

High Performance Code of Conduct for Athletes

Section 1

SCA encourages participation and the pursuit of excellence in all aspects of bicycling. SCA grants the privilege of membership to individuals and groups committed to that mission. The privilege of membership may, therefore, be withdrawn or denied by SCA at any time where SCA determines that a member or prospective member's conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it. In order to assist all members to better serve the interests of those who participate in cycling, SCA has adopted this High Performance Code of Conduct. It is the not SCA's policy to try and dictate what an athlete's lifestyle should be, the following rules are based on legal and physiological facts.

Section 2

Any member or prospective member of SCA may be sanctioned under the racing rules, fined, suspended, denied membership, censured, placed on probation, or expelled from SCA after being afforded the right to a hearing under CCA Policy (Eligibility, Discipline and Hearings), if such member violates the provisions of the SCA Code of Conduct, set forth in Section 3 below, or aids, abets or encourages another person to violate any of the provisions of the SCA Code of Conduct.

Section 3

1. The following shall be considered violations of the SCA Code of Conduct:
2. Violation of anti-doping provisions as established by WADA (World Antidoping Agency)
3. The sale or distribution of any substance on the WADA list of banned substances.
4. The administration of any substance by injection, whether legal or illegal, unless it is done so by a licensed medical professional for the purposes of health maintenance or due to illness.
5. The providing of alcohol or tobacco to a member by an athlete, coach, official, trainer, manager or any other person where the member is under the legal age allowed to consume or purchase alcohol or tobacco in the province/state where it is provided.
6. Any act of fraud, deception, or dishonesty in connection with any SCA-related activity.
7. Any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any person in connection with any SCA-related activity.
8. Any intentional damage to private or public property while at or near an event venue sanctioned by SCA, or damage to SCA property.
9. Failure of any member who is party to or witnesses any violation(s) contained in the above stated SCA Code of Conduct to report the specific violation to SCA immediately.
10. At SCA sponsored Camps/Trips:
 - All instructions and decisions from the Coaches, Managers and or Chaperones are considered final.
 - Curfews are to be adhered to by all athletes. Please note that curfew times are arbitrary and may have to be adjusted to fit training, transportation, mealtime and other unforeseen circumstances. The Coaches, Managers and or Chaperones on any trip are the only people who may adjust curfew times.

Section 4

Alleged violations of the SCA Code of Conduct must be reported in writing (signed and dated) to the Executive Director of SCA

I understand that failure to follow the rules will results in the loss of future privileges and will result in disciplinary measures and could ultimately mean the removal of the athlete from the High Performance Program.

Date _____ Athlete's Signature _____

For athletes aged 17 and younger: **Parent/Guardian declaration:**

I, _____ Name of Parent/Guardian – please print _____ have read and recognize that my daughter/son will abide by the guidelines and requirements for his/her participation as a member of the High Performance Program. If my son/daughter is in breach of the code of conduct while away at a camp or event and is sent home, I agree to pick up my son/daughter from the place of the camp or event or will arrange for, and pay the cost of, transporting my son/daughter home.

Date _____ Parent's Signature _____

Athlete Characteristics and Expectations

General Traits

- conducts themselves in a polite and courteous manner;
- mindful of people, environment and opportunity;
- recognizes if help is needed and assists accordingly;
- honest;
- pays attention to details;
- express and demonstrate gratitude;
- participates without assumptions;
- exhibits patience and generosity;
- when confronted with a problem they will seek solutions and ask for aid;
- strong personal accountability;
- Meets deadlines;
- keeps their personal effect on shared spaces clean and organized;

Communication

- maintains regular communication with the head coach;
- avoids second hand communication in favour of direct communication;
- conveys confusion by asking questions;
- is able to carry on a general conversation when engaged,
- engages others to talk;
- inclusive;
- communicates in a regular tone;
- communicates honestly;

Commitment to personal improvement

- demonstrates consistent purposeful training;
- values feedback;
- works to identify and improve areas of weakness;
- demonstrates a desire to improve quantitative measures of performance;
- works on skills and works to expand their comfort zone;
- appreciates the importance of marginal gains;

Motivation and Work Ethic

- Constant desire to excel in all situations;
- passionate and resilient;
- driven to succeed within the rules;
- is willing to commit to a training plan, a race plan, and technical execution;
- consistently strong work ethic in all activities;
- works hard with or without supervision;
- takes pride in their work;
- takes action to overcome their personal challenges;

Athletes

In addition to section 7 ([SCA Code of Conduct](#)), athletes will have additional responsibilities to:

- a) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete; or in the case of carded athletes, interfere with the athlete's ability to fulfill their carded athlete requirements
- b) Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events
- c) 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
- d) Adhere to the Association's rules and requirements regarding clothing and equipment
- e) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators
- f) Dress in a manner representative of the Association; focusing on neatness, cleanliness, and discretion
- g) Act in accordance with the Association's policies and procedures and, when applicable, additional rules as outlined by coaches or managers
- h) Agree to, and remain in full compliance of the SCA's Anti-Doping Rule Violation Policy
- i) Athletes in the High Performance Pool and Development pool must agree to, and remain in full compliance of the HP program specific code of conduct.

Parents/Guardians and Spectators

In addition to paragraph 7 ([SCA Code of Conduct](#)) Parents/Guardians and Spectators at events will:

- a) Encourage athletes to play by 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 for making a mistake during a performance or practice
- d) Provide positive comments that motivate and encourage participants continued effort
- e) Respect the decisions and judgments of officials, and encourage athletes to do the same. Feedback on competition performances is provided by officials only to the coaching staff, so parents are encouraged to discuss any questions with your athletes coach
- f) Recognize that officials, executives and staff act in good faith, and in the best interests of the athletes and sport as a whole.
- g) Respect the decisions and judgments of officials, and encourage athletes to do the same
- h) Never question an officials' or staffs' judgment or honesty
- i) Support all efforts to remove verbal and physical abuse, coercion, intimidation and sarcasm
- j) Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers
- k) Refrain from the use of bad language, nor harass competitors, coaches, officials, parents/guardians or other spectators

Anti-Doping Rule Violation Policy

1. GOAL

- 1.1 To provide guidelines for how Saskatchewan Cycling Association deals with anti-doping rule violations in a manner consistent with Saskatchewan Cycling Association obligations under the Canadian Anti-

Doping Program (CADP).

2. PRINCIPLES

- 2.1 Saskatchewan Cycling Association believes that fair play and the ethical pursuit of sport are addressed through:
- A) a focus on the majority of clean Participants,
 - B) awareness, education, and adoption of the CADP,
 - C) accepting ethical responsibility, and
 - C) meaningful deterrents to cheating.

3. FIELD OF APPLICATION

- 3.1 This policy applies to all Saskatchewan Cycling Association Members and Participants in any role.

4. DEFINITIONS

- 4.1 The **Canadian Centre for Ethics in Sport (CCES)** is an ISO certified organization responsible for the implementation and management of Canada's Anti-Doping Program.
- 4.2 The **Canadian Anti-Doping Program (CADP)**: The Canadian Anti-Doping Program (CADP) is the set of rules that govern doping control in Canada as amended from time to time. Compliant with the World Anti-Doping Code and all international standards, the CADP describes how the program is carried out and details the process of results management. It also sets the education standard for values-based sport in Canada.
- 4.3 The **World Anti-Doping Agency (WADA)** is the international independent agency whose key activities include scientific research, education, development of anti-doping capacities, and monitoring of the World Anti-Doping Code. WADA works towards a vision of a world where all athletes compete in a doping-free sporting environment.
- 4.4 The **World Anti-Doping Code (WADA Code)** is the core document that harmonizes anti-doping policies, rules and regulations within sport organizations and among public authorities around the world.
- 4.5 **Anti-Doping Rule Violation (ADRV)** as used in the CADP.
- 4.6 **Members**: The Members of Saskatchewan Cycling Association are clubs in good standing with the Saskatchewan Cycling Association.
- 4.7 **Participants**: A Participant is any individual, in good standing with a Member, who participates in any one of the cycling sports (road, track, mountain bike, BMX, cyclocross and para-cycling), or who acts as a coach, official, volunteer, support personnel, or committee member with Saskatchewan Cycling Association

5. POLICY STATEMENT

- 5.1 Saskatchewan Cycling Association is committed to dealing with anti-doping rule violations through a consistent, proactive and robust process.

6. PROVISIONS

6.1 Participant and Saskatchewan Cycling Association Team Agreements

- 6.1.1 All Participant UCI License membership applications will be written as legally binding contracts between Participants and Saskatchewan Cycling Association. These contracts will include consequences for Participants who are found to have committed an ADRV.
- 6.1.2 All Provincial/Territorial Team Athlete Contracts and Saskatchewan Cycling Association Team

Project Athlete Agreements shall be legally binding contracts, between Participants and Saskatchewan Cycling Association which must be signed as a precondition to any participation in any project of Saskatchewan Cycling Association. These contracts will include, at a minimum, the financial consequences in section 6.4 herein, impacting Participants who are found to have committed an ADRV.

6.2 Participation as an Employee or Volunteer

- 6.2.1. Saskatchewan Cycling Association will only hire, employ, subcontract and accept voluntary services from individuals and organizations that reflect Saskatchewan Cycling Association's beliefs in integrity, honesty and respect for fair play.
- 6.2.2 Saskatchewan Cycling Association will not hire, employ, subcontract or accept volunteer services from individuals who have received a sanction for an ADRV which resulted in a period of ineligibility of 12 months or longer.

6.3 Education

6.3.1 A fundamental principle of the CADP and the WADA Code is that Participants are responsible to know their obligations and responsibilities under the CADP and the WADA Code. In order to assist Participants in fulfilling their personal responsibility Saskatchewan Cycling Association will provide educational opportunities for all Participants including through:

- a) Race Clean: OWN YOUR VICTORY program;
- b) Requiring Athletes in the Saskatchewan Cycling Association, Coaches and Support personnel to complete the CCES online anti-doping education module.
- c) Providing other education materials developed by or with the CCES and other bodies.

6.4 Financial Consequences

6.4.1 An individual who has been found to have committed an ADRV may not be subsequently named as a fully funded Participant on any CC project, including, but not limited to, Olympic or Paralympic Games, World Championships, World Cup, or other National Team projects.

6.4.2 In all circumstances where an ADRV is determined Cycling Canada (CC) will:

- a) recover all costs for the Participant's participation at events for which the Participant's results were disqualified due to an ADRV;
- b) recover all costs for the conduct of the anti-doping hearing; and
- c) obtain a fine proportionate to the seriousness of the violation in those cases where the Participant received the maximum applicable sanction pursuant to the CADP. All fines collected will be directed towards CC's anti-doping education programs.

6.5 Application to Members

- 6.5.1 Saskatchewan Cycling Association will actively encourage its Clubs / Teams to execute Club / Team Athlete Agreements and Club / Team Project Athlete Agreements substantially similar to those required by this Policy.
- 6.5.2 Saskatchewan Cycling Association will actively encourage its Clubs / Teams to adopt an Anti-doping Rule Violation policy substantially similar to that set out in this Policy.
- 6.5.3 Saskatchewan Cycling Association will actively encourage its Members to provide educational opportunities similar to those identified in paragraph 6.3 of this Policy to the cycling communities within their relevant jurisdictions.

I understand that I agree to follow the anti-doping policy and if there is an infraction will face the penalty laid out in the policy.

Date

Athlete's Signature

For athletes aged 17 and younger: **Parent/Guardian declaration:**

I, _____ Name of Parent/Guardian – please print _____ have read and recognize that my daughter/son will abide by the guidelines and requirements for his/her participation as a member of the High Performance Program. If my son/daughter is in breach of the requirements I agree that they will face the penalties in this document

Date

Parent Signature