



# EUPA Spirit Policy

## 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 Rules and Spirit Committee ("Committee").

## Spirit of the Game:

This Policy adopts the description of Spirit of the Game set out in the 11th Edition USA Ultimate Rules:

*Ultimate relies upon a spirit of sportsmanship that 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. Protection of these vital elements serves to eliminate unsportsmanlike conduct from the Ultimate field. Such actions as taunting opposing players, dangerous aggression, belligerent intimidation, intentional infractions, or other "win-at-all-costs" behavior are contrary to the spirit of the game and must be avoided by all players.*

## 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 General Manager of EUPA, the Rules and Spirit Committee or the EUPA Board of Directors. 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 Committee may take action in response to a concern that this Policy may be violated, whether or not anyone has made a complaint.

## Record Keeping and Reporting:

The Committee 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 Committee 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.

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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

	<b>Appropriate Scenarios Include:</b>	<b>Description of Response:</b>
<b>“No Response Required”</b>	Low spirit scores; misunderstandings about EUPA or Ultimate Rules; isolated disrespectful behaviour.	A member of the Committee 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.
<b>Directed Contact and Discussion</b>	Prior “No Response Required” emails; deliberate violations of EUPA or Ultimate Rules; disrespectful behavior.	A member of the Committee contacts the appropriate Member or Captain by email. In addition to explaining the nature of the concern, the Committee will request a response. If necessary, the Committee 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 Committee will form an opinion about whether a violation of this Policy occurred.
<b>Committee Involvement</b>	The subject appears to need or even requests assistance in managing the concern; future Board Intervention is anticipated; Committee involvement may contribute to the safety and enjoyment of a EUPA activity.	The Committee 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.
<b>Board Intervention</b>	Prior failed intervention by the Committee; abusive, violent, or dangerous conduct; behaviour that poses an organizational risk to EUPA.	The Committee 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 committee 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.