



Shooting Federation of Canada

Athlete Code of Conduct

1.0 General

All athletes are required to:

- 1.1 Establish integrity and respect in their environments by maintaining high standards of behavior, politeness and sportsmanship;
- 1.2 Demonstrate respect for all High Performance Program members (athletes, coaches, managers/team leaders, Integrated Support Team (IST) personnel etc.) and members of the Shooting Federation of Canada including organizers, officials and opponents. Disrespect will not be tolerated;
- 1.3 Abide by the standard stating that the use of drugs banned or restricted by and in accordance with the World Anti-Doping Agency (WADA) is PROHIBITED, and refrain from associating with any person serving a Canadian Centre for Ethics in Sport (CCES) period of ineligibility. The athlete will also abide by the Canadian Anti-Doping Program (CADP).
- 1.4 Commit to the High Performance Program by participating in marketing and promotional events and other general activities identified by the Shooting Federation of Canada outside the realm of training and competition;
- 1.5 Commit to fostering an Abuse, Harassment, Workplace Harassment, Sexual Harassment, Maltreatment or Discrimination free environment as defined in the SFC Code of Conduct
- 1.6 Adhere to all federal, provincial, municipal, and host country laws;
- 1.7 When driving with an individual: not have a suspended license, not be driving under the influence, and have a valid car insurance;
- 1.8 Adhere to the Shooting Federation of Canada's rules and requirements regarding clothing and equipment;
- 1.9 Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators;
- 1.10 Dress professionally, neatly and inoffensively abiding by the ISSF General Technical Rules, item 6.20;
- 1.11 Act in accordance with the Shooting Federation of Canada's policies and procedures and, when applicable, additional rules as outlined by the ISSF coaches or managers.

2.0 Performance Codes

All athletes commit to:

- 2.1 Prepare physically and mentally for a best performance at ALL competitive opportunities;
- 2.2 Participation in High Performance training camps and activities as required by the Program;
- 2.3 Participation in High Performance Canadian Championships and Selection Trials; and in international competitions, ISSF World Cups and Major Games, if selected;
- 2.4 Train for the complete calendar year (48 weeks);
- 2.5 Report to the SFC Vice President High Performance any medical problems or mental health diagnosis in a timely fashion, when such problems may limit their ability to travel, share accommodations, practice, train or compete or may affect the safety of the athlete or others;
- 2.6 Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, trials, matches and events;
- 2.7 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.

3.0 World Cup and Major Games Participation Codes

All Athletes are required to:

- 3.1 Obey curfews and schedules, and punctually attend all team meetings.
- 3.2 Follow any guidelines established regarding the use of alcohol.
- 3.3 Obey the ammunition and firearms handling and transportation laws of the country in which they are representing Canada, be it for training or competition.
- 3.4 Demonstrate an irreproachable conduct for the duration of each excursion that specifically includes:
 - 3.4.1 Behaving in a respectful manner towards all. Inappropriate language will not be tolerated as it may expose the athlete and/or SFC to public scrutiny. Athletes may be subject to disciplinary action depending on the severity of the situation.
 - 3.4.2 Respecting property, especially in any public setting where actions may be observed and reported. Willful vandalism, theft or the destruction of property will not be tolerated. Perpetrator(s) will not only be subject to disciplinary action but may also be subject to prosecution as governed by local laws. Any Team member who witnesses an infraction must immediately inform the designated SFC National Coach or Team Leader.
 - 3.4.3 Behaving within the policies and practices of the Shooting Federation of Canada. Damage to the reputation of the sport and/or to the individual is unacceptable.
 - 3.4.4 Avoiding any form of activity within the athlete's control that may compromise performance.
- 3.5 Refrain from inappropriate behavior, which includes:
 - Unsportsmanlike conduct
 - Public misconduct
 - Sexual activity with another teammate, coach or staff person that is not consensual
 - Tampering with the equipment of other athletes
 - Abstain from the non medical use of drugs or the use of performance enhancing drugs or methods. More specifically, the SFC adopts and adheres to the Canadian Antidoping Program.
 - Refrain from consuming alcohol, tobacco products and recreational drugs (including cannabis), while participating in the SFC's programs, activities, competitions or events.
 - Quitting or purposefully disqualifying oneself from a match

4.0 Discipline for inappropriate behavior and breaches of the Code of Conduct

The Shooting Federation of Canada, through the High Performance Committee and/or Executive Committee, will investigate reported violation(s) of this Agreement. If the investigation determines that a violation has occurred, the HPC or SFC/Executive could impose the following penalties, not necessarily in the order below, but dependent on the severity of the violation as deemed by the HPC/SFC Executive. (Disciplinary action for being under the influence of any substance not conducive with High Performance achievement is separate and can be found under 2.42 of the Athlete Agreement).

In Competition:

- A. verbal warning / written warning
- B. suspension from current competition or team activity
- C. removal from team and being sent home
- D. suspension from designated High Performance teams and/or competitions for one year
- E. suspension from designated High Performance teams and/or competitions indefinitely

Out of Competition:

- A. verbal or email warning. If the athlete fails to regard the warning;
- B. email placing athlete on probation with instruction on how to remain on team and parameters / time of probation), if the athlete fails to regard the warning and instruction in the email;

- * **athlete will not be eligible for any major games team during the probation or have any scores stand for consideration of the following year's team.**
- C. suspension from current team (if probationary parameters are not met by athlete) including loss of any funding and IST support for a period of:
 - First offense: 3 months*
 - Second offense: 6 months*
 - Third offense: 1 year*
- * **athlete will not be eligible for any major games team during the suspension. For first offense, the athlete will be allowed to attend High Performance Team Trials and have their scores stand for consideration of the following year's team. They are not eligible to have any other scores stand during their suspension. For athletes on their second or third offense, no scores will be allowed to stand for consideration of the following year's team during their suspension. Athlete's will not be eligible for selection on a Major Games team.**

Should an athlete fail to regard the warning and instructions in an email for a fourth offense the athlete shall be:

- D. suspended from designated High Performance teams and/or competitions indefinitely

The exception to this is any violation that is criminal in nature. Such violations will be investigated by the appropriate authority and if guilt is confirmed, suspension from the SFC High Performance Program will be indefinite in nature.

The High Performance Committee and/or Executive Committee may use discretion in the interpretation of the above in each and every case.

This code constitutes an agreement by which the athlete commits to respecting the norms of the High Performance Program. If an athlete does not respect the code, he/she is liable to the sanctions and discipline listed above.

THIS DOCUMENT TO BE ELECTRONICALLY SIGNED