

# Code of Conduct

## Philosophical Statement

Intercollegiate athletics must be infused with values that are basic to sound educational experience. The intellectual challenge and pragmatic educational orientation provided by all Canadian Colleges and Universities should be supplemented by a variety of other opportunities to allow for the full development of the student's potential. For the full development and creditability of intercollegiate athletics all differences must be settled in such a way that a united and supportive position is projected at all times.

A code of ethics, to influence the action and conduct of those who associate with the sphere of athletics, is presented below. It is incumbent on all Athletic Directors and Administrators to educate coaches, athletes and officials to adhere to the Canadian Intercollegiate Lumberjacking Association (CILA) code.

The VP Programs shall be informed of any Code of Conduct violations.

## Application

The CILA has the authority to establish policies to govern its own affairs and to prescribe monitor and enforce the conduct of its members pursuant to such policies. This Code of Conduct identifies the standard of behaviour, which is expected of all members of the CILA, including all administrators, coaches, athletes and officials. The Code of Conduct applies to all activities and functions of CILA including competitions, practices, travel, accommodation, banquets and social activities associated with competitive events. Individuals who violate the Code of Conduct may be subject to disciplinary actions.

## General Conduct

CILA members are expected to uphold the highest standard of ethical behavior and personal conduct at all times, and are responsible for conducting themselves in such a way as to represent their institution and the Association in the most favourable light at all times.

Members are bound to exhibit and encourage behaviour, which is consistent with the Association's stated philosophies, standards of conduct, and guidelines for fair play.

The CILA is committed to providing an environment where members respect the personal dignity of others, are free from all forms of harassment, and are free to exercise their rights under the Human Rights Code, and the Canadian Charter of Rights.

## Game Conduct

All intercollegiate competition occurs under the auspices of the CILA and therefore must conform to the Association's expectations:

THAT Athletic Directors, Administrators and Coaches educate their athletes to accord respect to all coaches and athletes from opposing colleges and universities.

THAT all members avoid any blatant humiliation of the opponent.

THAT all members avoid any intimidation or harassment of the opponent.

THAT internal college and university publicity and promotion be designed to encourage positive support of the school team.

THAT the host schools provide adequate security to ensure the safety of players, spectators and officials.

## **Fair Play Philosophy**

Fair play is an attitude, a way of thinking. It can be taught and it can be learned. Once it is learned, it can be applied to every aspect of life. Through involvement in sport, athletes learn about setting goals, making commitments, working hard and enjoying the challenge.

Athletes must learn to respect their own abilities and those of their opponents. As administrators and coaches we must attempt to have athletes realize that the job of sport is as much in the total effort as in the final score.

We as educators, administrators, coaches, athletes and fans must work together to create an atmosphere consisting of fairness, integrity and respect.

## **Fair Play Issues**

To ensure there is a fair playing field, everyone involved in sport must support the principles of fair play – fairness, integrity and respect.

When applied, they not only provide a clear ethical framework for competition, but greater opportunities for getting the most out of the competition.

That is because they help participants focus on achievement rather than the desire to conquer an opponent.

## **Principles of Fair Play**

The three most important words in any Fair Play Policy should be Fairness, Integrity and Respect and should be the principles of fair play at all times.

- Respect the rules
- Respect the officials and their decisions
- Respect your opponents
- Maintain your self control at all times
- Respect your teammates and coaches

## **Fair Play Guidelines**

### **Athletes:**

- Play by the rules, and in the spirit of the competition
- Respect my opponents
- Do my best to be a true team player
- Remember that winning is not everything – that having fun, improving skills, making friends and doing my best are very important
- Remember that administrators, coaches and officials are there to help me. I will accept their decisions and show them respect
- Never take performance enhancing drugs or other banned substances

### **Coaches:**

- Teach athletes to play fairly and accept the rules, officials and opponents
- Ensure that athletes do not taunt or bait opponents or officials
- Attempt to earn the respect of athletes. Be generous with praise and always set a good example
- Make sure that the equipment and facilities are safe for athletes to use
- Obtain the proper training and continue to upgrade knowledge of the game and coaching skills
- Should never speak disparagingly about another member institution

## Fair Play Guidelines – continued

### Administrators:

- Ensure that all students-athletes are given an opportunity to participate regardless of gender, ethnic background or race
- Ensure that all equipment and facilities are safe and match the athletes' ability
- The Fair Play Guidelines should be made available to spectators, coaches, athletes and media
- Ensure that athletes and coaches understand that they are the most visible representatives of their institution and must conduct themselves accordingly
- Ensure that coaches, athletes and officials are able to promote fair play as well as develop technical skills while encouraging them to upgrade their certification and knowledge of the sport
- Should never speak disparagingly about another member institution

### Spectators:

- Show appreciation for good performances made by all competitors and teams
- Show respect for your team's opponents. Without them, there would be no competition
- Respect officials and support their decisions
- Never ridicule a player for making a mistake
- Condemn violence and harassment in all forms
- Encourage players to play according to the rules
- Always be on your best behaviour

## Routine Enforcement

The Executive Committee of CILA will deal with behaviour occurring within the context of an athletic event or competition that contravenes the Code of Conduct, but is not considered a major violation. The Executive Committee has the authority to implement the following sanctions:

- Letter of caution. This should be considered a warning, and a subsequent minor offence may lead to more severe consequences
- Suspensions of up to one competition for athletes
- Copies of all documentation must be copied to the Secretary of CILA

## Complaint Procedure

Any Athletic Director, Coach or Official, or the CILA itself gaining knowledge about actions which contravene the CILA Code of Conduct are encouraged and expected to initiate the Complaint Procedure, should they choose to do so. The Complaint Procedure shall be initiated by pursuing the following course of action, including the notification of the CILA VP of Programs:

1. Document the incident in a report. This report should contain as much information as possible, including: a detailed description of the incident(s), date, name of the person(s) involved, as well as supporting documentation pertaining specifically to the allegations. Examples might include score sheets, officials' reports, letters from witnesses, related documentation, etc. Any history of misconduct by the individual or the college/university charged might be included if deemed relevant. The report should clearly indicate the exact section of the Code of Conduct which the grievor believes has been violated.
2. Following documentation, the Executive Committee of CILA or person employed by CILA may contact the administration or Athletic Director of the offending college/university and the matter may be resolved at that level.

Note: It is the duty of the administration or Athletic Directors to objectively investigate allegations at his/her institution. This investigation may require contact with other institutions' administrators or Athletic Directors.

3. Dependent on the severity of the violation, a member institution, coach, athlete, Athletic Director or other staff member or representative, determined appropriate by the proper authority to be in violation of the CILA "Code of Conduct", may incur one or more of the following sanctions:
  - A formal letter of reprimand sent to the administration or Athletic Director of the offending college/university. This should be considered a warning. Subsequent minor violations may lead to more severe consequences.
  - Have any of its athletic victories nullified or statistics cancelled.
  - The program of the offending college/university may be placed on probation with the effect of precluding it from being eligible for any CILA Championship honours and awards for one year, effective from the date of the final decision
  - CILA member institutions may be asked to refrain from scheduling any activities with the offending institution.
  - Sanctions/suspensions of individuals may be applied by CILA.

## **Appeal Process**

An appeal will only be considered in the case where it can be shown that a procedural error has taken place, or where new information pertaining specifically to the original complaint, has come to light which has not been previously considered.

- A complaint, in the context of the Code of Conduct, means a dispute in writing arising from the interpretation, application, administration or alleged contravention of the CILA Code of Conduct.
- Any complaint referred to, as an appeal shall be heard by the Executive Committee of the CILA.
- The Executive Committee shall not be authorized to alter, modify or amend any part of the CILA Code of Conduct as part of the Appeal Process.
- The finding of the majority of the Executive Committee as to the facts and as to the interpretation, application, administration or alleged contravention of the CILA Code of Conduct shall be final and binding upon all parties concerned.

**The CILA is an Association of equals built on common interests and common objectives that is to provide athletic competition. The above Code of Conduct reaffirms our common philosophy.**