SASKATCHEWAN HIGH SCHOOLS ATHLETIC ASSOCIATION (SHSAA)

CODE OF CONDUCT AND ETHICS

Effective date	JUNE 18, 2024
Archived date	-
Date last reviewed	JUNE, 2026
Scheduled review date	JUNE, 2028
Replaces and/or amends	SHSAA Code of Conduct and Ethics approved June 25, 2021
Approved by and date	SHSAA Board of Directors, SEPTEMBER 14, 2026
Appendix(-ces) to this Policy	-

Purpose

1. The purpose of this Code is to supplement the existing Conduct Policy, Spectator Conduct, and Code of Ethics for players, coaches, and officials (included as Appendix A) and to ensure a safe and positive environment within the programs, activities, and Events of SHSAA by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the applicable organization's core values and policies. SHSAA supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals can safely participate in our sport and are treated with respect and fairness.

Application of this Code

2. This Code does not preclude the application of the Code of Professional Ethics for Saskatchewan Teachers for any individuals in coaching and/or supervisory roles responsible for school teams and students.

3. This Code applies to any Individual's conduct during the business, activities, and Events of SHSAA including, but not limited to, competitions, practices, evaluations, treatment or consultations (e.g., massage therapy), training camps, travel associated with organizational activities, the office environment, and any meetings or social Events.

4. This Code also applies to Individuals' conduct outside of the business, activities, and Events of SHSAA when such conduct adversely affects the organization's relationships (and the work and sport environment) or is detrimental to the image and reputation of SHSAA. Such applicability will be determined by SHSAA in its sole discretion.

5. This Code applies to Individuals active in high school sport or who have retired from high school sport where any claim regarding a potential breach of this Code occurred when the Individual was active in the sport.

6. In addition, breaches of this Code may occur when the Individuals involved interacted due to their mutual involvement in high school sport or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the Individual(s).

7. Any Individual who violates this Code may be subject to sanctions pursuant to the *Discipline and Complaints Policy*. In addition to facing possible sanctions pursuant to the *Discipline and Complaints Policy,* an Individual who violates this Code during a competition may be removed from the competition or training area, and the Individual may be subject to further sanctions.

UCCMS

8. The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) was adopted by SHSAA on June 18, 2024 and shall be incorporated into this Code by reference as if set out in full herein. Any modifications or amendments made to the UCCMS by the Sport Dispute Resolution Centre of Canada (SDRCC) shall come into effect immediately upon their adoption by the SDRCC, without the need for any further action by SHSAA or its Members.

Responsibilities

9. Individuals have a responsibility to:
    a) Maintain and enhance the dignity and self-esteem of other Individuals by:
        i. Treating each other with the highest standards of respect and integrity;
        ii. Focusing comments or criticism appropriately and avoiding public criticism of Student-Athletes, coaches, officials, organizers, volunteers, employees, or other participants;
        iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
        iv. Acting to correct or prevent practices that are unjustly discriminatory;
        v. Consistently treating individuals fairly and reasonably; and
        vi. Ensuring adherence to the rules of the sport and the spirit of those rules
    b) Refrain from any behaviour that constitutes Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, Discrimination or any form of Maltreatment or Prohibited Behaviour
    c) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
    d) Refrain from consuming tobacco products, cannabis, or other recreational drugs[4] while participating in the programs, activities, Events of SHSAA or representing SHSAA at any such programs, activities or Events
    e) In the case of Minors, not consume alcohol, tobacco, or cannabis at any Event
    f) In the case of adults, not consume cannabis in the Workplace or in any situation associated with Events (subject to any requirements for accommodation), not consume alcohol during competitions (except where permitted in accordance with provincial licensing regulations) and manage the responsible consumption of alcohol in any other situation
    g) Respect the property of others and not wilfully cause damage
    h) Promote sport in the most constructive and positive manner possible
    i) When driving a vehicle,
        i. Not have their license suspended;
        ii. Obey traffic laws at all times;
        iii. Not be under the influence of alcohol, cannabis or illegal drugs or intoxicating substances;
        iv. Have valid insurance; and
        v. Refrain from using a mobile device or engaging in any activity that would constitute distracted driving

[4] Recreational drugs are commonly considered to be substances such as amphetamines, cocaine, cannabis, ecstasy, heroin, ketamine, LSD, magic mushrooms.

j) Adhere to all federal, provincial, municipal and host country laws
k) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition or para-classification, and/or refrain from offering or receiving any benefit which is intended to manipulate the outcome of a competition. A benefit includes the direct or indirect receipt of money or other anything else of value, including, but not limited to, bribes, gains, gifts, preferential treatment, and other advantages
l) Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of SHSAA and those of any other sport organization with authority over the individual, as applicable and as adopted and amended from time to time
m) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions involving an Individual to SHSAA, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or Prohibited Substance or Method

Directors, Committee Members, and Employees

10. In addition to Section 9 (above), directors, committee members, and employees of SHSAA will have additional responsibilities to:
    a) When performing their role as a director or committee member or employee of SHSAA, ensure that they respect their duty of loyalty to SHSAA and refrain from engaging in any activity or behaviour that could constitute a conflict of interest
    b) Ensure their loyalty prioritizes the interests of SHSAA
    c) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of Individuals' confidence
    d) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
    e) Conduct themselves openly, professionally, lawfully and in good faith
    f) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
    g) Behave with decorum appropriate to both circumstance and position
    h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws
    i) Respect the confidentiality appropriate to issues of a sensitive nature
    j) Respect the decisions of the majority and resign if unable to do so
    k) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
    l) Have knowledge and understanding of all relevant policies and procedures

In addition to the responsibilities described above, one board member and the SHSAA Safe Sport Liaison must also complete the Canadian Centre for Ethics in Sport's Governance Essentials e-learning course.

Coaches, Instructors, Trainers, and Student-Athlete Support Personnel

11. In addition to Section 9 (above), coaches, instructors, trainers and student-athlete support personnel (collectively, "coaches") have many additional responsibilities. The coach/Student-Athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the Student-Athlete. Coaches must understand and respect the inherent Power Imbalance that exists in this relationship and must not abuse it, either consciously or unintentionally. Coaches will:
    a) Avoid any behaviour that abuses the Power Imbalance inherent to their position as a coach
    b) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Student-Athletes
    c) Prepare Student-Athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm Student-Athletes
    d) Avoid compromising the present and future health of Student-Athletes by communicating and cooperating with sport medicine professionals (where applicable) in the diagnosis, treatment, and management of Student-Athletes' medical and psychological treatments
    e) Accept and promote Student-Athletes' personal goals and refer Student-Athletes to other coaches and sport specialists as appropriate
    f) Provide Student-Athletes (and the parents/guardians) with the information necessary to be involved in the decisions that affect the Student-Athlete
    g) Act in the best interest of the Student-Athlete's development as a whole person
    h) Comply with all established responsibilities and obligations as set out by the coach's professional governing body, if any
    i) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or Prohibited Substances or Prohibited Methods and, in the case of minors, alcohol, cannabis, and/or tobacco
    j) Respect Student-Athletes competing for other schools and, in dealings with them, not discuss topics or take actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the Student-Athletes
    k) Except where there was a pre-existing relationship prior to the development of the coach-Student-Athlete relationship and there is otherwise no Power Imbalance, not engage in a sexual or intimate relationship with a Student-Athlete of any age in which the coach is in a position of trust or authority
    l) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights
    m) Dress appropriately
    n) Use inoffensive language, and take the audience being addressed into account (e.g., the age/maturity of the participants)

Student-Athletes

12. In addition to Section 9 (above), Student-Athletes will have additional responsibilities to:
    a) Adhere to their student-athlete agreement (if applicable)
    b) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete
    c) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations (including time controls or any other form of testing)
    d) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason
    e) Adhere to any rules and requirements regarding clothing and equipment
    f) Dress to represent the school and themselves appropriately
    g) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers

Officials

13. In addition to Section 9 (above), officials will have additional responsibilities to:
    a) Maintain and update their knowledge of the rules and any rule changes
    b) Not publicly criticize any Individual
    c) Place the safety and welfare of competitors, and the fairness of the competition above all else
    d) Work within the boundaries of their position's description while supporting the work of other officials
    e) Act as an ambassador of high school sport by agreeing to enforce and abide by provincial/territorial rules and regulations
    f) Take ownership of actions and decisions made while officiating
    g) Respect the rights, dignity, and worth of all Individuals
    h) Act openly, impartially, professionally, lawfully, and in good faith
    i) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
    j) Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Individuals
    k) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases communicate their situation to SHSAA or the individual(s) responsible for assignments as soon as possible
    l) When writing reports, set out the actual facts to the best of their knowledge and recollection
    m) Dress in appropriate attire for officiating
    n) Where applicable, adhere at all times to the rules of the high school activity that is being officiated and any applicable SHSAA amendments, as well as the rules of any other sport organization that has relevant and applicable authority over the official

Parents/Guardians and Spectators

14. In addition to Section 9 (above), parents/guardians and spectators at Events will, at all times:
    a) Encourage Student-Athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence
    b) Condemn the use of violence in any form

c) Never ridicule a participant during a competition or practice
d) Respect the decisions and judgments of officials, and encourage Student-Athletes to do the same
e) Support all efforts to eliminate verbal and physical abuse, coercion, intimidation, and sarcasm
f) Respect all competitors, coaches, officials and other volunteers
g) Never harass competitors, coaches, officials, parents/guardians, or other spectators

Anti-Doping

15. All Individuals shall:
    a) Abstain from the non-medical use of medications or drugs or the use of Prohibited Substances or Prohibited Methods as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force. SHSAA will respect any sanction imposed on an Individual as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules
    b) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision, who has been found to have committed an anti-doping rule violation and is serving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or any other applicable anti-doping rules
    c) Cooperate with any Anti-Doping Organization that is conducting an investigation into any anti-doping rule violation(s)
    d) Refrain from any offensive conduct toward a doping control official or other individual involved in doping control, whether or not such conduct constitutes Tampering as defined in the Canadian Anti-Doping Program

16. All Student-Athlete Support Personnel or other persons who are Using a Prohibited Substance or Prohibited Method without a valid and acceptable justification shall refrain from providing support to Student-Athletes that fall under SHSAA or its Members' jurisdiction.

Retaliation, Retribution or Reprisal

17. It is a breach of this Code for any Individual to engage in any act that threatens or seeks to intimidate another Individual with the intent of discouraging that Individual from filing, in good faith, a Report pursuant to any SHSAA policy. It is also a breach of this Code for an Individual remove opportunities, privileges or any other benefit from an Individual who has filed a Report against them or to file a Report for the purpose of retaliation, retribution or reprisal against any other Individual. Any Individual found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

Privacy

18. The collection, use and disclosure of any personal information pursuant to this Policy is subject to SHSAA's usual policies and practices regarding private and/or confidential information.