



SPORTS FOR SPECIAL ATHLETES INC.

OPENING NEW DOORS OF INTEGRATED OPPORTUNITY

## Code of Conduct

### Section 1

Coaches, players, athletes, parents/caregivers, and volunteers will be aware that the following behaviours will not be tolerated:

- A. Use of offensive and foul language at any function/sport.
- B. Criticism of teammates, opponents, and officials. (Athletes are expected to be supportive of their teammates and coaches.)
- C. Horseplay (including throwing objects, excessive slapping) at sanctioned functions, games, or events.
- D. Consumption of any alcoholic beverages or recreational marijuana or use of illegal drugs by athletes, coaches, volunteers, or members at any time at any sanctioned function, sport, or tournament. An intoxicated member will be asked to leave upon arrival. In the case of overnight accommodations for tournaments; if there is an athlete staying in your room, the policy applies.
- E. Smoking. Rules will be as per applicable guidelines – eg. No smoking on school property.
- F. Verbal or physical behaviours that constitute harassment or abuse are unacceptable. (definition attached)

### Section 2

#### Consequences

Violators will be dealt with on a case by case basis by the coach and sport representative, and may at times involve the executive, and/or the Board of Directors of Sports for Special Athletes. The parents/guardians/caregivers/workers will be notified and may be involved in the process. In the case of possessing illegal substances, where deemed appropriate, SSA may notify the proper authorities. Consequences may range from being asked to leave the event up to permanent suspension from the organization. Expectations may be listed for their return.



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## Definition of Harassment

Harassment takes on many forms but can generally be defined as behaviour including comments and/or conduct which is insulting, intimidating, hurtful, malicious, degrading, or otherwise offensive to an individual, group of individuals, or which creates an uncomfortable environment.

### **Harassment may include.**

- *Written or verbal abuse or threats.*
- *Sexually oriented comments.*
- *Racial or ethnic slurs.*
- *Unwelcome remarks, jokes, innuendoes, or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion, etc.*
- *Displaying of sexually explicit, racist, or other offensive or derogatory material.*
- *Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance.*
- *Unwelcome sexual remarks, invitations, or requests whether indirect or explicit, or intimidation.*
- *Leering (suggestive staring), or other obscene or offensive gestures.*
- *Physical conduct such as touching, kissing, patting, pinching, etc.*
- *Vandalism.*
- *Physical assault.*
- *Bullying (physical, verbal, written, or electronic).*