatures from a parent/guardian if the participant is under the age of 18.

## **SPSBA Code of Conduct 2011**

This Code of Conduct identifies the standard of behaviour that is expected of all SPSBA participants. SPSBA participants include, but are not limited to, athletes, coaches, managers, officials, parents, chaperones, and spectators. SPSBA participants include all SPSBA members. SPSBA participants also includes non-members who attend any SPSBA event including, but not limited to, competitions, training camps, training sessions, or meetings. Participants who fail to abide by this code will be subject to disciplinary action.

The responsibilities of all SPSBA participants are as follows:

### **Code of Conduct**

1. Participants of SPSBA 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 SPSBA member. Participants are expected to adhere to the Code of Conduct during all SPSBA sanctioned or non-sanctioned events when they are or could be perceived as representing the SPSBA.. This Code of Conduct will come into effect for Participants who are not SPSBA members from the time they arrive until they leave any SPSBA event including, but not limited to, competitions, training camps, training sessions, or meetings.
2. SPSBA 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 SPSBA
3. Coaches may set a curfew at games or events. Participants are expected to adhere to these curfews.
5. SPSBA participants are expected to promote and abide by the fair play principles of integrity, fairness and respect.
6. Participants shall not be under the influence of alcohol at any time they are performing their official duties as a member of SPSBA. Minors shall not be in possession of, nor consume alcohol at any time during SPSBA sanctioned events or during travel to/from SPSBA sanctioned events.
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 at all official SPSBA activities and events. (This includes but is not limited to indoor and outdoor ranges.)
9. Participants shall not engage in any activity or behaviour 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 current jurisdiction.

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

## **Discipline**

1. Depending on the severity of the offence, the Hearing 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 certain SPSBA activities or competition
- Revoking SPSBA clothing or gifts
- Removal of specific SPSBA privileges
- Removal from an event or portion of an event
- Removal from an event or being sent home at their own expense
- Other sanctions that are considered appropriate for the offence.

2. The Hearing Committee may deal with any discipline matter within SPSBA. The Hearing Committee will consist of a one to three people as appointed by the President of SPSBA.

3. In cases where several individuals are the subject of a disciplinary hearing arising from a related incident, the Hearing Committee may choose to deal with the individuals as a group, individually, or by some other combination as the Hearing Committee sees fit.

## **Appeals**

Any individual who has been disciplined shall have the right to appeal this decision. The SPSBA Board of Directors shall hear appeals of disciplinary decisions. The individual(s) wishing to appeal the discipline decision shall have 14 days from the time he/she receives the written decision of the Hearing Committee to provide written notice of an appeal.

## **SPSBA Code of Conduct For Athletes**

As an Athlete, I will:

- Have fun, improve my skills, make new friends.
- Always respect other athletes, coaches, managers, officials, volunteers, opponents, team members, parents, spectators and SPSBA Board of Directors
- Accept the decisions of coaches, officials, and the SPSBA Board of Directors with respect;
- Partake in my sport within the rules and guidelines that govern them;

- Demonstrate a high level of sportsmanship and self-discipline;
- Direct comments or criticism at the performance rather than the participant;
- Resolve conflicts without resorting to verbal hostility, physical hostility or violence;
- Treat opponents and officials with due respect, both in victory and defeat and encourage my fellow athletes to act accordingly;
- Respect every athlete's, coach's, official's, parent's and other person's dignity;
- Ensure that each athlete's behaviour is non-abusive and to report when there is bullying or abuse by others;
- Treat all SPSBA equipment with respect, including proper handling and use of firearms and ammunition according to legal requirements;
- Represent the SPSBA and Saskatchewan with integrity and pride;
- Abide by the rules, regulations and policies of the sport.
- 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 by athletes, coaches, officials, parents, spectators and others involved with the SPSBA ;
- Participate as a member of SPSBA and be free from discrimination of any kind.

### **SPSBA - Code of Ethics for Coaches**

As a coach, I will:

- Always respect athletes, other coaches, managers, officials, volunteers, opponents, team members, parents and spectators, and SPSBA Board of Directors
- Accept the decisions of coaches, officials, and the SPSBA Board of Directors with respect;
- Partake in my sport within the rules and guidelines that govern them;
- Demonstrate a high level of sportsmanship and self-discipline;
- Treat everyone fairly within the context of their sport;
- Direct comments or criticism at the performance rather than the participant;
- Resolve conflicts without resorting to verbal hostility, physical hostility or violence;
- 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 practising;
- 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 every athlete's, coach's, official's, parent's and other person's dignity;
- Ensure that each athlete's behaviour is non-abusive and to intervene when there is bullying or abuse by others;
- Treat all SPSBA equipment with respect, including proper handling and use of firearms and munition according to legal requirements;

- Represent the SPSBA and Saskatchewan with integrity and pride;
- Abide by the rules, regulations and policies of the sport.
- Adhere to the standard of behaviour identified in the Code of Conduct.

As a coach, I have the right to:

- Be treated with dignity and respect by athletes, coaches, officials, parents, spectators and others involved with the SPSBA
- Participate as a member of SPSBA and be free from discrimination of any kind.

### **SPSBA Code of Ethics For Parents/Guardians**

As a Parent/Guardian, I will:

- Always respect athletes, coaches, managers, officials, volunteers, opponents, team members, other parents, spectators, and SPSBA Board of Directors
- Accept the decisions of coaches, officials, and the SPSBA Board of Directors with respect;
- Partake in my child's/ward's sport within the rules and guidelines that govern them;
- Demonstrate a high level of sportsmanship and self-discipline;
- Direct comments or criticism at the performance rather than the participant;
- Resolve conflicts without resorting to verbal hostility, physical hostility or violence;
- Treat opponents and officials with due respect, both in victory and defeat and encourage my child/ward to act accordingly;
- Respect every athlete's, coach's, official's, parent's and other person's dignity;
- Ensure that each athlete's behaviour is non-abusive and to intervene when there is bullying or abuse by others;
- Treat all SPSBA equipment with respect, including proper handling and use of firearms and munition according to legal requirements;
- Represent the SPSBA and Saskatchewan with integrity and pride;
- Abide by the rules, regulations and policies of the sport.
- Adhere to the standard of behaviour identified in the Code of Conduct.

As a Parent/Guardian, I have the right to:

- Be treated with dignity and respect by athletes, coaches, officials, parents, spectators and others involved with the SPSBA
- Participate as a member of SPSBA and be free from discrimination of any kind ;

### **Procedures for Discipline**

The Head Coach:

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 SPSBA venue, event or any official Team Sask event;
- Disturbance or disruption after quiet time in the Athletes' Village or team lodgings;
- Disrespectful, offensive or abusive comments (which includes racist or sexist) or behaviour;
- Unsportsmanlike conduct, such as arguing;
- Being late or absent from SPSBA or 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 SPSBA or Team Sask activities, which may include suspension from next scheduled competition;
- 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 SPSBA President and includes the Head Coach for the team, and the Mission Staff assigned to the sport and other members as deemed appropriate. The SPSBA President may choose to replace any member of the committee including himself/herself with another SPSBA 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 or team lodgings;
- Repeated or gross display of disrespectful, offensive or abusive comments (which includes racist or sexist) or behaviours;
- 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 or team lodgings, any venue or event, or being under the influence of alcohol while performing official duties for the SPSBA or 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 SPSBA or Team Sask clothing, equipment or uniforms;
- Removal of certain SPSBA, 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 a competition 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 disciplinary 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.