



Edmonton Ultimate Players Association

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# Spirit Policy

Approved by the EUPA Board 14-Oct-2023

## **Purpose:**

The purpose of this Policy is to promote the Spirit of the Game, and describe the Edmonton Ultimate Players' Association ("EUPA")'s response to individual or team behaviour which negatively impacts players' enjoyment of Ultimate, or the public's perception of EUPA and our sport.

## **Discretion and Scope:**

This Policy is intended to encourage the Spirit of the Game of Ultimate, and should be applied in a manner consistent with that goal. It applies to all EUPA members ("Members") when they are involved in activities which are fully or partially run by EUPA. This includes leagues, tournaments, social events, and other activities. It exists to guide the actions and responses of the Board of Directors ("Board") and the Spirit Representative ("SR").

## **Spirit of the Game:**

This Policy adopts the description of Spirit of the Game set out in the current Edition USA Ultimate Rules:

*Spirit of the Game is a set of principles which places the responsibility for fair play on the player. Highly competitive play is encouraged, but never at the expense of mutual respect among competitors, adherence to the agreed upon rules, or the basic joy of play.*

## **Member and Team Conduct:**

In addition to demonstrating good Spirit of the Game, EUPA expects its Members and teams to:

- Treat each other with respect;

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- Follow the rules when playing Ultimate;
  - Play safely and abide by all EUPA policies respecting weather and field use; and
  - Positively represent EUPA and the sport of Ultimate to the public.

For clarity, this policy is intended to deal with problems that cannot be resolved by applying the rules of Ultimate.

#### Spirit Issues and Complaints:

Any Member may make a complaint about the actions of another player or a team. This can be done by contacting the SR by email at [spirit@eupa.ca](mailto:spirit@eupa.ca). The complaint should explain the nature of the dispute in as much detail as is possible. It is recognized that there are often two sides to disputes and that responding to a complaint may require action by both the subject of a complaint and the person who makes it.

The Spirit Representative may take action in response to a concern that this Policy may be violated, whether or not anyone has made a complaint.

If the SR feels they have a conflict of interest regarding the complaint (the spirit complaint involved the SR or a team they play on, etc) the SR must recuse themselves. In this event the spirit complaint will be dealt with by the Executive Director of the Board (first option) or Vice President (if Executive Director not able).

#### Record Keeping and Reporting:

The SR shall maintain a record of all written communication and actions taken in response to this Policy, and provide it to the Board upon request.

From time to time, the SR shall provide the Board with general information about the nature of complaints or concerns, their number, and how they have been resolved.

#### Objectives in Responding:

In responding to a complaint or concern, EUPA shall:

- Attempt to resolve disputes;
- Promote understanding of the rules of Ultimate; and
- Reduce the likelihood or impact of future misconduct.

This policy is not intended to punish wrongdoing.

EUPA will use an appropriate response considering the nature and history of the complaint or concern. The following table is provided as a guideline.

### **SPIRIT COMPLAINT RESPONSES**

	Appropriate Scenarios Include:	Description of Response:
“No Response Required”	Low spirit scores; misunderstandings about EUPA or Ultimate Rules; isolated disrespectful behaviour.	The SR contacts the appropriate Member or Captain by email. The nature of the concern is explained, as well as any pertinent rules or league information. No judgment is made about whether a complaint is justified.
Directed Contact and Discussion	Prior “No Response Required” emails; deliberate violations of EUPA or Ultimate Rules; disrespectful behavior.	The SR contacts the appropriate Member or Captain by email. In addition to explaining the nature of the concern, the SR will request a response. If necessary, the SR will follow up with the person who made the complaint. This may generate a back-and-forth conversation aimed at preventing future issues. If possible, the SR will form an opinion about whether a violation of this Policy occurred.
SR Involvement	The subject appears to need or even requests assistance in managing the concern; future Board Intervention is anticipated; SR involvement may contribute to the safety and enjoyment of a EUPA activity.	The SR or a delegate engages directly with the appropriate Member or Captain to encourage good conduct and gather information. This may include physical attendance at a future game or other creative solutions.
Board Intervention	Prior failed intervention by the SR; abusive, violent, or dangerous conduct; behaviour that poses an organizational risk to EUPA.	The SR reports to the Board regarding the nature of a concern, any relevant history, and any steps attempted. The Board gathers any further information either through the SR or its own investigation. The Board determines an appropriate response and ratifies its decision through a Motion. This may include removal of membership privileges.

Where appropriate, outside authorities may be involved at any stage in this process.