

Student Athlete Code of Conduct

Category:	Student
Number:	ST1
Responsibility:	Director of Ancillary and Student Services/Athletics Director
Approval:	Administration, August 14, 2015
Amendments:	As circumstances or legislation warrants; at least every 5 years

PURPOSE

All Members of Algoma University Varsity Athletic teams have the privilege of participating on their respective sport teams. Inherent in that privilege is the responsibility for student-athletes to conduct themselves in a manner that best represents Algoma University, Ontario University Athletics (OUA), Canadian Interuniversity Sports (CIS), and the City of Sault Ste. Marie. The purpose of this policy is to outline the conduct expectations for Algoma University student-athletes and possible sanctions for violations.

SCOPE

This policy applies to all student-athletes who are participating in any of Algoma University's Varsity Sports.

POLICY

The Algoma University Athletics and Recreation Department requires that all student-athletes conduct themselves in a manner consistent with the tradition of athletic excellence and high values expected and maintained at Algoma University, within the OUA, and the CIS. All students are expected to understand that they are required to behave at all times in a manner consistent with the Algoma University Student Code of Conduct, both Academic and Non-Academic, and will be subject to discipline under the codes for any violations. It is also expected that student-athletes will abide by and act in accordance with all OUA and CIS league regulations and policies regarding an individual's ethical and athletic participation in competition. The Head Coach is responsible for the establishment and implementation of team rules, behavioral expectations, and team philosophy. The Athletics and Recreation Department has established general expectations that each student-athlete and team is required to follow.

Behavioral Expectations

The Algoma University Department of Athletics and Recreation holds the following expectations for all student-athletes. Student athletes must:

- Demonstrate a commitment to behaviour that will enhance the image of Algoma University by treating your teammates, opponents, officials, spectators, media and the public in general with respect and consideration. This policy does not address a specific behavior. Students-Athletes and teams are expected to conduct themselves and their activities in a spirit of social responsibility and respect for others;
- Abide by the rules and regulations of their sport as set out by the OUA, the CIS, and other sport governing bodies;
- Follow all team rules established by the department and individual team;
- Follow all Algoma University Academic regulations and refrain from any violations of the Academic Dishonesty Policy;
- Conduct themselves in an acceptable manner while attending class and other academic related venues. Student-Athletes are required to follow all rules established in the classroom by their faculty member;
- Follow all policies pertaining to the use of University service, including, but not limited to: parking, computer labs, library, campus bar, the George Leach Centre, and university residences;
- Conduct themselves in the spirit of sportsmanship behaviour in all situations;
- Refrain from using any substance from the Canadian Centre for Ethics and Sport banned substance list;
- Refrain from intentional damage to the property of others, including, but not limited to: hotel rooms; facilities at Algoma or at other Colleges or Universities; transportation vehicles, or personal belongings of others;
- Treat others with the utmost respect and dignity, which includes, but is not limited to:
 - Refraining from sexist, racist or discriminatory language and/or behaviour;
 - Refraining from inappropriate sexual misconduct as defined by Algoma University's Sexual Misconduct Policy;
 - Refraining from harassment or violent behaviour towards others;
 - Appropriate and acceptable use of Social media as defined by Athletics and Recreation Department Social Media Policy;
- Follow all Municipal, Provincial and Federal laws;
- Refrain from the consumption of alcohol while at the site of athletic events/contests, competitions or practices;
- Refrain from the use of any hazing or initiation type of activity;
- Report any known violations of the policies outlined in this document in order to foster an environment of exemplary behaviour.

Hazing

Under no circumstances will any acts of hazing be tolerated. Student-Athletes found to be in violation of this policy will be dealt with under the student code of conduct and subject to removal from the varsity athletic program

Hazing activities are defined as: Any action taken or situation created, as part of initiation to, or continued membership on, a varsity team, which:

- 1) Produces or could be expected to produce mental or physical discomfort, harm, or stress; embarrassment; harassment; or ridicule;
- 2) Violates university policy, the student code of conduct, or the law. This applies to behaviour on or off University premises, and on social media.

Reporting Violations

Any person may advise the Director of Ancillary and Student Services, the Director of Athletics and Recreation or a coach, when they believe a violation of the Algoma University Student Code of Conduct or the Algoma University Student Athlete Code of Conduct has occurred. Once a report is received, an investigation will be launched as outlined by the appropriate policy.

PROCEDURES

Violations that **fall solely under the responsibility** of the Algoma University Student Athlete Code of Conduct and the Department of Athletics and Recreation will be dealt with under the procedures set out in this Code.

- A) Immediately upon being informed that a violation may have occurred, a head coach may suspend the participant(s) pending an investigation.
- B) Immediately upon receipt of the information that a violation may have occurred, the Director of Ancillary and Student Services and the Director of Athletics and Recreation will conduct an investigation. The Directors will attempt to conclude the investigation within 48 hours due to the time sensitive nature of varsity schedules.
- C) If the Director concludes that there has not been misconduct, all parties will be informed and no further action will be taken.
- D) If the Director concludes that a violation has occurred, a sanction will be issued.
- E) The student athlete will have the opportunity to appeal if they so choose.

Sanction recommendations will be based on the findings of the investigation, the number and nature of the offenses (if any), and any extenuating circumstances which might exist. Decisions will be based on a preponderance of evidence, meaning that the evidence shows it is more likely than not that the alleged violation has occurred. It is suggested that the evidence should be clear and compelling. It is not necessary that the case be proven beyond a reasonable doubt.

Appropriate sanctions for a violation of the Student Athlete Code of Conduct include, but are not limited to:

- Formal warning
- Restriction of playing or practice time
- Suspension of student-athlete(s) for one or more competitions
- Suspension of team captain(s),
- Withdrawal of team funding,
- Termination of team program

If the infraction falls under any other Algoma University Policy, then it will be the responsibility of those policy holders to conduct the investigation and sanction as required. The student athletes will be suspended from competition until the investigation is complete and bound to the timelines, if any, identified in those particular policies. Those policy holders may consult with the Director of Ancillary Services and the Director Athletics and Recreation to determine if additional sanctions should be considered that will prohibit or restrict the student athlete's participation in varsity athletics.

Appeals

Appeals of sanctions that were issued as a result of direct violation of the Student Athlete Code of Conduct must be done in writing to Vice President of Finance and Administration within 10 days of the decision. Upon receiving the appeal, the Vice President of Finance and Administration will form an Appeals Committee consisting of: one student athlete (from non-offending team), one member of the Algoma University Student Union Executive, and one varsity coach (from non-offending team).

An appeal will only be considered for the following purposes:

- a) To determine whether the original hearing was conducted fairly.
- b) To determine whether the decision reached regarding the accused student-athlete was based on substantial evidence.
- c) To determine whether the sanction(s) imposed was appropriate or justified for the violation.
- d) To consider new evidence, sufficient to alter the decision or other relevant facts not brought out in the original hearing, because such evidence and/or facts

The Appeals committee will review the original evidence that led to the sanction, as well as any new evidence, and further investigate as they see fit. The appeals committee will make every attempt possible to render its decision within 72 hours due to the time sensitive nature of varsity schedules.

If the sanction falls under any other Algoma University Policy, student athletes will be required to follow the appeal process identified if said policy should one exist.