



SASKATCHEWAN SOCCER ASSOCIATION

POLICIES AND PROCEDURES MANUAL

Section Ten Sanctioning & Endorsement Policy

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SASK LOTTERIES

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1.1 Introduction

1.1.1 Why do we have tournament sanctioning requirements and standards?

Saskatchewan Soccer Association (SSA) is the governing body for soccer in Saskatchewan. In this role, SSA is entrusted by the statutes of FIFA and the constitution of Canada Soccer with the mandate of governing, fostering, developing and promoting soccer in Saskatchewan. As an organization, SSA is committed to Canada Soccer's Long Term Player Development (LTPD) Model, Wellness to World Cup (W2WC) and Canada Soccer Grassroots Standards. The underlying principles of LTPD are based heavily on providing developmentally appropriate sport through a player-centered approach. These principles commit SSA, our Member Organizations and Entities running sanctioned tournaments to place the development, safety, enjoyment and well-being of the individual participant above all else when delivering these competitions.

In order to ensure all competitions within Saskatchewan observe these principles, SSA has developed a series of standards for tournaments. These standards are designed to ensure participants have the opportunity to compete in a developmentally appropriate environment conducive to maximizing their potential and showcasing their abilities. While tournaments are valuable social events for participants and have become essential fundraisers to support the many high-quality initiatives taking place within the host MO/entities, this value cannot come at the expense of the participants. By applying for sanctioning, tournament organizers agree to abide by all SSA tournament sanctioning policies and meet ALL SSA required tournament sanctioning standards. Tournaments that fail to meet these standards will be subject to discipline as outlined in this document and/or SSA's *Discipline Policy*.

It is the belief of SSA that all participants should have the opportunity to participate in developmentally appropriate Safe Sport within a respectful game time environment. SSA is committed to ensuring all competitive structures within Saskatchewan are aligned to this guiding principle.

Should you have any questions about tournament sanctioning, contact the Coordinator of Competitions.

1.2 Process of Sanctioning Tournaments in Saskatchewan

- 1.2.1 Tournament organizers apply for sanctioning by completing the SSA tournament sanctioning form found on the sanctioned tournament section of the SSA website.
- 1.2.2 The SSA tournament sanctioning form must be approved by an SSA Member Organization through the signature of an authorized individual.

- 1.2.3 Member Organizations applying to host a tournament must be in good standing with SSA. Entities applying to host a tournament must be in good standing with their Member Organization and SSA.
- 1.2.4 Member Organizations cannot unreasonably deny the approval of an SSA tournament sanctioning form to an Entity in good standing.
- 1.2.5 Following Member Organization approval, the completed SSA tournament sanctioning form is submitted to SSA. Incomplete forms will not be accepted.
- 1.2.6 All tournament sanctioning forms must be accompanied by the tournament sanctioning application fee. The tournament sanctioning fee is:
 - a) \$100.00 if submitted thirty (30) days or more before the start of the tournament; or
 - b) \$250.00 if submitted less than thirty (30) days before the start of the tournament
- 1.2.7 Tournament Sanctioning forms will not be considered more than ten (10) months before the start of the tournament.
 - a) Should the sanctioning requirements and/or standards change between the time of sanctioning and the start of the tournament, the tournament organizer is responsible for ensuring the tournament meets the revised requirement and/or standards.
- 1.2.8 Following review of the tournament sanctioning form, SSA will contact the applicant regarding any concerns, errors or omissions in the form.
- 1.2.9 Tournaments held the same weekend as an SSA provincial championship or annual general meeting (AGM) will not be sanctioned if conflicts are anticipated. Examples of conflicts include, but are not limited to, the availability of delegates for the AGM or players, officials, teams, volunteers and/or facilities for a provincial championship, media coverage and/or exposure of the tournament.
- 1.2.10 Upon approval of the tournament sanctioning form, the applicant will be informed of the decision and available tournament information will be posted on the SSA website.
- 1.2.11 Upon approval of sanctioning, tournament organizers may begin full promotion of the tournament. Promotion of a tournament prior to sanctioning is prohibited and may result in disciplinary sanctions, as outlined in Article 1.6 - Compliance.
 - a) In recognizing that tournament organizers may wish to begin promotion more than 10 months before the start of the tournament, permission may be granted by SSA for limited tournament promotion prior to sanctioning. Contact SSA to request permission to promote a tournament prior to sanctioning.



- 1.2.12 A copy of the tournament schedule must be submitted to SSA for approval at least ten (10) business days before the start of the tournament. Failure to submit a tournament schedule will result in disciplinary sanctions, as outlined in Article 1.6 - Compliance.
- 1.2.13 Posting or distribution of a tournament schedule prior to approval is prohibited and will result in disciplinary sanctions, as outlined in Article 1.6 - Compliance.
- 1.2.14 The tournament schedule should be distributed to participating teams no later than five (5) business days prior to the start of the tournament.
- 1.2.15 The tournament organizer must submit the tournament follow up report, financial statement, the Discipline Reports and any outstanding/unresolved Discipline matters within twenty (20) business days of the conclusion of the tournament. Failure to submit the tournament follow up report and financial statement by this deadline will result in disciplinary sanctions, as outlined in Article 1.6 - Compliance.
- 1.2.16 Copies of all rosters and game sheets must be submitted to SSA upon request. Failure to submit rosters and/or game sheets if requested will result in disciplinary sanctions, as outlined in Article 1.6 - Compliance.
- 1.2.17 SSA must be notified of the intention to include the serving of alcohol during a sanctioned tournament. Should alcohol be served by the tournament organizer, they are responsible for ensuring compliance with all legal requirements. Failure to do so may void SSA insurance coverage.
- 1.2.18 SSA shall not be held responsible for any financial losses incurred by the tournament organizer in hosting a sanctioned tournament.

1.3 Tournament Sanctioning Policies and Standards

- 1.3.1 Administrative policies:
 - a) All tournaments within SSA jurisdiction must be sanctioned by SSA. The following apply to all sanctioned tournaments:
 - i. SSA staff and/or board members are provided free entry to any sanctioned tournament.
 - ii. Entry into a sanctioned tournament in Saskatchewan is limited to teams that are properly registered with SSA or another provincial, state or national association.
 - iii. All participating teams from within Saskatchewan must be registered members in good standing with an SSA Member Organization and/or SSA.
 - iv. All participating teams from within Saskatchewan must be registered and in good standing with their district, provincial, state and/or national soccer association.
 - v. All participating teams from outside Saskatchewan must have a valid travel permit or other official written permission to participate from their provincial, state and/or national soccer association.

- vi. The tournament organizer must submit copies of all travel permits for teams from outside Saskatchewan to SSA prior to the start of the tournament. Failure to submit travel permits before the start of the tournament will result in disciplinary sanctions as outlined in Article 1.6 - Compliance. Should the travel permits not be submitted within ten (10) business days of the conclusion of the tournament the disciplinary sanctions will increase, as outlined in Article 1.6 - Compliance.
- vii. All participants (players, team personnel, match officials, organizers) from within Saskatchewan must be registered members in good standing with an SSA Member Organization and/or SSA.
- viii. All participants (players, team personnel, match officials, organizers) from outside of Saskatchewan must be registered and in good standing with their district, provincial, state and/or national soccer association.
- ix. Any player wishing to participate as a “guest” or “permit” player (as defined and allowed under the tournament rules) must have written permission to participate from the Member Organization and/or Entity with whom they are registered.

1.3.2 Administrative Standards:

- a) The following apply to all sanctioned tournaments:
 - i. All sanctioned tournaments must be overseen by a tournament organizing committee. The members of this committee must be declared as a part of the tournament sanctioning form.
 - ii. All sanctioned tournaments must observe *SSA Event Discipline Procedure's* (see Article 2 of the *Discipline Policy*). As dictated by this policy, judicial processes for events must be overseen by an event discipline committee. The members of the event discipline committee must be declared as a part of the tournament sanctioning form.
 - a Modifications may be made to the *Event Discipline Procedure*, but modifications (and the reasons for those modifications) must be outlined in the tournament host's tournament sanctioning form and approved by SSA prior to distribution in the tournament rulebook.
 - iii. Sanctioned tournaments must meet the following administrative standards in order to receive sanctioning:
 - a Have an emergency action plan (EAP) in place and supported through adequate training;
 - b A telephone is on-site at all fields and available for emergency calls;
 - c A minimum of one first aid and CPR trained individual is present .
 - d Field marshals are present at all fields and familiar with their role and responsibilities.
 - e Adequate crowd control measures are in place, including the utilization of the *SSA Match Officials Procedure* (see Article 3 of the *Discipline Policy*) or a tournament-specific policy that meets these standards.
 - f A room is available for meetings, discipline hearings and any other matter that requires privacy.



- g A tournament rulebook is provided to participating teams and contains the following, as a minimum:
 - 1.3.2.a.iii.g.1. Policy on refunds to participating teams in the event that all, or a portion of, the tournament is cancelled by the tournament organizer for any reason.
 - 1.3.2.a.iii.g.2. Policies and/or provisions ensuring that the behaviour of teams, players, team personnel, and spectators is appropriately controlled. These policies and provisions must be aligned to SSA's *Code of Conduct and Ethics* and *Discipline Policy*.
 - 1.3.2.a.iii.g.3. Tournament discipline procedure that is aligned to the *Event Discipline Procedure*, and any approved modifications.
 - 1.3.2.a.iii.g.4. Procedures for protests and appeals.
- 1.3.3 It is recommended that sanctioned tournaments meet the following administrative standards in order to provide a successful tournament:
 - a) Information packages are provided to participating teams and include information on accommodation, meals and playing facilities.
 - b) An identified individual trained in first aid and CPR on-site at every venue.
 - c) Change rooms with showers.
 - d) Game results board.
 - e) Concession.
 - f) Social event for participants.

1.4 Technical Policies

- 1.4.1 All tournaments must be played on outdoor fields or in indoor facilities with playing surfaces that meet SSA standards for safety (see *Risk Management Policy*).
- 1.4.2 Tournament play may not commence prior to 7:00am and must be complete by 10:30pm for youth teams (Under 19 and younger).
- 1.4.3 Tournament play commencing between 7:00-8:00 am are restricted to the involvement of teams that do not use a hotel. Generally, that would be considered as those teams registered within the hosting or approving Member Organization or located within 100 km.
- 1.4.4 Sanctioned tournaments are required to have a minimum amount of rest time between the end of a game and the commencement of the next game for every participating team. **The minimum amount of rest time between games MUST be a minimum of four times the length of the game.** Regardless of game length, the minimum rest time between games can never be less than 120 minutes or 2 hours. The following table outlines the specific requirements for the most frequent game lengths; however, the tournament organizer is responsible for ensuring the required rest time is accurately calculated and adhered to when scheduling.

Length of Game	Minimum Rest Time Between Games (in minutes)	Minimum Rest Time Between Games (in hours)
2 x 30 minutes	240 minutes	4 hours
2 x 25 minutes	200 minutes	3.33 hours
2 x 20 minutes	160 minutes	2.67 hours
2 x 15 minutes	120 minutes	2 hours

1.5 Technical Standards

- 1.5.1 Sanctioned tournaments must meet the following technical standards in order to receive sanctioning (10 20):

	Fundamentals			Learn to Train	
Criteria	U7	U8-U9		U10-U11	U12-U13
Match format	3v3	4v4 (no GK) or 5v5 (with GK)		7v7	9v9 (U12) 9v9 or 11v11 (U13)
Match duration (max)	30 minutes	40 minutes		50 minutes	70 minutes (U12) 80 minutes (U13)
Maximum playing time player/day (Youth player 1 team/event)	60 minutes	60 minutes		80 minutes	100 minutes
Maximum goal size	Pop-up Goals 3ft (0.91m) x 5ft (1.52m)	5ft (1.52m) x 8ft (2.44m)		6ft (1.83m) x 16ft (4.88m)	6ft (1.83m) x 18ft (5.49m)
Field Size	Width: 18-22m Length: 25-30m	Width: 25- 30m Length: 30- 36m		Width: 30-36m Length: 40-55m	9v9 Width: 42-55m Length: 60-75m 11v11 Width: 45-90m Length: 90-120m
Ball Size	3	3 or 4 (or 4 super light)		4 (or 5 light)	9v9: 4 (or 5 light) 11v11: 5 (or 5 light)
Game duration for events with	N/A	2x15 minutes		2x20 minutes	2x25 minutes



multiple games per day				
Number of memorable events (maximum)	N/A	2 / year	2 / year	4/year

Criteria	Soccer for Life	
	U15-U19	Adult
Match format	11v11 (including GK)	11v11 (including GK)
Match duration (max)	2x45 minutes	2x45 minutes
Maximum playing time player/day (Youth player 1 team/event)	120 minutes	Recommended 120-160 minutes (120 max up to U19 youth aged players); More if approved by Club/MO Technical Lead
Maximum goal size	8ft (2.44m) x 24ft (7.32m)	8ft (2.44m) x 24ft (7.32m)
Field Size	Width 45m-90m; Length 90m-120m	Width 45m-90m; Length 90m-120m
Ball Size	5	5
Game duration for events with multiple games per day	Max 2x30 minutes Recommended 2x25 minutes	Max 2x30 minutes Recommended 2x25 minutes
Number of memorable events (maximum)	4/year/ Additional approved by Club/MO Technical Lead	As approved by Club/MO Technical Lead



- 1.5.2 The following coaching standards are also required of all participating teams under the jurisdiction of SSA in order to receive sanctioning: [SSA Coaching Standards](#).
- 1.5.3 Additional explanations pertaining to the required technical standards are as follows:
- a) Playing Format means the maximum number of players on the field. Tournaments may utilize a playing format that involves fewer players on the field and adapt the squad size, field width and length and goal size accordingly; however, the maximum number of players on the field cannot be exceeded for any age group as defined within the LTPD. Age group formats must adhere to the Canada Soccer LTPD requirements (no standings/playoffs results-based approach within the Grassroots Stream, etc).
 - b) Squad Size means the maximum number of players participating in any given game. The squad size may exceed the maximum for training and the participating players can change between games and/or competitions; however, cannot exceed the maximum in any given game. The squad size standards are developed within the LTPD and are designed to encourage active participation from all players in game situations.
 - c) Field Width and Length = the range of acceptable field sizes for each LTPD stage and age group based on the playing format. Tournaments may adapt the playing format to involve fewer players on the field within each age group and adapt the field size accordingly; however, the maximum field width and length cannot be exceeded for any age group.
 - d) Goal Size = the maximum goal size permitted based on the playing format. Tournaments may adapt the playing format to involve fewer players on the field within each age group and adapt the goal size accordingly; however, the maximum goal size cannot be exceeded for any age group as provided in the LTPD.
 - e) Ball Size for the Under 9 age group, tournaments may utilize either a size 3 or size 4 light ball. All other age groups must utilize the size of ball outlined in the technical standards.
 - f) Maximum Playing Game Time per Day means the maximum amount of time that a team can be on-field in any given day, regardless of the number of games in which they will participate. Tournaments with multiple games per day must adjust the length of these games to fit within these standards.
 - g) Recommended Game Duration for Tournaments with Multiple Games per Day = tied to the maximum amount of playing game time per day, these are the recommended game durations for situations where teams are required to play multiple games in a single day.
 - h) Maximum Game Duration = the maximum length of regulation play for any game.
 - i) It is mandatory that all referees officiating in an SSA sanctioned tournament be certified through a Canada Soccer accredited refereeing course.

1.6 Compliance

- 1.6.1 Tournament organizers that fail to meet the deadlines, follow the processes, comply with the policies and/or meet the required standards contained within this *Tournament Sanctioning Policy* will be subject to disciplinary sanctions, according to the following table:

Infraction	Fine
Promotion of an unsanctioned tournament without SSA permission.	\$250.00
Failure to submit a copy of the schedule 10 business days before the start of the tournament.	\$250.00
Posting or distribution of a tournament schedule prior to SSA approval.	\$250.00
Failure to submit travel permits for all out of province teams before the start of the tournament.	\$250.00
Failure to submit travel permits for all out of province teams within 10 business days of the conclusion of the tournament.	\$1000.00 per team
Failure to adhere to an administrative or a technical policy or to meet a required administrative or technical standard.	Up to \$5,000.00 and/or possible suspension of tournament
Failure to submit the tournament follow up report and financial statement within 20 business days of the conclusion of the tournament.	\$250.00
Failure to submit rosters and/or game sheets if requested.	\$250.00

Any fine for failure to comply with this *Tournament Sanctioning Policy* will be invoiced to the tournament organizer following submission of the final report and must be paid before December 31st of the year in which the tournament took place. Failure to pay fines in a timely manner may result in the loss of sanctioning for future tournaments.

1.7 SSA Non-member Soccer Instructional Program Endorsement Policy

- 1.7.1 Saskatchewan Soccer Association (SSA) is the governing body for soccer in Saskatchewan. In this role, SSA is entrusted by the statutes of FIFA and the constitution of Canada Soccer with the mandate of governing, fostering, developing and promoting soccer in Saskatchewan. As an organization, SSA is committed to Canada Soccer's Long Term Player Development (LTPD) model, Wellness to World Cup (W2WC) and Canada Soccer Grassroots Standards. The underlying principles of LTPD are based heavily on providing developmentally appropriate sport through a player-centred approach. These principles commit SSA to ensuring that all soccer activities taking place in Saskatchewan, including Soccer Instructional Programs (SIPs), place the development, safety, enjoyment and well-being of the individual participant above all else.

1.7.2 All SIPs operated by SSA Non-Member organizations within Saskatchewan must be endorsed by the SSA. The following policy and procedures apply to the endorsement of all SIPs in Saskatchewan and have been designed to ensure that these programs meet a minimum standard of quality.

1.7.3 What is a Non-Member Soccer Instructional Program?

A non-member SIP refers to any organized soccer event or series of events, delivered outside of the SSA member structure (i.e. Regular, Associate or entity members), whose primary function is to teach the game of soccer or soccer-related activities. Non-Member SIPs include, but are not limited to, soccer camps, schools, clinics and development programs delivered by non-member organizations.

1.7.4 Why does SSA endorse Soccer Instructional Programs?

Endorsement ensures that the SIP meets SSA's minimum standards for operation in areas such as facility quality, participant safety, insurance, technical expertise of coaching staff and volunteer/employee screening. These standards are designed to ensure participants can expect a program of reasonable quality. While providers that are not endorsed by SSA may provide programming of a high standard, these programs have not been reviewed by SSA and quality cannot be assured. As such, if SSA Member Organizations or Entities are looking to hire external groups to deliver programming, these groups must be endorsed by SSA. In addition, SSA participant members (i.e. players, coaches and officials) are strongly encouraged to participate only in endorsed SIPs, as these programs have been reviewed and meet the SSA standards for quality assurance.

**** Disclaimer: SSA insurance does not extend to participation in endorsed Non-Member SIPs. Members participating in an endorsed Non-Member SIP will not be covered through SSA insurance programs ****

- 1.7.5 A core value of SSA is that all participants should have the opportunity to participate in high quality, developmentally appropriate sport and we are committed to ensuring all organized soccer activities within Saskatchewan are aligned to this guiding principle. Through the endorsement process, SSA is better able to ensure SIP providers are also aligning their programs to these same principles.
- 1.7.6 What does Endorsement provide?
- a) Endorsement provides some security to participants by confirming that the SIP provider has met SSA's minimum standards. However, participants are not covered under SSA insurance while participating in SIP activities.
 - b) It also protects those SIP providers committed to delivering high standards of programming and separates them from those that have not been endorsed. In addition, SSA will promote endorsed SIP providers and their programming to the SSA membership through posting on the website at www.sasksoccer.com. SIPs that are not endorsed by SSA will not be promoted in any way.
 - c) Endorsement of an SIP provider does not bestow SSA membership or any of the privileges of SSA membership to the SIP provider. An SIP provider interested in pursuing membership within SSA should contact the SSA office for further information on this process and its requirements.

2 Appendix A Definitions

- 2.0.1 *“Affected Party”* – any individual or entity, as determined by the Appeal Manager, who may be affected by a decision rendered under the Appeal Policy and who may have recourse to an appeal in their own right under the Appeal Policy.
- 2.0.2 *“Appellant”* – the Party appealing a decision pursuant to the Appeal Policy.
- 2.0.3 *“Appeal Manager”* – an individual appointed by SSA to oversee the administration of the Appeal Policy. The Appeal Manager’s responsibilities shall include those as described in the Appeal Policy. The Appeal Manager shall be independent of SSA. Appeal Managers that satisfy the relevant requirements to perform such duties can be found on the Sask Sport website here.
- 2.0.4 *“Athlete”* – includes any Individual who is registered with SSA (either directly or indirectly through their club, national sport organization or other sport organization) for either recreational or competitive purposes.
- 2.0.5 *“Board”* – the Board of Directors of SSA.
- 2.0.6 *“Case Manager”* – an independent individual appointed by SSA to fulfill the responsibilities described in the Discipline and Complaints Policy. In order to be appointed as a Case Manager, the individual must have relevant experience and skills to manage complaints and perform their duties, either as a legal practitioner or sport administrator. Case management service providers that satisfy the relevant requirements to perform such duties can be found on the Sask Sport website here.
- 2.0.7 *“Club Licensing”* - Club Licensing system in accordance with Canada Soccer’s Rules and Regulations directives whose objectives are to safeguard the credibility and integrity of Club competitions, to improve the level of professionalism of soccer in Saskatchewan, to promote sporting values in accordance with the principles of fair play as well as safe and secure match environments, and to promote transparency in the finances, management and control of MO.
- 2.0.8 *“Complainant”* – the Party making a complaint pursuant to the Discipline and Complaints Policy and as referred to in the Investigations Policy.
- 2.0.9 *“Complaint Resolution Officer”* – an individual appointed by SSA to handle the duties of the Complaint Resolution Officer as described in the Discipline and Complaints Policy. Complaint Resolution Officers that satisfy the relevant requirements to perform such duties can be found on the Sask Sport website here.
- 2.0.10 *“CONCACAF”* - Confederation of North and Central American and Caribbean Associations of Football; and is a Confederation of the FIFA.
- 2.0.11 *“Conflict of Interest”* – Any situation in which a representative’s decision-making, which should always be in the best interests of SSA, is influenced or could be perceived to be influenced by personal, organizational, family, financial, business, or other private interests.



- 2.0.12 *"Consent"* - Consent is (a) informed (knowing), (b) voluntary (freely given), and (c) active (not passive). Consent must be demonstrated by clear words or actions, indicating that a person who is legally and functionally competent has indicated permission to engage in mutually agreed upon sexual activity.
- 2.0.13 *"Criminal Record Check (CRC)"* – a search of the RCMP Canadian Police Information Centre (CPIC) system for adult convictions
- 2.0.14 *"Days"* – calendar days.
- 2.0.15 *"Director of Sanctions and Outcomes"* – the individual(s) responsible for overseeing the imposition of Provisional Measures, agreed outcomes, Sanctions and appearing before the Safeguarding Tribunal or the Appeal Tribunal in cases arising from a potential breach of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) (or other conduct rules, as applicable) within the jurisdiction of the Office of the Sport Integrity Commissioner (OSIC).
- 2.0.16 *"Discrimination"* – as defined in the UCCMS and as amended from time to time by the Sport Dispute Resolution Centre of Canada (SDRCC).
- 2.0.17 *"Enhanced Police Information Check (E-PIC)"* – a Criminal Record Check plus a search of local police information, available from Sterling Backcheck.
- 2.0.18 *"Event"* – an event sanctioned by SSA, and which may include a social Event.
- 2.0.19 *"FIFA"* - Fédération Internationale de Football Association, which is the Governing Organization of soccer in the world.
- 2.0.20 *"Governing Body"* - The organization that has the authority to manage a judicial process as per the policies of the governing body. Governing body may refer to Canada Soccer, SSA, or Member Organizations, clubs/zones or entities that are members of SSA.
- 2.0.21 *"Harassment"* – a vexatious comment (or comments) or conduct against an Individual or group, irrespective of whether the comment or conduct occurs in person or via any other media, including social media, which is known or ought to reasonably be known to be unwelcome. Types of behaviour that constitute Harassment include, but are not limited to:
- Written or verbal abuse, threats, or outbursts;
 - Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;
 - Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin;
 - Leering or other suggestive or obscene gestures;
 - Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - Practical jokes which endanger a person's safety, or which may negatively affect performance;



- g) Hazing, which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity, which does not contribute to any Individual's positive development, but is required to be accepted as part of a team or group, regardless of the individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability;
 - h) Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
 - i) Deliberately excluding or socially isolating a person from a group or team;
 - j) Persistent sexual flirtations, advances, requests, or invitations;
 - k) Physical or sexual assault;
 - l) Behaviours such as those described above that are not directed towards a specific person or group but have the same effect of creating a negative or hostile environment; and
 - m) Retaliation or threats of retaliation against a person who Reports harassment to SSA.
- 2.0.22 *"Independent Third Party"* – the independent organization or individual(s) retained by Sask Sport to receive complaints and to fulfill the responsibilities outlined in the Discipline and Complaints Policy, Investigation Policy and Appeal Policy, as applicable.
- 2.0.23 *"Individuals"* – refers to all categories of members in the Bylaws of SSA including, without limitation, Life Members, Participant Members and Organizer Members, as well as all people employed by, contracted by, or engaged in activities with SSA including, but not limited to, employees, contractors, Athletes, Team Personnel, officials, volunteers, managers, administrators, parents or guardians, spectators, committee members, directors or officers.
- 2.0.24 *"Maltreatment"* – as defined in the UCCMS, and as amended from time to time by the SDRCC.
- 2.0.25 *"Match Official/Referee"* – Individuals who perform as referees, assistant referees, 4th officials, referee administrators, referee assignors, referee supervisors, referee mentors, referee leads, referee instructors and referee assessors during sanctioned soccer activities.
- 2.0.26 *"Member Organizations"* (MO) – Regular Members and Associate Members, as defined in the SSA Bylaws.
- 2.0.27 *"Minor"* – any Individual who is under the age of 18. Adult Individuals are responsible for knowing the age of a Minor.
- 2.0.28 *"Non-Pecuniary Interest"* - An interest that an individual may have in a matter which may involve family relationships, friendships, volunteer positions or other interests that do not involve the potential for financial gain or loss.




- 2.0.29 *“Organizer”* – Anyone performing an activity connected with soccer at a Member Organization or entity, regardless of title, type of activity (administrative, sporting or any other) and duration of the activity. Includes all directors, officers, committee members, coaches, trainers, match officials, diversity officers, persons in charge of safety, and any other person responsible for technical, medical and/or administrative matters, members, clubs or leagues, as well as all other persons obliged to comply with SSA and Canada Soccer by-laws regardless of whether they are paid or volunteers.
- 2.0.30 *“OSIC”* – the Office of the Sport Integrity Commissioner, which is an independent division of the SDRCC, which comprises the functions of the Sport Integrity Commissioner.
- 2.0.31 *“Parties”* – in the context of a complaint under the Discipline and Complaints Policy, the Complainant and Respondent; in the context of an appeal under the Appeal Policy, the Appellant, Respondent and Affected Party (or Parties).
- 2.0.32 *“Pecuniary Interest”* – An interest that an individual may have in a matter because of the reasonable likelihood or expectation of financial gain or loss for that individual, or another person with whom that individual is associated.
- 2.0.33 *“Person in Authority”* – any Individual who holds a position of authority within SSA, including, but not limited to, coaches, officials, managers, support personnel, chaperones, committee members, directors or officers. In addition to the responsibilities described for Individuals in the Code of Conduct and Ethics, a Person in Authority shall be responsible for knowing what constitutes Maltreatment and Prohibited Behaviour.
- 2.0.34 *“Provisional Suspension”* – means that the Individual is barred temporarily from participating in any capacity in any Event or activity of SSA (or, as applicable, SSA’s Member Organizations), or as otherwise decided pursuant to the Discipline and Complaint Policy, prior to the decision rendered in a hearing conducted pursuant to the Discipline and Complaints Policy.
- 2.0.35 *“Power Imbalance”* – as defined in the UCCMS and as amended from time to time by the SDRCC.
- 2.0.36 *“Prohibited Behaviour”* – as defined in the UCCMS and as amended from time to time by the SDRCC.
- 2.0.37 *“Prohibited Method”* – as defined in the Canadian Anti-Doping Program, as amended from time to time by the Canadian Centre for Ethics in Sport.
- 2.0.38 *“Prohibited Substance”* – as defined in the Canadian Anti-Doping Program, as amended from time to time by the Canadian Centre for Ethics in Sport.
- 2.0.39 *“Reporting (or Report)”* – as defined in the UCCMS and as amended from time to time by the SDRCC.
- 2.0.40 *“Respondent”* – the Party responding to a complaint or investigation; or, in the case of an appeal, the body or organization whose decision is being appealed, or the Individual who was the subject of a decision that is being appealed.



- 2.0.41 *“Personal Information”* – Any information about an individual that relates to the person’s personal characteristics including, but not limited to: sex, gender, age, income, home address, phone number, ethnic background, family status, health history, and health conditions, athletic testing and results and email
- 2.0.42 *“PIPEDA”* - The Personal Information Protection and Electronic Documents Act (PIPEDA) sets out ground rules for how private sector organizations may collect, use or disclose personal information in the course of commercial activities
- 2.0.43 *“PSO Safe Sport Liaison”* - Each PSO will identify at least one designated individual who is responsible for acting as a representative of their organization and lead point of contact for any safe sport or dispute resolution matters. This includes, but is not limited to; 1) working directly with the Independent Third Party to select Complaint Resolution Officers, Case Managers and Appeal Managers from approved listing (on Sask Sport website), 2) ensuring major and minor sanctions are enforced, 3) ensuring mediation agreements are approved by PSO/club and upheld, 4) long-term suspensions (1 year or longer) are reported to Sask Sport, 5) screening requirements and educational/training requirements are enforced. Safe Sport Liaisons must have knowledge and experience in board governance and must have completed the Governance Essentials e-learning course offered by the Canadian Centre for Ethics in Sport.
- 2.0.44 *“Sask Cup”* – The suite of championships offered by the Saskatchewan Soccer Association
- 2.0.45 *“SSA”* – Saskatchewan Soccer Association.
- 2.0.46 *“Sexual Harassment”* – as defined in the UCCMS and as amended from time to time by the SDRCC.
- 2.0.47 *“Social media”* – the catch-all term that is applied broadly to computer-mediated communication media such as blogs, YouTube, Facebook, Instagram, Tumblr, Snapchat, TikTok, and Twitter.
- 2.0.48 *“SDRCC”* – the Sport Dispute Resolution Centre of Canada.
- 2.0.49 *“Tampering”* – as defined in the Canadian Anti-Doping Program, as amended from time to time by the Canadian Centre for Ethics in Sport.
- 2.0.50 *“Team Personnel”* - All supervisory team personnel including but not limited to coaches, assistant coaches, managers, trainers and other medical staff, and gender representative personnel or anyone that wishes to have access to the field of play.
- 2.0.51 *“UCCMS”* – the Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as amended from time to time by the SDRCC.
- 2.0.52 *“UCCMS Participant”* - an Individual affiliated with Canada Soccer, and who has signed the required UCCMS Participant consent form.
- 2.0.53 *“Vulnerable Participant”* – as defined in the UCCMS and as amended from time to time by the SDRCC.



- 2.0.54 *“Vulnerable Sector Check (VSC)”* – a detailed check that includes a search of the RCMP Canadian Police Information Centre (CPIC) system, local police information, and the Pardoned Sex Offender database.
- 2.0.55 *“Workplace”* – any place where events, business or work-related activities are conducted. Workplaces include but are not limited to, the office or facilities of SSA, work-related social functions, work assignments outside offices, work-related travel, the training, and competition environment (wherever located), and work-related conferences or training sessions.
- 2.0.56 *“Workplace Harassment”* – vexatious comment(s) or conduct against a worker in a Workplace that is known or ought reasonably to be known to be unwelcome. Workplace Harassment should not be confused with legitimate, reasonable management actions that are part of the normal work/training function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions. Types of behaviour that constitute Workplace Harassment include, but are not limited to:
- a) Bullying;
 - b) Workplace pranks, vandalism, bullying or hazing;
 - c) Repeated offensive or intimidating phone calls, text messages or emails;
 - d) Inappropriate sexual touching, advances, suggestions or requests;
 - e) Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
 - f) Psychological abuse;
 - g) Excluding or ignoring someone, including persistent exclusion of a person from work-related social gatherings;
 - h) Deliberately withholding information that would enable a person to do his or her job, perform or train;
 - i) Sabotaging someone else’s work or performance;
 - j) Gossiping or spreading malicious rumours;
 - k) Intimidating words or conduct (offensive jokes or innuendos); and
 - l) Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning.
- 2.0.57 *“Workplace Violence”* – the use of or threat of physical force by a person against a worker in a Workplace that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker in a Workplace that could cause physical injury to the worker; or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker in a Workplace that could cause physical injury to the worker. Types of behaviour that constitute Workplace Violence include, but are not limited to:
- a) Verbal or written threats to attack;
 - b) Sending or leaving threatening notes, text messages or emails;
 - c) Physically threatening behaviour such as shaking a fist at someone, finger pointing, destroying property, or throwing objects;
 - d) Wielding a weapon in a Workplace;

- e) Hitting, pinching or unwanted touching which is not accidental;
- f) Dangerous or threatening horseplay;
- g) Physical restraint or confinement;
- h) Blatant or intentional disregard for the safety or wellbeing of others;
- i) Blocking normal movement or physical interference, with or without the use of equipment;
- j) Sexual violence; and
- k) Any attempt to engage in the type of conduct outlined above.