

## MANITOBA SAILING ASSOCIATION (MSA)

### MANITOBA SAILING TEAM CODE OF CONDUCT POLICY

As an athlete on the Manitoba Sailing Team, I, \_\_\_\_\_, shall adhere to the following rules:

1. I am expected to act as an ambassador for my local yacht club, the Manitoba Sailing Association and the Province of Manitoba.
2. I am expected to be gracious in victory and defeat, be co-operative, sportsmanlike and always remain a team player.
3. I will not partake in unacceptable behaviors as listed in but not necessarily limited to the Manitoba Sailing Team Infractions and Consequences Document.
4. While attending a team event, I will not use or have in my possession alcohol or illegal drugs. If I am of the age of majority for that particular province/state, the Head Coach may make an exception for me in regard to the responsible consumption of alcohol.
5. I will not partake in any conduct not already mentioned that is serious enough to dishonour the team or myself.

Disciplinary actions upon violation of Rule #3:

Refer to attached *Infractions and Consequences Document*.

Disciplinary action(s) upon violation of Rules # 4 and/or #5:

- a) A decision to suspend, as well as the length of the suspension, may be at the sole discretion of the Head Coach or he/she may consult with the VP Team or a designate board member. If a designate coach is in charge of the event where the infraction has occurred and the Head Coach cannot be contacted, the designate coach must consult with the VP Team or designate board member before a suspension can be issued.
- b) If other team members are using or possessing alcohol or illegal drugs, but are not caught, it will not impact the requirement for, or length of, suspension of the team member(s) who is/are caught.
- c) The onus is on the MSA coach or chaperone to alert the Head Coach of an infraction. A billeting family has the authority to inform the Head Coach if she/he witnesses alcohol or drug use with any of his/her billets.

- d) The suspended athlete will not be allowed to complete the regatta/event, and may be sent home early at his/her own expense at the discretion of the Head Coach.
- e) The Head Coach/designate or the VP Team must phone the parent(s) of the suspended athlete if that sailor is a minor, as quickly as possible,
- f) The VP Team must send a follow up letter to the athlete/parent(s).

Alternative Dispute Resolution (ADR):

Once a disciplinary action has been issued, the disciplined athlete or the parent(s) of that athlete must abide by the decision or initiate the Alternative Dispute Resolution Policy, which includes Negotiation, Facilitation and Mediation, Appeal, and Arbitration.

Review and Approval:

The Board of Directors of the Manitoba Sailing Association first approved this Policy on April 2006. It was reviewed, amended and re-approved by the Board of Directors on May 4, 2009. The next re-approval date is March 2010. The administration and review of this Policy is the responsibility of the VP Team.

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I am aware that if I break any of the rules mentioned above, the appropriate disciplinary action(s) will apply.

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Athlete's signature: \_\_\_\_\_

Parent's signature (if athlete is a minor): \_\_\_\_\_

Date: \_\_\_\_\_

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