

Athlete Code of Conduct

Taken directly from the CAS Conduct Policy, pages 7 and 8

[CAS-Conduct-Policy-Rev-Aug-23-v2.pdf \(artisticswimming.ca\)](#)

“i) Specific Behaviour Expectations and Standards

30. In addition to the above, there are certain behaviour expectations and standards that apply to specific categories of Individuals and Organizations, as follows:

Athletes

31. Athletes shall:

- a) Strive for personal and team achievement through complete, consistent, and sincere effort;
- b) Show respect for themselves and for all others;
- c) Contribute to a positive team culture by providing positive and constructive comments to teammates that motivate and encourage continued effort;
- d) Comply at all times with the Organization's Harassment and Prohibited Behaviour Policy and refrain from discriminating against, harassing, or maltreating, or engaging in any Prohibited Behaviour toward any Individual;
- e) Recognize that any Discrimination, Harassment, Prohibited Behaviour or Maltreatment behaviour will not be tolerated and let their Coach, a Support Personnel or a Person in Leadership know immediately if they have witnessed such behaviors or have been the victim of such behaviours
- f) Immediately report to their Coach or Support Personnel any mental or physical health issue that may prevent or limit their ability to train, travel or compete and, in the case of carded Athletes, their ability to fulfill the carding requirements;
- g) Only participate in competitions for which they are eligible to compete;
- h) Arrive for each practice, competition, selections or other artistic swimming Activity or Event on time, with all appropriate gear, well-nourished and prepared to the best of their ability;
- i) Conduct themselves in a sportsmanlike manner, whether as competitors or spectators,;
- j) Never consume alcohol, cannabis, tobacco, or e-smoking products as a Minor or while engaged in Activity or Event;
- k) Where applicable, adhere to the Organization's athlete agreement, its requirements, and expectations;
- l) Comply with the Organization's rules and requirements regarding clothing, equipment, training, travel, competition, and curfew; and CAS Conduct Policy – Rev August 2023 8 m) Comply with all other applicable Policies of their Organization.”

2024/2025 Season

Disciplinary Process for Breach in Code of Conduct- Athlete

If the club receives a report of a breach of the code of conduct by an athlete, the following actions are to be followed:

1. Request a written report regarding the incident. President and Vice President to review and assess if this is considered a minor or a major infraction (see the end of this document for examples of minor and major infractions according to the CAS Discipline and Complaint Policy and Procedure). It would be appropriate to liaise with the Head Coach, Executive Board Members and AAS President if needing clarity.

If it is assessed to be a minor infraction:

1. Issue a written warning and arrange to review this with the athlete and their parents/guardians. Inform them that this is a warning and should there be a second offense this will result in a suspension from one practice.
2. If there is a second offense, a written warning should be provided in the same manner but will also include a suspension of one practice. Include in the written warning that should there be a third offense the athlete would be asked to leave the team and club. Communicate to the coach of their team that they will not be present at the designated practice.
3. If there is a third offense, the athlete would be asked to leave the team and the club and issued this both in writing and with direct communication to the athlete and their parents/guardians. Communicate this to the Board, no further fees are to be collected from this family.

If it is assessed to be a major infraction.

1. Issue a written warning and arrange to review this with the athlete and their parents/guardians. Inform them that this is a warning and a suspension from one practice and include in the written warning that should there be a second offense this will result in the athlete being asked to leave the team and club. Communicate to the coach of their team that they will not be present at the designated practice.
2. If there is a second offense, the athlete would be asked to leave the team and the club and issued this both in writing and with direct communication to the athlete and their parents/guardian. Communicate this to the Board, no further fees are to be collected from this family.

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According to the CAS Discipline and Complaint Policy and Procedure, Appendix A and B, page 13 and 14 [CAS-DiscCom-PP-Apprd-Dec-22.pdf \(artisticsswimming.ca\)](https://artisticsswimming.ca/CAS-DiscCom-PP-Apprd-Dec-22.pdf)

“Examples of a Minor Infraction include:

- 1) a single incident of disrespectful, offensive, abusive, racist, or sexist comments or behaviour directed towards Individuals such as peers, opponents, Athletes, Coaches, Officials, administrators, spectators and sponsors and any Individuals.
- 2) a single incident of being absent from the Organization's Activities and Events at which attendance is expected or required.
- 3) breach of curfew as designated by the Organization's designate.
- 4) non-compliance with the rules and regulations under which the Organization's Events and Activities are conducted, whether at the local, provincial, national, or international level.
- 5) any other incident determined to be a Minor Infraction by the Organization's Complaint Triage Officer

Examples of Major Infractions

Subject to the Complaint Triage Officer's evaluation of the particular circumstances, the following are examples of Major Infractions:

- 1) an egregious or repeated incident of disrespectful, offensive, abusive, racist, or sexist comments or behaviour directed towards Individuals such as peers, opponents, Athletes, Coaches, Officials, administrators, spectators, and sponsors.
- 2) repeated incidents of being late for or absent from the Organization's Activities and Events and at which attendance is expected or required.
- 3) any action or conduct that would, in the discretion of the Organization's Complaint Triage Officer be detrimental to the reputation or image of the sport or the Organization.
- 4) the willful abuse of property owned, rented, borrowed, or leased by the Organization including vehicles, hotel rooms and team equipment.
- 5) serious breach of curfew as designated by the Organization or its designate.
- 6) conduct or behaviour which interferes with a competition or with any Athlete's preparation for a competition.
- 7) any conduct or behaviour that constitute serious Discrimination, Harassment, Prohibited Behaviour or Maltreatment as defined in the Harassment and Prohibited Behaviour Policy.
- 8) deliberate disregard for the rules and regulations under which the Organization's Activities and Events are conducted, whether at the local, provincial, national, or international level.
- 9) abusive use of alcohol, where abuse means a level of consumption which impairs the Individual's ability to speak, walk or drive; causes the Individual to behave in a disruptive manner; or interferes with the Individual's ability to perform effectively and safely.
- 10) any use of alcohol by Athletes under the age of 18 or where otherwise prohibited by law.
- 11) use of illicit and illegal drugs.”
- 12) use of prohibited substances or prohibited methods.
- 13) use of drugs for a purpose for which they were not intended, including over-the-counter or prescription drugs.
- 14) any breach of the Conduct Policy determined by the CTO to be an egregious one.
- 15) any misconduct deemed serious enough by the Organization's Complaint Triage Officer to constitute a Major Infraction

August 27, 2024

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Please review and return this signed page to your child's coach at their next practice.

My child and I have read the Code of Conduct expectations and the Disciplinary Process that would result should there be a breach in this code of conduct.

Date: _____

Printed Parent/Guardian and Athlete Name: _____

Parent/Guardian Signature: _____

Athlete Signature: _____