

SHSAA CODES

1. CODE OF ETHICS FOR STUDENT ATHLETES THE SCHOOL REQUIRES THE ATHLETES TO

- ❖ Conduct themselves at all times with honor and dignity.
- ❖ Treat visiting teams, spectators, and officials as honored guests.
- ❖ Faithfully complete schoolwork as practical evidence of their loyalty to school and team.
- ❖ Show that it is a privilege to represent their schools.
- ❖ Remember that there is no place in school athletics before, during, or after competition for the use of drugs, tobacco or alcohol of any kind.

THE GAME REQUIRES THE ATHLETES TO

- ❖ Maintain a high degree of physical fitness.
- ❖ Be fair at all times, no matter what the cost.
- ❖ Believe in the honesty and integrity of opponents and officials.
- ❖ Play the game for the game's sake.
- ❖ Accept gracefully and without question the decision of the official.

SPORTSMANSHIP DEMANDS THAT ATHLETES

- ❖ Recognize and applaud honestly and whole-heartedly the efforts of their teams or opponents, regardless of color, creed or race.
- ❖ Give opponents full credit when they win and learn to correct their own faults through failures.
- ❖ Play hard and to the limit of their abilities regardless of discouragement. True athletes do not give up, nor do they quarrel, cheat, bet, or show off.
- ❖ Accept both victory and defeat with pride and compassion, being never boastful nor bitter.

2. CODE OF ETHICS FOR COACHES THE SCHOOL EXPECTS THE COACHES TO

- ❖ Be an integral part of the school system and its educational contribution.
- ❖ Remember that the athletic area is a classroom with moral and education obligations required at all times.
- ❖ Insist upon high scholarship and enforcement of all rules of eligibility.

THE ATHLETES EXPECT THE COACHES TO

- ❖ Maintain a genuine and up-to-date knowledge of that which he/she proposes to teach.
- ❖ Maintain fair, unprejudiced relationships with all squad members.
- ❖ Pay careful attention to the physical condition of the players.
- ❖ Inspire a love of the game and desire to compete fairly.

SPORTSMANSHIP DEMANDS THAT COACHES

- ❖ Take a strong stand against profanity, unfair play and unsportsmanlike behavior of their teams.
- ❖ Maintain self-control at all times, accepting decisions of officials without outward appearance of vexation.
- ❖ Teach athletes to win by use of legitimate means only.
- ❖ Believe in the honesty and integrity of opponents and officials.
- ❖ Teach that to win is always desirable, but to win at any cost defeats the purpose of the game.

3. CODE OF ETHICS FOR OFFICIALS

THE CONTEST EXPECTS THE OFFICIAL TO

- ❖ Maintain a professional relationship toward the event, the players, the coaches, and spectators.
- ❖ Be thorough in his/her preparation.
- ❖ Be on time for duty and appear in appropriate uniform.
- ❖ Be rested and alert.

THE RULES EXPECT THE OFFICIAL TO

- ❖ Adhere to right decisions despite disapproval of spectators, coaches, and players.
- ❖ Control his/her temper at all times in dealing with players, coaches and crowds.
- ❖ Respect and aid companion officials in making decisions.
- ❖ Make interpretations and announcements clear to both teams.

SPORTSMANSHIP DEMANDS THAT OFFICIALS

- ❖ Maintain a pleasant, impartial attitude toward all players and coaches.
- ❖ Know and enforce SHSAA rules and regulations.
- ❖ Carry out their duties so as not to distract from the players or the game.
- ❖ Discourage any acts of poor sportsmanship.

4. SPECTATOR CONDUCT

The SHSAA accepts the following as its Guideline regarding spectator conduct at all SHSAA Events.

The guiding principle for all SHSAA activities is that all participants; players, coaches, game and minor officials alike deserve respect and consideration.

- ❖ Respect the players in the game. Fans must cheer showing their support “for” their team, not disrespect for their opponents. It will be unacceptable for fans to make noise of any kind during situations such as a foul shot in basketball or during the serve in volleyball.
- ❖ School supporters are asked not to applaud errors by opponents, nor heckle, jeer or distract members of the opposing team.
- ❖ Respect the officials. They are doing the best job that they can, and should not be criticized for the judgments that they make but applauded for the service they provide to high school sport.
- ❖ Refrain from taking food or drink into high school gymnasiums when posted.
- ❖ Fans must respect the property of the schools and the authority of the school officials.
- ❖ Refrain from using artificial noisemakers, drums or other musical instruments. The exception to this Guideline would be a school pep band under the direct supervision of authorized school personnel, with the

understanding that nothing will be done to interfere with the performance of the opposing team.

- ❖ It is the SHSAA position that if the actions of a spectator are deemed by the officials to be interfering with play or the official's ability to perform their duties, that the game should be stopped. The host school should be asked to intervene to have the disruptive action stop and if appropriate issue a warning to that spectator. If the allegiance of the individual can be determined to be with the visiting team, it is appropriate to ask the visiting coach to intervene to stop the disruptive action. If the officials determine that the disruptive action is beyond a warning or intervention then they should ask the host school and/or the visiting coach (if appropriate) to see to it that the spectator leaves the premises. The officials having taken this action must not continue the game until their request has been fulfilled. The officials should not take it upon themselves to confront the spectator about their conduct or their removal.

BE A SPORT – BLEND YOUR CHEERS FOR “YOUR TEAM” WITH APPLAUSE FOR YOUR OPPONENTS. OBSERVE THE LETTER AND SPIRIT OF THE RULES AND SHOW CONSIDERATION FOR OTHERS.

Coaches and school administrators should make certain that the school team, as well as, any team followers taking part in a high school athletic event, are made aware of these expectations.

5. CODE OF CONDUCT

Definitions

5.1. The following terms have these meanings in this Code:

- 5.1.1. “Association” – Saskatchewan High Schools Athletic Association
- 5.1.2. “Individuals” – All categories of membership defined in the Association’s Bylaws, as well as all individuals engaged in activities with the Association including, but not limited to, athletes, coaches, referees, officials, volunteers, managers, administrators, committee members, and directors and officers of the Association
- 5.1.3. “Harassment” – Behaviour that constitutes harassment is defined in Section 5.8.2
- 5.1.4. “Workplace Harassment or Workplace Violence” – Behaviour that constitutes workplace harassment and workplace violence is defined in Section 5.8.3
- 5.1.5. “Sexual harassment” – Behaviour that constitutes sexual harassment and workplace violence is defined in Section 8(d)

Purpose

- 5.2. The purpose of this Code is to supplement the existing Conduct Policy, Spectator Conduct, and Code of Ethics for players, coaches, and officials to ensure a safe and positive environment by making individuals aware that there is an expectation of appropriate behaviour consistent with this Code. The Association supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

Application of this Code

- 5.3. This Code does not preclude the Code of Professional Ethics for Saskatchewan Teachers for any individuals in coaching and/or supervisory roles responsible for school teams and students.
- 5.4. This Code applies to Individuals' conduct during the Association's business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with the Association's activities, the Association's office environment, and any meetings.
- 5.5. This Code also applies to Individuals' conduct outside of the Association's business, activities, and events when such conduct adversely affects relationships within the Association and/or its Members (and its work and sport environment) and is detrimental to the image and reputation of the Association. Such jurisdiction will be determined by the Association at its sole discretion.
- 5.6. An Individual who violates this Code may be subject to sanctions pursuant to the Association's or Member's bylaws. Complaints defined by Section 5.8, 5.10, and 5.11 that are filed as a written report with the Association shall be forwarded by the Executive Director directly to the school board(s) that have teachers, students, coaches or other individuals involved in the reports. Information received by the Association will be forwarded to the school board(s) involved. The school board(s) involved will invoke its policy to deal with the incident. The Association shall adhere to all decisions made by the school board(s). School board policy will deal with appeals to decisions made by the school board(s).
- 5.7. An employee of the Association found to have breached this Code will be subject to appropriate disciplinary action subject to the terms of the Association's Human Resources Policy, as well as the employee's Employment Agreement, as applicable. Violations could result in a warning, reprimand, access restrictions, suspension and other disciplinary actions up to and including termination of employment/contract.

Responsibilities

- 5.8. Individuals have a responsibility to:
 - 5.8.1. Maintain and enhance the dignity and self-esteem of the Association members and other individuals by:
 - 5.8.1.1. 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
 - 5.8.1.2. Focusing comments or criticism appropriately and avoiding public criticism of Individual or the Association
 - 5.8.1.3. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
 - 5.8.1.4. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
 - 5.8.1.5. Consistently treating individuals fairly and reasonably
 - 5.8.1.6. Ensuring adherence to the rules of the sport and the spirit of those rules

- 5.8.2. Refrain from any behaviour that constitutes **harassment**. Types of behaviour that constitute harassment include, but are not limited to:
 - 5.8.2.1. Written or verbal abuse, threats, or outbursts
 - 5.8.2.2. The display of visual material which is offensive or which one ought to know is offensive
 - 5.8.2.3. Unwelcome remarks, jokes, comments, innuendo, or taunts
 - 5.8.2.4. Leering or other suggestive or obscene gestures
 - 5.8.2.5. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
 - 5.8.2.6. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
 - 5.8.2.7. Any form of hazing
 - 5.8.2.8. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
 - 5.8.2.9. Unwelcome sexual flirtations, advances, requests, or invitations
 - 5.8.2.10. Physical or sexual assault
 - 5.8.2.11. 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
 - 5.8.2.12. Retaliation or threats of retaliation against an individual who reports harassment
- 5.8.3. Refrain from any behaviour that constitutes **Workplace Harassment or Workplace Violence**, where workplace harassment is defined as conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome; and where workplace violence is defined as the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker. Workplace matters should not be confused with legitimate, reasonable management actions that are part of the normal work function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions. Types of behaviour that constitute workplace harassment or workplace violent include, but are not limited to:
 - 5.8.3.1. Workplace Harassment
 - a) Bullying
 - b) Repeated offensive or intimidating phone calls or emails
 - c) Inappropriate touching, advances, suggestions or requests

- d) Displaying or circulating offensive pictures, photographs or materials
 - e) Psychological abuse vi. Discrimination
 - f) Intimidating words or conduct (offensive jokes or innuendos)
 - g) Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning
- 5.8.3.2. Workplace Violence
 - a) Verbal threats to attack a worker
 - b) Sending to or leaving threatening notes or emails
 - c) Making threatening physical gestures
 - d) Wielding a weapon
 - e) Hitting, pinching or unwanted touching which is not accidental
 - f) Blocking normal movement or physical interference, with or without the use of equipment xv. Sexual violence
 - g) Any attempt to engage in the type of conduct outlined above
- 5.8.4. 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:
 - 5.8.4.1. Sexist jokes
 - 5.8.4.2. Display of sexually offensive material
 - 5.8.4.3. Sexually degrading words used to describe a person
 - 5.8.4.4. Inquiries or comments about a person's sex life
 - 5.8.4.5. Unwelcome sexual flirtations, advances, or propositions
 - 5.8.4.6. Persistent unwanted contact
- 5.8.5. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, the Association adopts and adheres to the Canadian Anti-Doping Program. The Association will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by the Association or any other sport Association
- 5.8.6. 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)
- 5.8.7. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- 5.8.8. Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in Association programs, activities, competitions, or events. 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 Association's events
- 5.8.9. Respect the property of others and not wilfully cause damage
- 5.8.10. Adhere to all federal, provincial, municipal and host country laws
- 5.8.11. Comply, at all times, with the Association's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time
- 5.8.12. When driving a vehicle with an Individual:
 - 5.8.12.1. Not have his or her license suspended
 - 5.8.12.2. Not be under the influence of alcohol, illegal drugs or substances
 - 5.8.12.3. Have valid car insurance
- 5.8.13. 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.

Board/Committee Members

- 5.9. In addition to section 5.8 (above), Association's Directors and Committee Members will have additional responsibilities to:
 - 5.9.1. Function primarily as a member of the board and/or committee(s) of Association; not as a member of any other particular member or constituency
 - 5.9.2. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the Association's business and the maintenance of Individuals' confidence
 - 5.9.3. Ensure that the Association's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
 - 5.9.4. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of the Association
 - 5.9.5. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
 - 5.9.6. Behave with decorum appropriate to both circumstance and position
 - 5.9.7. Keep informed about the Association's activities, the provincial sport community, and general trends in the sectors in which they operate
 - 5.9.8. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which the Association is incorporated
 - 5.9.9. Respect the confidentiality appropriate to issues of a sensitive nature
 - 5.9.10. Respect the decisions of the majority and resign if unable to do so
 - 5.9.11. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings

- 5.9.12. Have a thorough knowledge and understanding of all Association governance documents
- 5.9.13. Conform to the bylaws and policies approved by Association

Coaches

5.10. In addition to section 5.8 (above), coaches have many additional responsibilities. 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 extremely careful not to abuse it, consciously or unconsciously. Coaches will:

- 5.10.1. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes
- 5.10.2. Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes
- 5.10.3. Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments
- 5.10.4. Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
- 5.10.5. Act in the best interest of the athlete's development as a whole person
- 5.10.6. Report to the Member any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance
- 5.10.7. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco
- 5.10.8. Respect athletes playing with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes
- 5.10.9. Dress professionally, neatly, and inoffensively
- 5.10.10. Use inoffensive language, taking into account the audience being addressed
- 5.10.11. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights
- 5.10.12. Not engage in a sexual relationship with an athlete

- 5.10.13. Refrain from using their power or authority to coerce another person to engage in or tolerate sexual or harmful activities.
- 5.10.14. Refrain from conduct that causes physical or emotional harm to Individuals
- 5.10.15. Prevent the use of power or authority in an attempt, successful or not, to coerce another person to engage in or tolerate sexual activity.

Athletes

- 5.11. In addition to section 5.8 (above), athletes will have additional responsibilities to:
 - 5.11.1. Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete;
 - 5.11.2. Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events
 - 5.11.3. Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason
 - 5.11.4. Adhere to the Association's rules and requirements regarding clothing and equipment
 - 5.11.5. Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators
 - 5.11.6. Dress in a manner representative of the Association; focusing on neatness, cleanliness, and discretion
 - 5.11.7. Act in accordance with the Association's policies and procedures and, when applicable, additional rules as outlined by coaches or managers

Officials

- 5.12. In addition to section 5.8 (above), officials will have additional responsibilities to:
 - 5.12.1. Maintain and update their knowledge of the rules and rules changes
 - 5.12.2. Work within the boundaries of their position's description while supporting the work of other officials
 - 5.12.3. Act as an ambassador of the Association by agreeing to enforce and abide by the Association's rules and regulations
 - 5.12.4. Take ownership of actions and decisions made while officiating
 - 5.12.5. Respect the rights, dignity, and worth of all individuals
 - 5.12.6. Not publicly criticize other officials or any club or the Association
 - 5.12.7. Act openly, impartially, professionally, lawfully, and in good faith
 - 5.12.8. Be fair, equitable, considerate, independent, honest, and impartial in all dealings
 - 5.12.9. Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals
 - 5.12.10. Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or the Association at the earliest possible time

- 5.12.11. When writing reports, set out the true facts
- 5.12.12. Dress in proper attire for officiating

Parents/Guardians and Spectators

- 5.13. In addition to paragraph 5.8 (above), Parents/Guardians and Spectators at events will:
 - 5.13.1. Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence
 - 5.13.2. Condemn the use of violence in any form
 - 5.13.3. Never ridicule a participant for making a mistake during a performance or practice
 - 5.13.4. Provide positive comments that motivate and encourage participants continued effort
 - 5.13.5. Respect the decisions and judgments of officials, and encourage athletes to do the same. Feedback on competition performances is provided by officials only to the coaching staff, so parents are encouraged to discuss any questions with your athletes' coach
 - 5.13.6. Recognize that officials, executives and staff act in good faith, and in the best interests of the athletes and sport as a whole.
 - 5.13.7. Respect the decisions and judgments of officials, and encourage athletes to do the same
 - 5.13.8. Never question an officials' or staffs' judgment or honesty
 - 5.13.9. Support all efforts to remove verbal and physical abuse, coercion, intimidation and sarcasm
 - 5.13.10. Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers
 - 5.13.11. Refrain from the use of bad language, nor harass competitors, coaches, officials, parents/guardians or other spectators