

## Competitor and Coach Code of Conduct

### I. Obligations of Competitors and Coaches

Each Competitor/Coach shall comply with all reasonable directions and instructions given to them by the Association, its Competition Liaisons, Head Officials, Board of Directors and representatives and without limiting the generality of the foregoing, each Competitor/Coach is obligated to comply with the following:

- a) avoid any action or conduct that would reasonably be expected to reflect adversely upon the Association and its athletes, teams, coaches, employees, officers, directors, members or sponsors and to conduct themselves in a manner which will bring credit to the Association and the specific parties named above;
- b) rely upon and utilize the Hearing and Appeal procedure that is in conformity with the generally-accepted principles of natural justice and due process for remedy of all complaints and issues on the basis that all such complaints and issues shall not be made public until the Hearing and Appeal procedure is first exhausted;
- c) avoid any action or conduct that would reasonably be expected to significantly disrupt or interfere with a competition or the preparation of any Competitor/Coach for a competition;
- d) avoid alcoholic consumption to a level which would reasonably be expected to impair the ability of a Competitor/Coach to speak, walk or drive or to cause a Competitor/Coach to behave in a disruptive manner during any competition;
- e) avoid the use of drugs banned by the rules of the World Curling Federation, Sport Canada, CURLSASK, Sask. Sport Inc. and the Association and submit to random doping control testing upon request by the Association or other authority designated to do so by the Association;
- f) avoid possession of anabolic drugs and to neither supply these drugs, directly or indirectly, to any other person nor to encourage their use;
- g) participate in any doping control/education program formulated by the Association in cooperating with Sask. Sport and the Sport Medicine & Science Council of Saskatchewan
- h) refrain from all types of sexual misconduct in the sport environment. This includes the use of power or authority in an attempt, successful or not, to coerce another person to engage in or tolerate sexual activity. Also engaging in deliberate or repeated unsolicited sexually oriented comments, anecdotes, gestures or touching, that are offensive and unwelcome, or create an offensive, hostile or intimidating environment, or can reasonably be expected to be harmful to participants in the sport environment.
- i) abide by the rules of the competition;
- j) attend the designated competition team meeting and social functions held in conjunction with the competition. If a competitor must be absent from the team meeting or social functions because of illness, accident or other extenuating circumstances, prior permission must be granted by the Competition Liaison;
- k) the competitor/coach attending playdowns for the Junior, U18, Winter Games and Youth competitions shall not be allowed to consume alcoholic beverages or use mind-altering substances at any time during any level of play. The curling club licensed area shall be off limits to all competitors/coaches.
- l) As it relates to discussion on any social media, all athletes/coaches agree not to use any obscene or offensive language, place any material that is libelous, abusive, or hateful, constitutes

unauthorized advertising, invades anyone's privacy, or encourages conduct that would constitute a criminal offense. This includes, but is not limited to, under-age drinking. If athletes/coaches post about a CURLSASK event, you are responsible for ensuring that any material posted (text, images, or other multimedia content) does not violate or infringe upon the copyright, patent, trademark or any other personal or proprietary rights of any third party. All postings will be respectful of CURLSASK Rules and Curling Canada Rules for General Play, and all other individuals/parties discussed.

## **II. Disciplinary Policy and Dispute Settlement Mechanism**

### **1. Definitions**

The words or phrases below shall have the following meanings in this document:

- (a) "CURLSASK" includes its Coordinators, Competition Liaisons, Head Officials, Employees, Board of Directors and appointed representatives.
- (b) "Competitor/Coach" is any person who is participating in, or who has participated as a member of any team in, any competition or event sponsored, promoted, endorsed or supported by CURLSASK. A competitor/coach that has been eliminated from a competition but chooses to remain at the competition site as an observer is still considered a competitor/coach in the competition.
- (c) A "competition" is any local, provincial, national or international event sponsored, promoted, endorsed or supported by CURLSASK or any CURLSASK member club. A competition shall include the time frame covered by the entire time from the Competitor/Coaches departure to the competition locale for the purpose of competing in the competition through to and including arrival at home after the completion of the event.
- (d) "Competition Liaison" is the CURLSASK appointed representative that oversees and supervises CURLSASK competitions.

### **2. Misconduct, reporting infractions, disciplinary measures and appeal procedures related primarily to the conduct of a competitor/coach at a competition.**

- (a) Any matter, conduct or thing, whether or not disgraceful or dishonorable, is misconduct if:
  - (i) it is contrary to the best interests of CURLSASK or of any participant (player, coach, official, volunteer, spectator)
  - (ii) it is contrary to the bylaws of CURLSASK
  - (iii) it is contrary to any Code of Conduct established by CURLSASK
  - (iv) it is a failure to comply with an order pursuant to this policy, the Competition Liaison, or the Hearing Committee.
- (b) CURLSASK shall have the right to implement and administer reasonable disciplinary measures arising from any Competitor/Coach's misconduct (whether of a verbal or physical nature) occurring during any competition, whether in the course of on ice play or at other times.
- (c) Such disciplinary measures may include but are not limited to,
  - (i) informal reprimand or verbal warnings;

- (ii) formal reprimand (written);
  - (iii) temporary or permanent suspension of competition privileges;
  - (iv) disqualification from a competition;
  - (v) dismissal from a team competing in the competition.
  - (vi) any other order that the hearing committee considers just
- (d) Any individual may report to the Competition Liaison a disciplinary infraction. It will be at the sole discretion of the Competition Liaison to determine if the infraction is best dealt with as per this policy, Dispute Resolution Policy or Harassment Policy.
- (e) Disciplinary measures imposed on a Competitor/Coach arising out of conduct referred to in subparagraph 2 (a) and (b) above shall be implemented in accordance with the following rules.
- (i) The Head/Alternate Official has the authority to expel a competitor or coach during a game due to on-ice conduct. The following procedures will be implemented:
    1. The player/coach must leave the ice surface immediately. If the player/coach refuses to leave the ice surface, the team will then forfeit the game.
    2. For the remainder of the game, the player/coach may not be in the public area of the facility or on the ice surface.
    3. An expelled player will not be allowed a substitute for the remainder of that game. In Mixed play, where four players are mandatory, the team will automatically forfeit the game.
    4. In competitions where a coach is mandatory, and the coach is expelled, the team will be allowed a temporary coach for the remainder of that game.
    5. A team will be allowed a substitute/replacement player or substitute certified coach if further suspension is carried out. The substitute/replacement player must follow the rules of substitution for that competition. The substitute certified coach must have the proper qualifications as per CURLSASK guidelines.
    6. Once a player/coach has been expelled by the Head/Alternate, further suspension for the remainder of the competition will be determined by Competition Liaison as per 2(e)(ii to xi).
  - (ii) The Competition Liaison, or an alternative person appointed by CURLSASK, shall have the sole right to impose any of the disciplinary measures referred to in subparagraph 2(c) (i) and (ii), and to suspend the Competitor/Coach from **one** game at the relevant competition.
 

Exception: Violation of Code of Conduct I.(k) will result in immediate suspension from the competition and dismissal to home (at player/coach's own expense) for the player(s)/coach(es) involved. The Competition Liaison will complete a report to CURLSASK President and steps 2.(e)(xiii) and (xiv) will be followed at that point.
  - (iii) Before imposing any disciplinary measure, the Competition Liaison, or other duly appointed person shall carry out an investigation including interviewing relevant witnesses and the involved Competitor/Coach.

- (iv) The Competition Liaison's or alternative person's decision shall not be subject to appeal.
- (v) If Competition Liaison or alternative person feels that the misconduct arising during a competition warrants more than a one game suspension, he or she shall immediately recommend to the CURLSASK's Executive Director that an impartial non-conflicted individual be appointed to investigate the matter further and bring forth information to the Hearing Committee
- (vi) Upon receipt of such recommendation, the Executive Director shall forthwith identify an impartial non-conflicted individual to oversee such an investigation.
- (vii) A Hearing Committee shall consist of three persons appointed by the Competition Liaison prior to the commencement of the competition. The Hearing Committee members may be any CURLSASK Board member, host committee member, or such person appointed by the Competition Liaison. A quorum consists of two of the three members.
- (viii) The Hearing Committee so appointed shall convene a hearing at the event location as soon as possible but, no later than 24 hours after the investigator has been appointed, and the committee shall give notice to the Competition Liaison or alternative person, the Competitor/Coach in question and appointed investigator of the time and place of the hearing.
- (ix) The Competitor/Coach and Competition Liaison or alternative person shall have the right to representation by legal counsel at the hearing, to present evidence by way of affidavit, and to present argument. For sake of expedience and cost reduction, the hearing may proceed by way of written submissions, and/or telephone conference or video conference with such safeguards built in as the Hearing Committee feels necessary to protect the parties.
- (x) At the conclusion of the hearing, the Hearing Committee shall either:
  - (a) dismiss the recommendation for further disciplinary measures; or
  - (b) suspend the Competitor/Coach in question from one or more of the remaining games at the relevant event, or
  - (c) any other order that the hearing committee considers just
  - (d) recommend further suspensions as referred to in paragraph 2(e)(xi) below.
- (xi) The decision of the Hearing Committee concerning suspensions from one or more of the remaining games at the relevant event shall not be subject to appeal or further hearing.
- (xii) If the Hearing Committee finds that the improper conduct warrants consideration by the CURLSASK Board for additional disciplinary measures as per 2(c), the Hearing Committee shall prepare and deliver a report to the CURLSASK President and to the Competitor/Coach in question setting out all relevant facts found at the hearing, brief summaries of witnesses statements indicating which portions

were accepted and which portions were rejected, disciplinary measures recommended, and the reasons for the disciplinary measures recommended, within seven (7) days after the conclusion of the hearing.

- (xiii) The Competitor/Coach in question shall have ten (10) days after receipt of such report to prepare and deliver a written reply to the CURLSASK Board. The Board shall meet, as soon as reasonably possible after the reply to the report has been received, or the ten (10) day period has elapsed, to consider the report and reply, if any.
- (xiv) After reviewing the report and reply, if any, the CURLSASK Board shall determine what, if any, discipline measures should be imposed on the Competitor/Coach in question, and shall advise him or her in writing forthwith after making such determination.
- (f) Disciplinary measures imposed on a Competitor/Coach pursuant to 2(e)(xiii) above shall be subject to the Appeals procedure outlined in the CURLSASK Dispute Resolution Policy Section 12.
- (g) The Competition Liaison and/or Hearing Committee must file reports to the CURLSASK President within seven (7) days on any discipline that has occurred during the competition, even if they are not recommending further action to be taken.

### **3. General Provisions**

- (a) The dispute settlement provisions set out herein represent the sole and only recourse a Competitor/Coach or CURLSASK may have concerning the aforementioned disputes. Neither the Competitor/Coach nor CURLSASK shall attempt to resolve any such dispute in a court or in any other tribunal except as provided herein.
- (b) Where urgency such as when a Competitor/Coaches eligibility to participate in an imminent games/competition compels a shortening of the time lines set out above or skipping of any of the steps leading to final resolution of the dispute, the parties shall forthwith convene a telephone conference call or meeting to discuss the dispute and shall use their best efforts to agree to a process to resolve the dispute. The provisions of this subparagraph 3(b) do not apply to disciplinary measures imposed pursuant to 2(e)(i) hereof.