



Code of Conduct Policy

Implementation Date: 1990

Amendment Dates: Mar.'99 (#E.00.03S), Mar'98 (#E.98.02S), Nov.'93, Nov.'05 (#E.05)

“Sport is intended to build character, to teach the virtues of dedication, perseverance, endurance and self-discipline. Sport helps us learn from defeat, as much as from victory. We look to sport to impart moral and social values, about a healthy integrated society.” Charles Dubin, *Dubin Report*

Water Ski and Wakeboard Canada Values

- * Water Ski and Wakeboard Canada values the principles of fair play.
- * WSWC admires and encourages the pursuit of excellence, but we do not endorse a win at all costs attitude.
- * WSWC values respect for officials and acceptance of their decisions.
- * WSWC values equal opportunity.
- * WSWC respects the rights of others and the properties of others.
- * WSWC values honesty and respect for the law.

National Team, Development Team, and Junior Team athletes, coaches, support personnel, and administrators are viewed as role models, and ambassadors of Water Ski and Wakeboard Canada, at national and international events. Consequently, it is incumbent upon them to conduct themselves in, at worst, a neutral innocuous manner, and preferably, in an exemplary manner. Some of the responsibilities associated with membership on the team, and support entourage include:

- to be drug free / to encourage skiers to be drug free
- to be ethical
- to strive for excellence
- to adhere to training programs / to encourage skiers to adhere to training programs
- to act as role models and ambassadors
- to act in a responsible manner

Given all the above, the following list illustrates conduct which is inconsistent with WSWC values, and the responsibilities associated with the privilege of being affiliated with the team. The following list of unacceptable conduct, is not an all inclusive one, and is presented to illustrate a sampling of unacceptable behaviors and is intended to describe minor as opposed to major:

Minor Infractions

- verbally abusive, disrespectful, offensive, racist or sexist behavior,
- being late for curfew , or, being late or absent from an official event activity (i.e. seminar, meeting, competition, etc.)
- unsportsmanlike conduct,
- disturbance or disruption,
- failing to follow dress code at official event activity,
- any other similar infractions of minor severity.

Major Infractions

- repeated, more than twice, minor infractions
- purchasing / providing alcoholic beverages for skiers under the legal age
- loaning identification to under age skiers
- drunkenness
- fighting
- physically abusive behavior
- sexual harassment



- using recreational drugs
- using performance enhancing substances
- damaging property
- vandalizing
- theft of property
- breaking the law
- pranks, jokes, or other activities which endanger the safety of others
- other similar infractions of major severity

Zero Tolerance Infractions

- possessing or drinking alcoholic beverages under if under 21 years of age (as of the date of the infraction) at WSWC organized activities),
- possessing, or smoking tobacco products under the legal age*, or under a minimum age of 18 years (as of the date of the infraction),
- possessing or taking illegal, banned, or unprescribed drugs.
- breaking the law*

* as defined by the province, state, country where the event is taking place.

Repercussion / Consequences of not behaving in a responsible manner

In the event that a member/coach/support personnel/official/administrator does not behave in a responsible manner the on-site WSWC Representative In Charge is responsible to mediate an infraction. The on-site WSWC Representative In Charge at competitions is the WSWC designated Head Coach. For other events it is the highest ranking WSWC volunteer (i.e. President, Executive Board member, Committee Chair, etc. In that order). After consultation with other WSWC Representatives, the on-site WSWC Representative In Charge shall be empowered to apply singly, or in combination, the following sanctions:

Minor Infractions

- earlier curfew
- verbal or written reprimand
- formal verbal apology (witnessed)
- formal written apology (hand delivered)
- suspension from certain team activities for the remainder of the event
- other sanctions as may be considered appropriate

Major Infractions

- revoking uniform
- removal of certain team privileges
- confined to room for a prescribed period of time
- being sent back to the travel point of origin, or homebase
- other sanctions as may be considered appropriate, including suspension from future WSWC program/event activities.

Zero Tolerance Infractions

- being sent back to the travel point of origin, or homebase. Being removed from the competition if necessary
- in the case of drug use, WSWC's Anti-Drug Policy is enacted
- other sanctions as may be considered appropriate.

Any additional costs accrued as a result of the sanction being applied, may be at the expense of the person committing the infraction.

The on-site WSWC representative in charge is responsible to keep a written log of all infractions (minor, major, or zero tolerance). The log shall include a description of the infraction, time of infraction, persons involved, and the resultant reprimand levied.



Within seven days after the event the on-site WSWC representative in charge will write an incident report for the WSWC Executive Board, and notify the person committing the infraction, in writing: the details of the infraction, the process used to determine the sanction, and confirmation of the sanction levied.