

Policies and Procedures

90 – Conduct and Enforcement

Policy Number:	90.60
Name:	Code of Ethics
Origin:	General Assembly
Approved:	
Approval Process:	Board of Directors
Revision Date(s):	June 2005, June 2008, June 2009, June 2010, June 2015, August 2017, August 2018, February 2020

- 90.60.1 PREAMBLE
 U SPORTS is committed to the highest ethical behaviour in all of its activities. The following principles and guidelines are intended for all U SPORTS Members, including but not limited to, volunteers, student-athletes, officials, support personnel, coaches, athletes, U SPORTS staff, and administrators. They reflect values, attitudes and behaviours desired and accepted by the Membership of U SPORTS. These principles and guidelines do not limit the possibility of other ethical considerations not covered by these guidelines.
- 90.60.2 General Principles
- 90.60.2.1 *Respect for all participants* is a mandate within interuniversity sport reflected through the interactions with athletes, communication and decision making. Fundamental to this principle is that each person has value and is worthy of respect (refer also to Policy 90.20A Policy Against Maltreatment in Sport, Policy 90.20B Harassment and Discrimination Policy and Policy 80.80 Equity).
- 90.60.2.1.1 Guidelines:
 U SPORTS Members, including but not limited to, volunteers, student-athletes, officials, support personnel, coaches, athletes, U SPORTS staff, and administrators will:
- 90.60.2.1.1.1 Treat individuals in sport and the workplace with respect at all times.
- 90.60.2.1.1.2 Provide feedback to others in a caring manner that is sensitive to their needs.
- 90.60.2.1.1.3 Do not engage in demeaning descriptions of others in sport or the workplace.
- 90.60.2.1.1.4 Recognize rights of others.
- 90.60.2.1.1.5 Treat all participants in sport and the workplace equitably regardless of gender, gender identity, race, place of origin, athletic potential, colour,

sexual orientation, religion, political beliefs, socio-economic status or any other conditions.

- 90.60.2.1.1.6 Use appropriate, respectful and gender-neutral language for individuals in all situations.
 - 90.60.2.1.1.7 Do not practice, condone, ignore, facilitate or collaborate with any form of unjust discrimination.
 - 90.60.2.1.1.8 Encourage and facilitate participants' abilities to be responsible for their own behaviour, performance and decisions.
 - 90.60.2.1.1.9 Respect as much as possible the autonomy, opinions and wishes of others regarding decision making processes which affect them.
- 90.60.2.2 ***Responsible leadership*** is a priority in ensuring the full development of individuals as a whole. Inherent within the implementation of this principle is the notion of competence whereby personnel will maximize benefits and reduce risks to participants by being well prepared and current within the field of sport.
- 90.60.2.2.1 Guidelines:
- 90.60.2.2.1.1 Achieve a high level of professional competence.
 - 90.60.2.2.1.2 Recognize the pressures of academics and athletic excellence placed on athletes and provide leadership that fosters a positive experience.
 - 90.60.2.2.1.3 Ensure that programs are appropriate for developing individuals to their full potential by considering the physical, psychological and social development of athletes.
- 90.60.2.3 ***Exhibit fair play*** to those involved in any sport offered by U SPORTS and its delivery at all times. Integrity, honesty, sincerity, and honourability should consistently be upheld in relations with others by athletes, coaches, officials, event workers, volunteers and administrators.
- 90.60.2.3.1 Guidelines:
- 90.60.2.3.1.1 Actively discourage in a supportive environment the use of performance enhancing drugs (See Policy 90.10 Anti-Doping).
 - 90.60.2.3.1.2 Ensure orderly conduct of all participants in any athletic event by acknowledging the authority of officials.
 - 90.60.2.3.1.3 Know the rules, regulations, standards of the sport, support and abide by them.
- 90.60.2.4 ***Advocate the fundamental values*** of sport to those involved in any sport offered by U SPORTS, such as, human excellence, fair play, honest competition, self-

discipline, integrity, personal growth, achievement as invaluable attributes for Canadian society.

90.60.2.4.1 Guidelines:

90.60.2.4.1.1 Accept and actively encourage both the spirit and the letter of the rules governing the sport and U SPORTS.

90.60.2.4.1.2 Maintain the highest standards of personal conduct and project an image that reflects the values of U SPORTS to athletes, coaches, officials, spectators, families, alumni, media and the general public.

90.60.2.4.1.3 Bring incompetent or unethical behaviour to the attention of the appropriate authority in a manner consistent with these guidelines, if informal resolution or correction of the situation is not appropriate or possible.

90.60.3 PUBLIC IMAGE OF UNIVERSITY SPORT

90.60.3.1 It is understood that all decisions arrived at through the democratic process will not be completely satisfactory or be completely acceptable to all persons engaged in the activities of U SPORTS member institutions. Regardless of any personal feelings or beliefs one may have pertaining to a particular matter, it is expected that the individual concerned will follow the due process to achieve any desired change.

90.60.3.2 It is most important for the continual development and credibility of interuniversity sports that all 'differences' are settled through the procedures provided for such and that a united and supportive position is projected at all times to the general public and in particular to the news media.

90.60.3.3 Persons engaged in the activities of U SPORTS member institutions who use outside sources to express their grievances or disagreement should expect to be sanctioned for such action.

90.60.4 CODE OF CONDUCT AT U SPORTS EVENTS

90.60.4.1 General Principles applicable at U SPORTS Events

Persons representing member institutions and U SPORTS by participating at World University Championships, a World University Games or a U SPORTS Championship, including all related activities (an Event) whether as a Team member, Mission staff,

U SPORTS staff, a coach, an official, a volunteer, or otherwise, will behave responsibly, with propriety, and in accordance with the laws of the applicable nation. Persons participating at international Events shall be subject to specific agreements and Codes of Conduct with dispute resolution procedures designed for each international Event. In the event an allegation is made concerning a breach of an agreement or Code of Conduct associated with an international Event, Rule 90.60.4.2 may apply to resolve such allegations, subject to the provisions contained in the specific agreement or Code of Conduct for interim decision-making and appeals at the international Event.

90.60.4.2 Procedures Regarding Misconduct

90.60.4.2.1 Where alleged misconduct occurs at an Event by those to whom this Policy applies (including traveling to and from the Event, practice days and competition days), the Chief Executive Officer, assisted by the Event Chef de Mission or Convenor, when one exists, shall:

- a) Investigate the particulars of the incident that gave rise to the allegation of misconduct;
- b) Determine the amount and type of damage to property or injury to persons;
- c) Identify the persons and institutions responsible for the incident; and
- d) Summarize this information in a written report.

90.60.4.2.2 The Chief Executive Officer shall provide a copy of the written report to the **Chair**, who may bring a complaint in accordance with U SPORTS Policy 90.30 - Discipline. A copy of the written report shall be provided to the Directors of Athletics of the institutions involved.

90.60.4.3 Disputes where there is a critical lack of time

Notwithstanding the procedures described in policy 90.60.4.2, the U SPORTS Championship Management Committee shall have the power and jurisdiction to take interim, on-the-spot measures, in a fair and timely fashion to address minor misconduct issues that may arise at a U SPORTS Championship and at all related activities. The record of the incident, including the interim measures taken to address the misconduct shall be copied to the Athletic Director(s) of the affected school(s), and the U SPORTS office and Discipline Committee.

90.60.4.4 General Principle applicable to public disagreements and grievances

Further to Rule 90.60.3, all persons engaged in the activities of U SPORTS member institutions shall strictly refrain from making inflammatory or disparaging comments publicly and/or to the media regarding any issue relating to U SPORTS, its member institutions, teams or decisions on which there may be a disagreement or a grievance. Such disagreements or grievances relating to U SPORTS shall not be aired in public or through the media.

90.60.4.4.1 Where it is alleged that a breach of Rule 90.60.4.4 occurred, the Chief Executive Officer shall provide a copy of a written report of the incident to the **Chair**, who may bring a complaint in accordance with U SPORTS Policy 90.30 - Discipline. A copy of the written report shall be provided to every individual and institution involved.

90.60.5 Respecting Other Jurisdictions' Disciplinary Actions

- a) U SPORTS is part of a larger sport community, including but not limited to, Regional Associations, members, sport organizations and leagues. U SPORTS shall respect the spirit of other sport organizations' disciplinary rulings, providing the other league/organization (hereinafter referred to as "other jurisdiction") followed discipline policies which safeguard natural justice issues including the right to an appeal.

- b) In respecting the other jurisdiction's sanction, consideration may be given to the relative length of the U SPORTS season in comparison to the "other jurisdiction", and unique, special or compassionate grounds.
- c) A student-athlete may request to the U SPORTS Discipline Committee / RA Discipline Committee that the length of their transferred sanction to U SPORTS be reduced to take into consideration unique or special circumstances and differing lengths of seasons. For example, if a player is suspended for 10 games of a 48-game schedule by a Local Minor Hockey Association, the comparable sanction within a RA that has a 24-game schedule could be in the neighbourhood of a five-game sanction within U SPORTS.
- d) The burden of proof to make a U SPORTS university aware of a disciplinary sanction from another jurisdiction rests with the student-athlete to declare, (or the coach in instances of coach discipline) and with the "other jurisdiction" to inform U SPORTS and the Regional Associations.
- e) Other jurisdictions who want a sanction applied within U SPORTS, shall directly inform U SPORTS, Regional Associations and universities of sanctions that apply, that they would like respected. This communication should also demonstrate that the disciplinary processes which were applied respect the principles of natural justice, including the right to an appeal.
- f) U SPORTS encourages member universities to give consideration to respecting the spirit of disciplinary sanctions of other member universities should a student-athlete or coach transfer to their university.

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Policy Number:	90.70
Name:	Relief from U SPORTS Policies
Origin:	Board of Directors
Approved:	February 2007
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90.70.1 PRINCIPLE

The principle is one of fairness. While U SPORTS policies/regulations are appropriate in the vast majority of instances, they can also be blunt instruments. Fairness demands that one look carefully at circumstances, take into account the significant variations, and look carefully at context and local environment. At times it may be more appropriate to use good judgment, and to focus on learning and improvement, rather than simply rigidly applying a policy and imposing a punishment.

90.70.2 PROCESS

90.70.2.1 Standard Model

90.70.2.1.1 The member writes/e-mails/speaks to U SPORTS with a request and rationale to vary a policy.

90.70.2.1.2 The U SPORTS staff member who oversees the area related to the policy, reviews the request, and gathers any additional pertinent information, precedents etc.

90.70.2.1.3 The U SPORTS staff member, and two non-involved volunteers from a related U SPORTS committee (if one exists), or the U SPORTS board (if no related committee exists), reviews the documentation, and renders a recommendation to the U SPORTS Executive Committee.

90.70.2.1.4 The U SPORTS Executive Committee approves / defeats the recommendation.

90.70.2.2 Fast Track Model

In instances when the outcome to provide relief from the rule is not in doubt because it is simply the right thing to do given the circumstances, and because the nature of the issue is not significant or substantial or controversial in nature, the following step will take place.

90.70.2.2.1 U SPORTS staff member makes the recommendation to provide relief from the policy. The recommendation is supported or denied by the **Chair** or the CEO (or other non-involved Executive Committee member).

90.70.2.3 Transparency and Communication

On a quarterly basis, U SPORTS staff shall report to the Board, outlining the requests received and decisions taken. This report would become part of Board minutes and available for review by the members through that vehicle.

If a decision to provide relief from a policy materially impacts any other school, beyond the institution submitting the request, that third party institution should be made aware of the request and the decision taken, in real time, as events unfold.

Note: This process does not replace the compassionate appeals or the notwithstanding processes.