

Saskatoon Water Polo Club – Code of Conduct

1. Purpose & Scope

This Code of Conduct applies to all members—athletes, coaches, officials, parents, chaperones, and volunteers—during any Club-sanctioned activities, events, competitions, or travel where they represent the Club.

It supports a welcoming, respectful, and safe environment based on the values of integrity, fairness, and inclusivity.

2. Standards of Behavior

All members must:

- Treat others with courtesy, respect, and fairness, regardless of gender, race, culture, religion, sexual orientation, ability, socioeconomic status, or other personal characteristics.
- Prioritize the physical, emotional, and psychological well-being and safety of all athletes.
- Uphold honesty, dignity, sportsmanship, and promote a positive and supportive environment both on and off the pool deck.

3. Respect & Equity

- Refrain from and refuse to tolerate any form of discrimination, harassment, or bullying, whether physical, verbal, or digital.
- Coaches must additionally follow the Coaching Association of Canada's Code of Ethics, and officials must adhere to the Officials' Code of Ethics.

4. Application

This Code is in effect:

- At all practices, games, tournaments, and training camps.
- During travel to and from Club events (from leaving home to returning).
- At any organized Club social events or functions where participants are identifiable as members of the Club.

5. Compliance & Discipline

- All members must read and agree to this Code prior to participating in Club activities.
- Violations of this Code may result in disciplinary actions such as warnings, suspension, or removal from events or the Club.
- Procedures will follow the Club's Code of Conduct Policy, aligned with Water Polo Saskatchewan's Discipline and Complaint policy.

6. Appeals & Dispute Resolution

- Appeal procedures follow the Club's policy and Water Polo Saskatchewan's framework for disputes and appeals.
- This includes timelines and escalation paths through discipline or appeal committees as required.

7. Media, Safety, and Privacy

- Members must respect the privacy of others. Sharing personal or sensitive information without consent is prohibited.
- Photos, videos, or social media posts involving other members must not be used in a way that disrespects, exploits, or embarrasses participants.
- All safety policies and emergency procedures must be followed during Club activities.

8. Board Oversight of the Code

The Board of Directors is responsible for governance of this Code of Conduct. Specifically, the Board shall:

- Create, review periodically, and approve this Code and related enforcement guidelines.
- Appoint the Code of Conduct Review Committee ("the Review Committee"), including its Chair.
- Temporarily replace any Review Committee member who may be in a conflict of interest for a particular matter.
- Adjudicate any appeal of decisions made by the Review Committee, in accordance with the Club's appeals policy.
- Liaise with Water Polo Saskatchewan and Water Polo Canada, as appropriate, regarding disciplinary matters.

9. Code of Conduct Review Committee

Composition:

- Four persons appointed by the Board of Directors: one coach, one parent, and two board members, one of which must be either the President or Vice President, who will chair the committee.
- Members must declare conflicts of interest and recuse themselves when required.

Responsibilities:

- Meet with members at the beginning of each season to explain the Code and its enforcement.
- Enforce the rules of conduct and receive, assess, and investigate complaints.
- Meet with any member (athlete, parent, coach, official, volunteer, chaperone) whose behaviour is alleged to be unacceptable.
- Request written documentation and testimonials from involved parties and witnesses.
- Review behaviour after team trips or events and determine appropriate action.
- Review reported incidents occurring at pool facilities and determine appropriate action.
- Keep the Board and appropriate parents, athletes, and coaches informed of any suspensions or other disciplinary action, consistent with privacy requirements.
- Provide a written summary of the outcome to the individual(s) subject to investigation and the complainant(s).
- Notify law enforcement agencies where appropriate regarding any suspected criminal activity.
- Document all violations, evidence reviewed, rationales, and the process followed.
- Maintain confidentiality of allegations and detailed documentation to the extent possible and permitted by law.
- Release, as a matter of public record, the decisions and recommendations from a review where appropriate, provided such release does not unduly compromise the privacy of those involved.

10. Sanctions

Sanctions or corrective measures may be applied when there is reasonable evidence that a violation of this Code has occurred. Possible responses include one or more of the following:

- Verbal reprimand and apology.
- Written reprimand and apology.
- Suspension from one or more practices.
- Placement on probation with specified conditions.
- Suspension from one or more games at a tournament.
- Requirement that a parent/guardian attend practices, games or tournaments and be

responsible for the athlete (including accommodations).

- Professional counselling at the athlete's cost.
- Suspension from future activities of the Club (temporary or permanent).
- Suspension or termination of membership in the Club.

If membership is suspended or terminated, the Club may notify other sport organizations as applicable (e.g., other Provincial Associations, Water Polo Canada, Coaching Association of Canada, Canadian Olympic Committee, or other relevant bodies).

11. Factors Considered in Discipline

When determining appropriate disciplinary action and corrective measures, the Review Committee shall consider, among other relevant factors:

- The severity of the violation.
- The frequency of the infraction (first offence, second offence, etc.).
- The age(s) of the individual(s) accused.
- The age(s) of any victim(s).
- The role of the individual(s) accused (athlete, coach, official, parent, volunteer, etc.).
- Any mitigating or aggravating circumstances.

12. Fairness & Non-Discrimination in Discipline

Discipline will be based solely on the act and the evidence, and not on an athlete's or member's ability or status. The Club will ensure that processes are timely, fair, and respectful of all parties' rights and privacy.

13. Three-Strike Policy

In addition to the sanctions described above, the Club will operate a "three-strike policy" for athlete behaviour that is deemed to be more than minor in nature but not serious enough to warrant immediate expulsion. This system is designed to ensure that the training environment remains safe, respectful, and conducive to all athletes' development. The process is as follows:

- Strike 1 – The athlete will receive a verbal warning. The athlete will be asked to sit out for the remainder of the practice, and parents/guardians will be notified by email.

- Strike 2 – The athlete will be required to sit out the remainder of the practice, and a formal meeting will be scheduled between the coaches and the athlete's family (either in person or by video call).
- Strike 3 – The athlete will be dismissed from the program and will be ineligible to train or compete with the Club.

14. Appeals Process

Any member, parent, or athlete subject to a disciplinary decision may appeal the decision as follows:

- Appeals must be submitted in writing to the Chair of the Board within 14 days of being notified of the decision.
- Upon receipt of an appeal, the Board Chair will call a special meeting of the Board of Directors.
- At this meeting, the decision of the Code of Conduct Review Committee will be reviewed along with the explanation and information provided by the parent/guardian and athlete involved.
- After review, the Board of Directors may take one of the following actions, consistent with the Club's bylaws:
 - Uphold the decision.
 - Alter the decision.
 - Revoke the decision.

The decision of the Board of Directors following this process shall be final, subject to any further rights of appeal under Water Polo Saskatchewan or Water Polo Canada policy frameworks.