

# STUDENT-ATHLETE CODE OF CONDUCT: 2018-2019



Athlete's Full Name
Team

The Intercollegiate Athletic program at Augustana facilitates the personal growth and education of students through their participation in a comprehensive program of intercollegiate sports. As an integral part of the University, the Intercollegiate Athletic program actively promotes fair competition, fosters the pursuit of academic and athletic excellence, supports core institutional values of equity and diversity, and provides community enrichment.

The University is proud of the high caliber of its student-athletes. The Intercollegiate Athletic program is committed to the guiding principles of honesty, integrity, respect, ethical conduct, teamwork, and hard work in support of student-athletes in their roles as scholars, athletes, campus leaders, and community members.

The University expects its student-athletes to train and strive for their highest degree of athletic excellence and sportsmanship; to demonstrate academic integrity and accomplishment; and to conduct themselves responsibly as members of the campus and larger community.

## I. Standards of Conduct

It is a privilege and not a right to be a student-athlete and every student-athlete is expected to conduct himself or herself in a manner that exhibits honor and respect to the team, department, University, and surrounding community for the duration of his or her tenure as a student-athlete. As a member of the student body at Augustana, each student-athlete must act in accordance with the Code of Student Behavior as published by the institution (<https://www.ualberta.ca/governance/resources/policies-standards-and-codes-of-conduct/code-of-student-behaviour>) in addition to the following (as applicable):

- Municipal ordinances, and Provincial and federal laws, both civil and criminal ("laws")
- Canadian Colleges Athletic Association (CCAA)
- Alberta Colleges Athletic Association (ACAC)
- Cross Country Canada
- Biathlon Canada
- Augustana Faculty, University of Alberta
- Residence Community Standards
- Department of Athletics
- Team Rules

For clarification of the governing authorities, student-athletes should consult with a member of the coaching staff or administration. Violation of any of the standards of conduct encompassed in these authorities may result in discipline as described in Section IV below, as well as civil and/or criminal liability. All documented violations of this Code of Conduct will be reported to Augustana Athletics and may result in further disciplinary action.

**Reporting Obligation.** Every student-athlete is obligated to report his or her violations of this Code of Conduct to his or her Head Coach or to the Director of Athletics within 24 hours of such violation. This obligation is in effect year-round, including semester and summer breaks.

(Initial Section I) \_\_\_\_\_

## II. Definitions

- A. Student-Athlete.** Once a student is accorded the status of a varsity athlete, he or she is expected to act in accordance with this Code of Conduct until the completion of eligibility, including semester and summer breaks, or such time that he or she is no longer a student-athlete at Augustana. Students are bound by this Code at the point at which they are enrolled in the institution.
- B. Team Function.** An athletic team function is defined as any gathering, whether on or off-campus, formal or informal, where the intent or reason to gather is to conduct business or engage in any athletic or social activity related to the team's purpose, and organized, arranged or initiated by Athletic Department staff, or team members. If any standards established by the governing authorities are violated during a team function, and there is no clear evidence that the team attempted any restraining action through its members, the team will be held responsible and disciplinary action taken.
- C. Hazing.** Hazing is any act whether physical, mental, emotional or psychological, that subjects another person, voluntarily or involuntarily, to conduct that may abuse, mistreat, degrade, humiliate, harass or intimidate the person, or which may in any fashion compromise the inherent dignity of the person. In addition, any requirements by a team member that compel another member to participate in any activity which is against University policy or law will be defined as hazing.
- D. Sportsmanship.** Sportsmanship shall be defined in accordance with the standards of the CCAA, ACAC, CCUNC, Biathlon Alberta and the University Athletic Department. In general, a sportsperson is one who can take a loss or defeat without complaint, a victory without gloating, and who treats opponents with fairness, generosity and courtesy. Sportsmanship is defined as, respect for oneself, teammates, coaches, officials, opponents, and property. Sportsmanship also requires maintaining self-control, and refusing to be drawn into or encourage physical conflict not otherwise required by proper execution of the sport. All student-athletes are obligated to represent themselves, the team, the Athletic Department, the University, their families, and their communities, with the highest level of sportsmanship.

(Initial Section II) \_\_\_\_\_

### III. Prohibited Conduct.

Prohibited conduct includes violation of any of the standards established by the governing authorities identified above. By way of illustration, and without limitation of those prohibitions, student-athletes must not violate any of the policies described below (which are described in more detail at <http://www.governance.ualberta.ca/> and/or the Canadian Colleges Athletic Association Manual.

**A. Academic Integrity.** All academic work (e.g., homework assignments, written and oral reports, creative projects, performances, in-class and take-home exams, extra credit projects, research, theses and dissertations) must satisfy the following four standards of academic integrity:

- i.** All ideas, arguments, and phrases, submitted without attribution to other sources, must be the creative product of the student. Thus, all text passages taken from the works of other authors must be properly cited. The same applies to paraphrased text, opinions, data, examples, illustrations, and all other creative work. Violations of this standard constitute plagiarism.
- ii.** All experimental data, observations, interviews, statistical surveys, and other information collected and reported as part of academic work must be authentic. Any alteration, e.g., the removal of statistical outliers, must be clearly documented. Violations of this standard constitute fabrication.
- iii.** Students may only collaborate within the limits prescribed by their instructors. Students may not complete any portion of an assignment, report, project, experiment or exam for another student. Students may not provide information about an exam (or portions of an exam) to another student without the authorization of the instructor. Violations of this standard constitute collusion.
- iv.** Students must adhere to the guidelines provided by their instructors for completing coursework. For example, students must only use materials approved by their instructor when completing an assignment or exam. Students may not present the same (or substantially the same) work for more than one course without obtaining approval from the instructor of each course. Violations of this standard constitute cheating.

For more information on Academic Integrity, please see <https://www.deanofstudents.ualberta.ca/en/AcademicIntegrity.aspx>

**B. Unexcused Class Absences and Poor Academic Performance.** Student-athletes are expected to attend class regularly and punctually, and to fulfill course load and academic performance requirements. Failure to meet such obligations may affect eligibility to participate in team sports and scholarship eligibility, as well as academic standing.

**C. Alcohol.** Prohibited acts include (1) Possessing or consuming alcohol if under the age of 18, (2) Operating a motor vehicle while under the influence of alcohol, (3) Misrepresenting one's age for the purpose of purchasing, possessing, or consuming alcohol, (4) Purchasing, furnishing, or serving alcohol to or for an underage person, (5) Being dangerously intoxicated to the point where Provincial law mandates being taken into custody, (6) Other prohibited acts as outlined in the University of Alberta's Code of Student Behaviour (7) Violations of additional Team Rules regarding alcohol use including consuming alcohol less than 48 hrs prior to competition, and/or (8) Consumption of alcohol during team travel, or at team functions excluding Color Night.

**D. Other Drugs.** Prohibited acts include (1) Possessing or using illegal substances, as defined by law, (2) Possessing or using controlled substances as defined by law (provided that controlled substances may be taken pursuant to a properly issued prescription in the amount prescribed), (3) Distributing, selling, or possessing with the intent to distribute illegal or controlled substances, as defined by law, (4) The use of tobacco products by a student athlete during practice, competition, or other team functions, (5) Other prohibited acts as described in the U of A's Code of Student Behavior.

**E. Nutritional or Dietary Supplements.** Many nutritional/dietary supplements contain substances banned by the CCES. In addition, the Health Canada does not strictly regulate the supplement industry; therefore, the purity and safety of nutritional/dietary supplements cannot be guaranteed. Impure supplements may lead to a positive CCES drug test and thus affect the eligibility of student-athletes. To avoid violation of this standard, as questions arise student-athletes should contact the team physician or athletic trainer and/or consult the list of banned drugs as described in CCES manual.

**F. Hazing.** Hazing in connection with membership or participation in University athletic teams or team activities is strictly prohibited. See definition of "hazing" above and the Department of Athletics' Student- Athlete Agreement Concerning Hazing, attached.

**G. Violence.** Augustana is committed to creating and maintaining a community in which its members are free from all forms of harassment, exploitation, intimidation, and violence. Augustana's violence prevention policies, and response procedures for violent incidents, are intended to protect the health and safety of the campus and the community and ultimately to advance the educational mission of the University. Student-athletes are prohibited from engaging in violent acts including assault on a person or property, hate crimes, hazing, stalking, sexual violence, or any other conduct prohibited by University policy and/or law.

**H. Sexual Assault.** Sexual assault is any sexual contact forced on another person through any means including, but not limited to, threats to harm them or another, intimidation, coercion, or lack of consent. If someone is pressured or intimidated into sexual contact, or is otherwise mentally or physically incapable of consent, Augustana considers this sexual assault. Sexual assault is prohibited regardless of sexual orientation or gender of the perpetrator or victim. For more information on the Augustana's policy on sexual assault, including the rights of and resources available to victims of sexual assault, please see [www.sac.ualberta.ca](http://www.sac.ualberta.ca).

**I. Harassment.** "Harassment" means an incident or incidents of verbal, written, visual, or physical conduct based on or motivated by a student's or a student's family member's actual or perceived race, creed, color, national origin, marital status, sex, sexual orientation, or disability that has the purpose or effect of objectively and substantially undermining and detracting from or interfering with a student's educational performance or access to school resources or creating an objectively intimidating, hostile, or offensive environment.

For more information on the Augustana's policy on harassment, please see <https://www.ualberta.ca/vice-president-finance/audit-and-analysis/about-audit-and-analysis/office-of-safe-disclosure-and-human-rights>

**J. Stalking.** The University defines stalking as willfully, maliciously, and repeatedly following, contacting, or harassing another person or series of people in a manner that would cause a reasonable person to feel frightened, intimidated, threatened, harassed, or molested. For more information

on stalking, see <https://www.ualberta.ca/vice-president-finance/audit-and-analysis/about-audit-and-analysis/office-of-safe-disclosure-and-human-rights>

**K. Disrespect.** At all times, student-athletes are required to comport themselves in a manner respectful of themselves, their team, their coaching staff, the University and its Athletic Department, game officials, opponents, and property. Student-athletes are to refrain from disrespectful conduct such as unsportsmanlike conduct; profane, abusive, demeaning, harassing, threatening or obscene expression; or deliberate damage to equipment or other property. Disrespectful conduct will be reviewed by the Head Coach and Director of Athletics and may result in disciplinary action.

**L. Poor Sportsmanship.** Student-athletes at Augustana are held accountable to a high standard of ethical conduct in all activities affecting the athletics program, whether as a participant or as a spectator. "Unsportsmanlike" conduct, as defined by the CCAA, ACAC, CCUNC, Biathlon Alberta or Augustana, will be reviewed by the Director of Athletics and may result in disciplinary action.

**M. Gambling and Bribery.** Student-athletes shall not knowingly (1) Provide information to individuals involved in organized gambling activities concerning intercollegiate athletics competition, (2) Solicit a bet on any intercollegiate team, (3) Accept a bet on any team representing the institution, (4) Solicit or accept a bet on any intercollegiate competition for any item that has tangible value (e.g. cash, clothing or equipment, meals), and/or (5) Participate in any gambling activity that involves intercollegiate athletics or professional athletics through a bookmaker, a parlay card or any other method employed by organized gambling.

**N. Failure to Meet Team Obligations.** Student-athletes must complete training requirements; arrive promptly for team practices, meetings, and departures for away games and other team events; attend team functions; and otherwise fulfill their responsibilities as team members. Absences must be excused in advance by the Head Coach unless an unforeseeable emergency arises.

**O. Conduct Unbecoming an Augustana Student-Athlete.** At all times Augustana student-athletes are expected to conduct themselves responsibly within the Athletic Department, campus, and larger community. Behavior that reflects negatively on themselves, their team, the Athletic Department, or the University may be grounds for disciplinary action.

**P. Special Notice on Social Media usage:** As a representative of the Department of Athletics and Augustana Campus, you are always in the public eye. Please keep the following in mind as you participate on social media platforms:

- i. Understand that anything posted online is available to anyone in the world. Any text or photo placed online is out of your control the moment it is placed online—even if you limit access to your profile or platform(s).
- ii. You should not post any information, photos, or other items online that could embarrass you, your family, your team, the Department of Athletics, or University of Alberta Augustana Campus. This includes information, photos and items that may be posted by others on your profile or platform(s).
- iii. Behavioral expectations in the online world are the same as in the real world. Student-athletes could face discipline or sanctions as described below for policy violations revealed online.

(Initial Section III) \_\_\_\_\_

**IV. Disciplinary Process and Sanctions.** The Department of Athletics disciplinary process is independent of, and supplements, the University judicial process. Sanctions will vary depending on the type and circumstances of the violation, but may without limitation include loss of athletics program eligibility and/or scholarship.

When the Department of Athletics becomes aware of an alleged violation of this Code of Conduct, the Director of Athletics or her/his designee ("the AD") will take reasonable steps to verify the validity, reliability, and accuracy of the report. These steps may include interviews of students and employees, or of non-University persons having knowledge of relevant facts; examination of documents; and other steps necessary for the AD to determine the merits of the report. A meeting with the student-athlete will ordinarily occur before any discipline is imposed; however, in extenuating circumstances, the AD may suspend the student-athlete before the meeting.

Determination of responsibility will be based on a preponderance of evidence and information available. A first-time offense may be serious enough to warrant any of the possible sanctions listed in IV.F below. A student-athlete's refusal to participate and cooperate in an Athletic Department or Conference investigation of a possible violation of this Code of Conduct may itself constitute a basis for disciplinary action.

**A. Violations of Team Rules.** Head Coaches will establish team rules consistent with this Code of Conduct. Team rules shall be in writing and distributed to team members at the start of each academic year or the beginning of the playing season, whichever comes first.

The Head Coach and the Director of Athletics each has the authority to impose sanctions for the violation of team rules, provided that the Head Coach shall not impose the sanction of suspension or expulsion from the team without the approval of the Director of Athletics, or designee.

**B. Violation of Rules or Policies other than Team Rules.** For violations of rules and policies other than team rules (e.g., violations of CCAA rules, the Student Code of Behavior, etc.) the Head Coach may impose sanctions with the approval of the Director of Athletics, or designee.

**C. Violation of Criminal Law.** When a student-athlete has engaged in conduct alleged to be in violation of criminal law, immediately upon receipt of notice of such possible violation the Head Coach must report the information to the Director of Athletics.

Student-athletes arrested for, or charged with, violating the criminal law will be placed on immediate administrative suspension from involvement in team activity pending further investigation. If a violation would constitute a misdemeanor, the Head Coach may in the exercise of his/her reasonable discretion lift the administrative suspension. If a violation of law would constitute an indictable offence, the administrative suspension may be lifted only upon authorization of the Director of Athletics. In all cases in which a student-athlete is arrested for or charged with illegal use of drugs, illegal gambling, or sexual misconduct or violence, the student-athlete will be immediately suspended, and the suspension may be lifted only by the Director of Athletics or immediate supervisor.

The Head Coach may, for violation of criminal law, impose team sanctions on the student-athlete apart from suspension with the approval of the Director of Athletics.

**D. Multi-Sport Athletes.** Multi-sport athletes will not be relieved of any sanctions previously imposed in connection with rules violation while participating in another team sport when changing sports.

**E. Underage Alcohol Violation.** An underage alcohol violation will minimally be sanctioned with probation, the terms of which will be determined jointly by the Director of Athletics and the Head Coach.

**F.** Possible sanctions include but are not limited to:

- i.** Warning. The issuance of a written warning.
- ii.** Probation. Special status with conditions imposed for a limited time.
- iii.** Community Service.
- iv.** Restitution. Payment for damaged property.
- v.** Temporary Suspension. Removal of a student-athlete from all Athletic Department activities, including athletic participation in team events, for a limited period of time.
- vi.** Suspension. Removal of a student-athlete from all Athletic Department activities, including athletic participation in team events, for a specified period of no less than one season.
- vii.** Expulsion. Permanent removal from a team and/or Athletic Department activities.
- viii.** Withdrawal of Financial Aid. Termination of athletic-related financial aid at first opportunity allowable by Sport Governing Body regulations.

(Initial Section IV) \_\_\_\_\_

## **V. Appeals**

A student-athlete who is subject to season-long suspension or expulsion from athletics team participation, or whose scholarship would be affected by a sanction imposed by the Athletic Director, may request for appeal from these sanctions. The appeal must be made, in writing, to the Dean of Students office within 3 business days of the student-athlete's receipt of the notice of sanctions. The appeal letter must explain the grounds for the appeal (e.g. new information, due process issue, abuse of discretion). Such appeals will be heard by an Appeals Board consisting of the following voting members:

- Member of the Student Athletic Advisory Committee, or designee.
- Two Head Coaches, not from appellant's sport, appointed by Chair.
- Faculty representative, appointed by Chair.
- Associate VP/Dean of Students, or designee, Chair.

Upon receipt of the request for appeal, the Appeals Board will assemble as soon as is reasonably possible. The Board will conduct its investigation by hearing details of the case from the Director of Athletics, the appellant's Head Coach, and the appellant. The student-athlete will be given the opportunity to make an oral and written statement about the circumstances and why he or she feels reinstatement is warranted. A personal adviser may accompany the student-athlete. This advisor must be a member of the University community (e.g. student, faculty, or staff), and may play no other role in the hearing (e.g. as witness), and cannot speak or otherwise represent their advisees in the hearing. The Appeals Board will have the opportunity to review other relevant information, including information from public authorities, court records, law enforcement officers, University officers and agencies, and other persons.

Having gathered information about the case, the Appeals Board will meet privately to discuss the case. In reviewing the case for reinstatement, the Appeals Board may consider all the circumstances, including the nature of the offense, any aggravating or mitigating circumstances, any previous violations of the Student-Athlete Code of Conduct or the Code of Student Behavior the extent of the student's cooperation and acceptance of responsibility, and the conduct of the student since the offense. The Appeals Board must meet and render a decision within 5 business days of the appeal. Based on a majority of votes taken, the appeals board may uphold or modify the sanctions imposed by the Director of Athletics.

(Initial Section V) \_\_\_\_\_

## VI. Communication Plan

Although the process can appear time consuming, it is very important that we establish clear and consistent methods of communication that respects all members. It is incumbent on the person experiencing the issue to express concerns to the person(s) who is involved, just as it is incumbent on the involved party to listen actively, carefully and respectfully. This does not imply that either person must agree with the other, but rather that both sides of the issue are respectfully heard in a safe environment, without fear of retribution for coming forward to express their respective concerns in a professional manner. In doing this it is hoped that the matter can be resolved perhaps with an apology, or a strategy going forward such that both sides are respected.

### *Communication Plan Outline*

Viking Athletics is committed to the principle of treating all members with dignity and respect. Adherence to the concept of a communication plan is evidence of that respect. In an athletic context this simply means that we respect each other enough that if there are disagreements within the organization we will adopt the following very simple strategy:

1. If a member experiences a difference of opinion then it is the responsibility of the person experiencing the difficulty to first approach the person with whom the difficulty exists.
2. If the situation were not resolved then the dispute would move to the next highest level. For example if a dispute existed between an athlete and coach, the athlete would first approach the coach and attempt to resolve the issue. (Note: often it is helpful to enlist the services of your captain in such a situation).
3. If the situation is not resolvable at this level then the athlete is free to approach the Athletic Director.
4. If the situation is not resolvable at this stage then the next step is to the Supervisor directly responsible for the Athletic Director.

(Initial Section VI) \_\_\_\_\_

## VII. Referral to Counseling

Students who, in the judgment of their Team Coach or the Athletic Director, evidence a need for professional assistance will be referred to appropriate counseling resources. It is the student---athlete's responsibility to follow up on this referral and to adhere to professional recommendations.

(Initial Section VII) \_\_\_\_\_

## VIII. Records Privacy.

Federal and Provincial law, and related University policy, governing the access to student records applies to the administration of this Code of Conduct.

(Initial Section VIII) \_\_\_\_\_

## IX. Drug Testing

Student athletes competing in the ACAC, CCAA, Biathlon and Cross Country Skiing are required to consent in writing to drug testing under the terms of CCES policy on drug testing, as a condition of the privilege of participating in intercollegiate sports. Failure to provide such consent shall result in immediate suspension and possible permanent expulsion from the team.

(Initial Section IX) \_\_\_\_\_

## X. Student-Athlete Agreement Concerning Hazing

The Department of Athletics at Augustana supports only those activities which are constructive, educational, and inspirational and that contribute to the intellectual and personal development of students. Augustana Athletics unequivocally opposes any situation created intentionally to produce mental or physical discomfort, embarrassment, harassment or ridicule.

The Augustana Faculty, University of Alberta interprets hazing as any act whether physical, mental, emotional or psychological, which subjects another person, voluntarily or involuntarily, to anything that may abuse, mistreat, degrade, humiliate, harass or intimidate the person, or which may in any fashion compromise the inherent dignity of the person. In addition, any requirements by a member which compels another member to participate in any activity which is against university policy or provincial/federal law will be defined as hazing.

Actions and activities, which are prohibited, include, **but are not limited to**, the following:

- Any type of initiation or other activity where there is an expectation of individuals joining a particular team to participate in behavior designed to humiliate, degrade or abuse them regardless of the person's willingness to participate.
- Forcing, requiring or pressuring an individual to consume alcohol or any other substance.
- Forcing, requiring or pressuring an individual to shave any part of the body, including hair on the head.
- Any requirement or pressure put on an individual to participate in any activity, which is illegal, perverse, publicly indecent, contrary to genuine morals and/or beliefs, e.g., public profanity, indecent or lewd conduct or sexual gestures in public.
- Required eating of anything an individual would refuse to eat otherwise.
- Any activity or action that creates a risk to the health, safety or property of the University or any member of its community.

- Forcing or requiring calisthenics, such as push-ups, sit-ups and runs.
- Assigning or endorsing pranks such as stealing or harassment of another organization.
- Awakening or disturbing individuals during normal sleeping hours.
- Expecting or pressuring individuals to participate in an activity in which the full membership is not willing to participate.
- Physical abuse of any kind.
- Forcing, encouraging or pressuring someone to wear in public apparel, which is conspicuous, and not within the norm of what is considered to be in good taste.
- Engaging in public stunts and buffoonery.
- Nudity at any time or forced reading of pornographic material.
- Paddling, beating or otherwise permitting a member to hit other members.
- Having substances such as eggs, mud, paint and honey thrown at, poured on or otherwise applied to the body of a member.
- Morally degrading/humiliating games or other activity that makes a member the object of amusement, ridicule or intimidation.
- Subjecting a member to cruel and unusual psychological conditions. I have read the policy about hazing and understand the following:

(Initial Section X) \_\_\_\_\_

(Initial)\_\_\_\_\_ I agree and promise not to participate in any activity deemed to be hazing. I have read the above examples of hazing as described in the Augustana Faculty, University of Alberta Hazing Policy.

**XI. Agreement/Waiver**

I understand and agree that I am required to know, understand and follow the standards contained in the Augustana Department of Athletics Student-Athlete Code of Conduct. In addition, I understand and agree that I am responsible for knowing, understanding, and following the rules, policies, and procedures contained in the complete Code of student behavior found at (<http://www.governance.ualberta.ca/>)

I grant permission to the Director of Athletics, the University's Communications staff and their designate(s) to include images of me and customary information about me in the Department's media information, website, event programs, and other publications. I also grant permission to those officials to release to the media information related to alleged violations of this Code of Conduct or other disciplinary rules, as necessary to respond to media inquiries or to ensure the fairness and accuracy of public information.

(Initial Section XI) \_\_\_\_\_

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Student-Athlete

\_\_\_\_\_  
Sport(s)

\_\_\_\_\_  
Printed Name of Student-Athlete

\_\_\_\_\_  
Signature of Head Coach

\_\_\_\_\_  
Signature of Director of Athletics