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## **TEAM BC CODE OF CONDUCT**

*Effective Date: February 1, 2023*



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## 1 Introduction

The Indigenous Sport, Physical Activity & Recreation Council (I-SPARC) is responsible for the Team BC Program for the North American Indigenous Games (NAIG) and for the National Aboriginal Hockey Championships (NAHC). Through the support and oversight of its Team BC Mission Staff and Provincial Sport Committees, I-SPARC has established a comprehensive provincial process and operating guidelines for NAIG and NAHC selection events, development camps, competition, activities, and any other affiliated event with Team BC.

As a member of Team BC, you represent your family, community, Nation, and the Province of British Columbia. You are expected to conduct yourself in the spirit of fair play and in a responsible, respectful manner at all times. It is expected that all Team BC members will fulfill their roles and responsibilities and represent British Columbia with integrity and honour. A member of Team BC is defined as anyone who is enrolled in or affiliated with the Team BC Program including athletes, coaches, managers, officials, staff, volunteers, contractors, and suppliers.

The purpose of the Team BC Code of Conduct (the “Code”) is to ensure a safe and positive environment within the Team BC programs, activities, and events by making individuals aware that there is an expectation, at all times, on and off the field of play, of appropriate behaviour consistent with the core values of I-SPARC, NAIG, NAHC and any other host society. This Code of Conduct is a basic outline of expected behaviour. Those who demonstrate an inability to conduct themselves in an appropriate, socially acceptable manner will be subject to the I-SPARC and Team BC Disciplinary Process.

The Team BC Code of Conduct is not intended to specifically outline every instance of misconduct. Conduct that is inconsistent with the values of I-SPARC or with the purpose of this Code of Conduct may still constitute a breach of the Code and be subject to the I-SPARC and Team BC Disciplinary Process. This Code applies to any member of Team BC while they are affiliated in any capacity with I-SPARC, including without limitation, while they are participating in or delivering an I-SPARC Program, participating in or delivering an I-SPARC-funded Program (such as camps, clinics, education sessions, competitions, tournaments, games, matches, practices, tryouts, training camps, and associated travel). This Code also applies to conduct that occurs outside of any I-SPARC Program when such conduct poses a risk to the safety of anyone in the Indigenous sport environment, adversely affects, or may affect, relationships within or related to I-SPARC and its work and sport environment, or is or may be detrimental to the image and reputation of Team BC or I-SPARC as an organization. This Code applies to all active members of Team BC, as well as those who have retired or otherwise moved on from Team BC sports. I-SPARC has full discretion to determine if behaviour and / or conduct does not align with the values of I-SPARC or the Team BC Code of Conduct, including any behaviour not specifically documented within this Code of Conduct or other I-SPARC policies. I-SPARC reserves the right to remove any member of Team BC from participation in any I-SPARC Program, I-SPARC-funded Program, or I-SPARC-endorsed Program (through our partners).

### 1.1 Responsibilities

Each member of Team BC was selected because of the excellence they demonstrate in sport. It is expected that all members carry themselves in a manner that is reflective of I-SPARC’s values and the individual’s demonstrated history of excellence in sport. Remember, you are a role model for your community - act as a leader! Be proud! Have fun!



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All Team BC members have a responsibility to:

- i. Adhere to the highest standard of behaviour, and refrain at all times from any behaviour that could reflect poorly on I-SPARC or their Nation / community;
- ii. Act as ambassadors for I-SPARC, their Nation / community and the Province of British Columbia;
- iii. Comply, at all times, with the I-SPARC's by-laws, regulations, policies, procedures and directives, and guidelines. These can be made available upon request;
- iv. Perform to the best of their ability in every competition;
- v. Respect the guidance and decisions of coaches, officials, and Team BC Mission Staff;
- vi. Respect the rights of the residents of the Host communities and members from other Provinces and Territories;
- vii. Regard participation with Team BC as a privilege and wear the colours of Team BC with pride;
- viii. Conduct themselves in a way that creates a safe environment, free from harassment, discrimination and intimidation, for everyone;
- ix. Keep appearances tidy to maintain the integrity of Team BC, including attendance at all Team BC and I-SPARC-related functions in appropriate dress code;
- x. Reside in the Team BC accommodations for the full duration of Team BC competition and activities (unless otherwise discussed with coaches);
- xi. Be punctual for all Team BC functions and activities, and abide by all curfews;
- xii. Work in a spirit of partnership with I-SPARC and all its members and stakeholders to align efforts to achieve the mission and vision of I-SPARC and Team BC;
- xiii. Respect all rules and regulations as set by Team BC, I-SPARC, NAIG Host Society, NAHC Host Society, Provincial and / or National Sport Organizations, accommodations, venues, transportation, and other service providers;
- xiv. Resolve conflicts in a professional, respectful and civil manner and in accordance with I-SPARC procedures on issues that may be in dispute;
- xv. Maintain and enhance the dignity, integrity, and self-esteem of anyone affiliated with I-SPARC and Team BC by:
  - a) Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, Nation, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sexual orientation or any other grounds protected under Human Rights legislation in Canada;
  - b) Demonstrating respect toward all people through attitudes, actions and words;
  - c) Refraining from the use of profanity, obscene language, or offensive gestures at any time, before, during or after a Team BC-related event.
  - d) Directing comments or criticism appropriately and avoiding public criticism of I-SPARC, Team BC and its members;
  - e) Consistently demonstrating the spirit of fair play, sport leadership, co-operation, ethical conduct, and respect for others;
  - f) Consistently treating individuals fairly, reasonably, and respectfully;
  - g) Adhering to the World Anti-Doping Agency (WADA) and the Canadian Anti-Doping Program Code (CADP);
  - h) Demonstrating respect for the principle of fair play, which includes:
    - Respect for both the letter and spirit of the rules;



- Respect for officials, coaches, and Team BC staff and their decisions, including avoiding use of foul language and obscene / offensive gestures;
  - Respect for opponents, including modesty in victory and composure in defeat;
  - Respect for the athletes and parents / families, including their right to make decisions about their athletic career (in community and with Team BC) and their right to advocate for their health and well-being;
  - Facilitate access to sport;
  - Maintain of self-control at all times;
  - Refrain from the use of power or authority in an attempt to coerce another person to take decisions that are not in their best interest, engage in inappropriate activities, or give them an unfair advantage in decision-making or resource distribution. This can manifest in various forms, such as economic, political, or social power imbalances. (i.e., power imbalance refers to a situation in which one person or group holds significantly more power or influence than another person or group (officially with a designated role or unofficially));
  - Promoting Team BC sports in the most constructive and positive manner possible;
  - Respecting the property of others and not willfully causing damage, including avoidance of abuse, damage, vandalization, or destruction of facilities, accommodations, vehicles or equipment;
  - Adhering to all federal, provincial, municipal and host Nation laws.
- i) Refrain from betting or gambling;
  - j) Refrain from use recreational drugs, or illegal substances at any time;
  - k) Breach the Alcohol, Illegal Substances and Tobacco policy within this Code;
  - l) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as, but not limited to, 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: Sexist jokes - Sexual violence - Display of sexually offensive material (including pictures and messages) - Sexually degrading words used to describe a person - Inquiries or comments about a person's sex life - Unwelcome sexual flirtations, advances, requests, invitations or propositions - Inappropriate sexual touching, advances, suggestions or requests - Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing; and - Physical or sexual assault;
  - m) Refrain from behaviour that constitutes grooming, where grooming is defined as when someone builds trust with an individual (often a minor or vulnerable person), and sometimes the individuals around them, to gain access to and control the individual by normalizing inappropriate behaviours and expectations online or in-person;
  - n) Report to the Team BC Mission Staff, Officials of Team BC or the NAIG / NAHC Host Society, or a Team BC Elder anything that appears out of the ordinary, unsafe or inappropriate. Any reporting has to be shared appropriately;
  - o) Reasonably cooperate with the Canadian Centre for Ethics in Sport or any other anti-doping organization conducting doping control and / or investigations for anti-doping rule violations that has jurisdiction over I-SPARC or competition Team BC is competing in. Failure to cooperate may be the basis for disciplinary action. Offensive conduct towards a doping control official or any other individual involved in doping control, whether it constitutes tampering,



can result in a charge of misconduct under the CADP, or such other anti-doping program or code as may be applicable;

- p) Reasonably cooperate with any investigation relating to a breach of this Code of Conduct Policy or arising out of an I-SPARC Program, I-SPARC-funded Program or I-SPARC-endorsed Program. If a breach has been reported, I-SPARC can engage in an investigation at the full discretion of I-SPARC and under any format that feels appropriate. Failure to cooperate may be the basis for disciplinary action including, but not limited to, a prohibition from participation in any current or future I-SPARC programs or events.

## 1.2 Additional Responsibilities for Coaches, Managers, Officials, Staff, Contractors and Volunteers

All Team BC non-playing members (e.g., coaches, managers, officials, staff, contractors, volunteers, and suppliers) have a responsibility to:

- a) Regularly seek ways to increase their professional development and self-awareness (e.g., communication styles, leadership styles, approach to coaching, conscious and unconscious biases, etc.);
- b) In the case of minors, communicate and cooperate with the parent(s) or legal guardian(s), involving them in decisions pertaining to their child's development;
- c) Ensure that the activity being undertaken by athletes, participants and other members is suitable to the age, experience, ability and fitness level of the individual and are conducted in a safe environment;
- d) Be aware of and respect the pressures that may be placed on all participants as they strive to balance the physical, mental, emotional, social, cultural and spiritual aspects of their lives;
- e) Conduct practices and participation in competition in a manner that encourages and facilitates success in all areas of their lives;
- f) Consider the athletes' future health and well-being when making decisions regarding an injured player's ability to continue playing or training;
- g) Actively avoiding any form of neglect, or act of omission, including without limitation, not providing an athlete recovery time and/or treatment for a sport injury; not being aware of and not considering an individual's physical, sensory or intellectual abilities; not considering supervision of an athlete during travel, training or competition; not considering the welfare of the athlete when prescribing dieting or other weight control methods (e.g., weigh-ins, caliper tests); disregarding the use of performance-enhancing drugs by an athlete; failure to ensure safety of equipment or environment; allowing an athlete to disregard sport's rules, regulations, and standards, subjecting participants to the risk of maltreatment and,
- h) Create a positive, safe, welcoming and supportive environment for all.



## 1.3 Jurisdiction

Minor infractions (defined in Section 4.4) shall be reported immediately to the Head Coach, Coach, Manager, Team BC Mission Staff, Team BC Elder or other staff member of I-SPARC. It is the responsibility of the Coaching Staff to determine the appropriate sanctions in accordance with the Team BC Code of Conduct. Major infractions (defined in Section 4.5) and repeated offences shall be reported immediately to a member of the Team BC Mission Staff. At that time a more formal Team BC Disciplinary Process will be initiated.

I-SPARC can act as a complainant and / or investigate behaviour if they receive concerns, without an official complaint or complainant identified.

All infractions and investigations will be handled in a fair and respectful manner and the individual accused of breaching the Code of Conduct will be given an opportunity to a defence of the allegations brought against them. All infractions shall be reported using all appropriate procedures and by completing an incident report to ensure the event has been documented to maintain the integrity of the Team BC Disciplinary Process. All communication of disciplinary matters to outside parties shall be handled by the Team BC Official responsible for overseeing the disciplinary process. All documentation and information regarding the disciplinary process shall remain strictly confidential. All members of the Team BC Disciplinary Process shall refrain from disclosing the details of the matter to outside parties.

## 1.4 Code of Conduct Breach

Any Team BC member alleged to have breached the Code of Conduct will be treated with respect, which includes the right to a fair process. All allegations of misbehaviour and/or a breach of the Code of Conduct will be handled in a fair and consistent manner as laid out in the Team BC Disciplinary Process. Any Team BC member who breaches this Code of Conduct has the right to request a third party and legal counsel to be present at all times during the Team BC Disciplinary Process to act as an advisor and to witness the proceedings. I-SPARC is committed to non-retaliation and maintaining confidentiality within the limits of the law for those who report concerns to Team BC Mission Staff. I-SPARC will not discipline, discriminate, or retaliate against anyone who reports a concern in good faith, whether or not such information is ultimately proven correct. This commitment extends to anyone who cooperates in any investigation or inquiry regarding such conduct. Intentionally submitting false or misleading allegations, however, may be harmful to those involved and is also considered a breach of the Code of Conduct.

## 2 Standards of Conduct

Team BC is committed to providing an environment where all individuals are treated in a fair and respectful manner. Team BC supports equal opportunities and prohibits discriminatory practices. All members of Team BC will refrain from comments or behaviours, which are disrespectful, offensive, abusive, racist, sexist or homophobic. Being a member of Team BC is an honour, and all Team BC members shall maintain its integrity.





## 2.1 Respect for Yourself and Others

All members of Team BC are expected to maintain the highest level of respect in all aspects of the Team BC program. Team members will respect the fundamental rights, dignity and worth of athletes and their family members, other coaches, officials, volunteers, administrators and spectators.

## 2.2 Harassment

Team BC members shall not tolerate harassment. Harassment can be exhibited in many different ways. I-SPARC has a Discrimination, Harassment, and Maltreatment Policy which is designed to address harassment issues in an efficient and effective manner. All members of Team BC are bound by this Discrimination, Harassment, Policy. Harassment includes any form of hazing, initiations, or behaviour that might be considered bullying, intimidation, or abuse. If you (or anyone you know) is in an uncomfortable situation and are unsure about what to do, contact a member of the Team BC Mission Staff. The role of the Team BC Mission Staff is to create a safe and caring environment; but doing so is a collective effort and requires a high level of awareness by all members of Team BC.

## 2.3 Unbecoming Conduct

All members of Team BC shall always conduct themselves in a positive and respectable manner.

Team BC members should not exhibit behaviour that is unbecoming or reflect negatively on the team. This includes but is not limited to cheating, bullying, hazing, swearing, littering, and disrespect. All Team BC members shall represent their families, communities, Nations and province with honour, respect and pride.

## 2.4 Policy on Alcohol, Illegal Substances, Vaping and Tobacco

The North American Indigenous Games and the National Aboriginal Hockey Championships are declared an alcohol- and drug-free event and Team BC honours this in providing an environment free of drugs, alcohol, and tobacco.

Team BC has a **zero tolerance** for members found to be under the influence of, or in the possession of alcohol, tobacco products, eCigarettes or vapes, cannabis, or drugs (other than properly prescribed medications). Members of Team BC shall not consume alcohol at any time during the Games, travel to or from the Games or during Team BC events. Any team member found possessing any alcohol or who is obviously intoxicated, has alcohol on their breath, and / or is seen consuming alcohol will be subjected to disciplinary procedure, including being sent home at their own / their parent's / guardian's expense.

Under no circumstances shall any member of Team BC provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and methods, and, alcohol, tobacco products, eCigarettes or vapes, cannabis, or recreational drugs.

Members of Team BC shall refrain from the use of tobacco, smoking, vaping, or use of eCigarettes (e.g., cigarettes, snuff or other tobacco products, cannabis, eCigarettes, etc.), except for tobacco used for traditional practices/ceremony. Members of Team BC (athletes, coaches, etc.) shall not use any tobacco





products, including snuff, at any time during Team BC-related activities (including travel to and from events).

## 2.5 Social Media

Team BC understands the need for regular and ongoing communication with coaching staff, athletes and parents / guardians. Team BC participants agree to communicate online with athletes and/or parents / guardians using approved apps (e.g., Team Snap or WhatsApp group chats) or the I-SPARC-issued email only. Coaches are encouraged not to communicate with minors without parents / guardians included. In addition, coaches are encouraged not to communicate one-on-one with athletes through text messaging, Facebook messenger, WhatsApp, Snapchat, or any other unauthorized online messaging channel.

Team BC encourages the promotion of athlete / team accomplishments through social media. It is a way of staying connected with family, friends, and community. Team BC will not tolerate any negative online conduct or behaviour from any Team BC members. For more information about I-SPARC's Social Media Policy, please visit [www.isparc.ca](http://www.isparc.ca).

## 2.6 Team BC Disciplinary Process

Members of Team BC deemed to have breached the Code of Conduct will be advised of the Team BC Disciplinary Process, and of the right to consult legal counsel, an advocate, designated support person, or Elder. In the case of an alleged major infraction outside of NAIG or the NAHC, Team BC Mission Staff shall commence an inquiry with ITP Sport, an independent third party charged with fielding and triaging complaints, within 72 hours of receiving the complaint. In the case of an alleged major infraction during NAIG or the NAHC, Team BC Mission Staff shall convene a committee for a disciplinary hearing within twelve hours of the receipt of an incident report. The hearing shall be governed by such procedures as the committee sees fit, provided that the following principles are observed:

- The individual in question shall be given at least two hours' notice of the hearing;
- The individual in question shall have an opportunity to address the committee;
- The individual in question may be accompanied by an advocate, legal counsel, designated support person, or Elder;
- The hearing shall be held in private;
- The committee may request witnesses to the incident be present at the hearing to provide evidence;
- The rights of the individual in question shall be protected at all times;
- Time-sensitive issues will be respected;
- I-SPARC has the right to provisionally suspend any person pending a hearing, in the event a hearing cannot be immediately held;
- The written decision will be given to the individual with a copy to Team BC Officials (electronic or hard copy); and,
- All information regarding the disciplinary process shall remain strictly confidential, except in the case where a sanction requires notification of other members of the respective communities.

For any of the above processes, I-SPARC reserves the right to adjust timelines at their own discretion.



## 2.7 Disciplinary Committee

The Disciplinary Committee shall determine appropriate sanctions in accordance with the guidelines outlined in this Team BC Code of Conduct. The Disciplinary Committee is responsible for all alleged major infractions. The Disciplinary Committee shall be comprised of a member of the Coaching Staff directly responsible for the individual in question and three (3) members of Team BC's Mission staff (which will include either the Chef de Mission and / or an Assistant Chef de Mission, and the Team BC Elder). If the individual is part of the Coaching Staff or a Team BC Mission Staff, then I-SPARC staff will appoint a suitable individual to serve on the Disciplinary Committee. Anyone involved in the Disciplinary Committee must disclose a real or perceived conflict of interest. The Committee's decision shall be communicated to the individual in writing, with a full explanation of their rendering. A copy of the Committee's decision shall also be provided to Team BC Mission Staff, the Coaching Staff of the athlete, and the athlete's parent / guardian.

## 2.8 Disciplinary Action

Code of Conduct breaches can occur at varying levels and therefore varying levels of discipline are necessary. It is the responsibility of the Coaching Staff and the organizers overseeing the event, to assess and take possible disciplinary action for minor infractions. All alleged major and minor infractions require a written statement. All alleged major infractions must be processed by a Team BC Disciplinary Committee. In addition to the provisions of this Policy, officials of Team BC may contact local police concerning the behaviour of any Team BC member, if appropriate to do so. It should also be noted members may also be subject to further disciplinary procedures by the Provincial Sport Organization (PSO). I-SPARC may also take further disciplinary action after the conclusion of NAIG or the NAHC.

## 2.9 Incident Report Form

All disciplinary action taken against a member of Team BC must be supported with a written report to ensure the process is well-documented and transparent. All disciplinary action shall be reported in an Incident Report Form. All Incident Report Forms shall be confidential and kept in a safe, secure location. The need for an Incident Report Form applies to both minor and major infractions.

## 2.10 Appeals

Individuals subject to the Team BC Disciplinary Process will be given the opportunity to appeal any decision, before an Appeals Committee, within 14 days of a Team BC Disciplinary Committee providing notice of a decision. Appeals must be sent to the [safesport@isparc.ca](mailto:safesport@isparc.ca) mailbox. An appeal may be given if there was an error in the initial process, unfair practices followed or there is new evidence and/or facts that prove the initial decision unjust.



## 2.11 Appeals Committee (during NAIG or NAHC)

The individual in question has twelve (12) hours from the time of receiving a disciplinary decision to launch an appeal. Likewise, if Team BC Officials consider the disciplinary action taken to be unreasonable, harsh or lenient they shall have twelve (12) hours from the receipt of the decision to launch an appeal. In some circumstances, including when a member of Team BC has been removed from competition after testing positive for illicit drugs / narcotics or performance enhancing drugs or methods, appeals may occur at a later time. Decisions around a major infraction determination (e.g., when is an infraction minor or major) cannot be appealed.

The Appeals Committee will consist of a Team BC Official, a member of the Team BC Coaching staff, and the Team BC Youth Liaison (provided they are not on the same team). In the case where the Team BC Youth Liaison is a team member of the Appellant, a designated Youth Liaison will be appointed by a Team BC Official. Team BC Officials shall collect a list of Team BC members willing to serve on an Appeals Committee and select the members of Appeals Committees from this list. Team BC Officials may also request representatives from the Host Society and members of other delegations.

Appeals must be stated in writing and must be delivered to a Team BC Official, who will advise the person overseeing the initial disciplinary process. Team BC Officials shall convene a new committee and hold a hearing within twelve hours of the receipt of an appeal. The hearing shall be governed by such procedures as the committee sees fit, provided that the following principles are observed:

- The appellant shall be given at least twelve (12) hours' notice of the hearing;
- The appellant shall have the opportunity to address the Appeals Committee;
- The appellant may be accompanied by an advocate, legal counsel, designated support person, or Elder;
- The hearings shall be held in private;
- The Appeals Committee may request witnesses to the incident be present at hearing to provide evidence;
- The written decision given to individual with a copy to Team BC Officials (electronic or hard copy); and,
- All information regarding the disciplinary process shall remain strictly confidential.

## 2.12 Appeals Decisions

The Appeals Committee has the authority to uphold the decision of the discipline, reverse the decision, and/or modify any of the recommended disciplinary sanctions. The decision of the Appeals Committee shall be communicated to the appellant in writing (electronic or hard copy), with reasons and shall take effect immediately. All appeals decisions are final.

## 2.13 Advocate

All members of Team BC involved in a disciplinary situation shall have the right to seek the advice and assistance of an Athlete Advocate. Team BC has a Youth Liaison representative on the Team BC Mission Staff who is a trained youth advocate. The athlete may choose another advocate that is a member of Team



BC, an Elder or another individual who is willing and able to serve as an advocate. Advocates must be at least the age of majority.

### 3 Disciplinary Recommendations (Sanctions)

Outlined in the following section are the various levels of acceptable disciplinary sanctions. Other sanctions may be applied depending on the circumstances. All disciplinary decisions shall be made by the Disciplinary Committee and shall follow the guidelines laid out in the Team BC Code of Conduct.

#### 3.1 Minor Infractions

- Verbal or written reprimand
- Formal verbal apology to appropriate parties
- Formal written apology to appropriate parties
- Earlier curfew or restricted free time
- Service activity for the team (e.g., clean-up duty at Athlete's Village)
- Suspension from certain Team BC activities and privileges
- Suspension from competition
- Team BC clothing revoked
- Other sanctions considered appropriate by Team BC Officials

#### 3.2 Major Infractions or Repeated Minor Infractions

- Removal of Team BC or Athletes' Village privileges and/or accreditation
- Removal from a portion of or remainder of the competition
- Removal from Opening or Closing Ceremony
- Return of the offender home at their own (or their parents') expense
- Possible restriction and/or suspension of participation in future I-SPARC programs
- Other sanctions considered appropriate by Team BC Officials

#### 3.3 Examples of Infractions

Listed below are examples of minor and major infractions. This is not an inclusive or exhaustive list but is based on the standard of behaviour expected by Team BC members. For both minor and major infractions, the individual being disciplined will have an opportunity to respond to the allegations. The Chef de Mission or Assistant Chef de Mission has the authority to determine if an infraction not listed in this Team BC Code of Conduct is a minor or major one. Procedures and disciplinary range of action for dealing with the infraction will be based on the same guidelines as outlined in this Team BC Code of Conduct.



### 3.4 Examples of Minor Infractions

All minor infractions shall be reported to the Head Coach or Assistant Chef de Mission. The Head Coach or Assistant Chef shall determine appropriate disciplinary sanctions in accordance with the guidelines outlined in this policy. Minor infractions may include but are not limited to:

- Single instances of disrespectful or unsporting behaviour (e.g., spitting, swearing, verbal abuse, threats, racist / sexist / homophobic slurs, etc.);
- Being late, or absent from, Team BC activities or functions (without permission from Head Coach and Chef or Assistant Chef de Mission);
- Failing to follow the dress code;
- Use of tobacco, cannabis or vaping products by adults within the athlete accommodations, at official Team BC activities or functions, at practice / competition, or travel to and from Team BC activities;
- A minor disturbance or disruption after quiet time in team accommodations; and,
- Other similar infractions of minor severity.

### 3.5 Examples of Major Infractions

All major infractions shall be reported to the Head Coach and Assistant Chef de Mission. A Disciplinary Committee shall determine the appropriate disciplinary action in accordance with the guidelines outlined in this Code of Conduct. Decisions around a major infraction determination (e.g., when is an infraction minor or major) cannot be appealed. Major infractions may include but are not limited to:

- Repeated minor infractions;
- Use of tobacco products, cannabis or vaping products by minors (under 19 years of age);
- Unsportsmanlike conduct, such as fighting;
- Major disruptions after quiet time and curfew;
- Vandalism, damage, destruction to accommodations, facilities, vehicles, or equipment;
- Possession of or consumption of alcohol at any time; Intoxication at any time;
- Pranks, jokes, or other activities which endanger the safety of others;
- Possession or use of illegal / recreational drugs;
- An anti-doping rule violation under the Canadian Anti-Doping Program;
- Harassment, abuse, maltreatment (per the Universal Code to Prevent and Address Maltreatment in Sport – most recent version > UCCMS: <https://sportintegritycommissioner.ca/files/UCCMS-v6.0-20220531.pdf>);
- Failure of coaches to enforce discipline for minor infractions;
- Other similar infractions of major severity.



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## 4 Agreement

All members of Team BC, by way of their participation in the Team BC program and their signed consent to participate in NAIG, the NAHC, or any affiliated event(s), accept and agree:

- To abide by the guidelines and rules within the Code of Conduct and any further rules set out by Team BC, Host Society, accommodations / facilities / venues; and to accept actions taken for failure to abide by these guidelines and rules;
- To conduct themselves in a manner respecting the facilities, other players, officials, and coaching and administrative staff of Team BC while a member of Team BC and participant in NAIG, the NAHC, or any affiliated event(s).;
- That if found to be using or in the possession of drugs or alcohol or in violation of Team BC and/or the Host Society's rules and regulations that this shall result in immediate ejection from the Team BC program;
- That if dismissed from the program, he / she may be sent home immediately at the expense of the athlete / athlete's family by whatever means is most appropriate for Team BC. Further, if dismissed from the program or event regardless of date / time, the Team BC fee or any subsequent costs related to Team BC will not be reimbursed.



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Physical Activity  
& Recreation Council

As a Team BC athlete, coach, manager, official, volunteer, contractor, or supplier, I, \_\_\_\_\_ shall adhere to I-SPARC's Team BC Code of Conduct set out in this document. I understand that failure to adhere to this Code may bring disciplinary actions.

Signature of Team BC Member: \_\_\_\_\_

Date (YYYY-MM-DD): \_\_\_\_\_

Signature of Parent / Guardian: \_\_\_\_\_

(if participant is under the age of 18)

Date (YYYY-MM-DD): \_\_\_\_\_