Queen’s Student-Athlete - Guidelines for Behaviour

Overview

Sport is about competing and performing to the best of your ability – the pursuit of human and sporting excellence.

Membership on an athletic team at Queen’s University is a privilege. Student-athletes, as representatives of the University are highly visible students on campus and in our community. Participation on an athletic team creates the unique opportunity to be a role model, peer supporter, mentor and spokesperson; it also brings responsibilities. The social interaction and personal deportment of student-athletes, both on- and off-campus, can be subject to scrutiny and reputational damage.

A Queen’s student-athlete is expected to Lead the Way – being a responsible citizen, positive role model and ambassador of the University, the Athletics & Recreation Department, the Gaels program and their team, demonstrating the highest pursuit of ethical and drug free sport, fair play, integrity, inclusion and respect for others at all times. In addition, student-athletes are expected to abide by all University policies, Athletic & Recreation Department policies, team rules and the policies and procedures of Ontario University Athletics (OUA), Canadian University Sport (U SPORTS) and/or other sport-governing bodies.

In addition to the behaviour expectations outlined in the Queen’s Student Code of Conduct (which includes the Policy on Sexual Violence Involving Queen’s University Students) student-athletes are expected to:

- Pursue academic success, being a responsible member of each class, which includes attending, being prepared, completing requirements and participating at the level expected of all Queen’s students.
- Fulfill all department and team commitments throughout the year, including all eligibility and athletic education requirements as well as all activities required by their respective sport. To notify the appropriate department representative and/or their coach regarding any conflict or problem which might reasonably interfere with the fulfillment of these commitments.
- Exhibit conduct at all times which compliments and enhances the University and team’s reputation, reflecting the highest standards of honour, integrity and dignity that should characterize participation in competitive University sport. Not engaging, or being tolerant of, any violent acts (i.e. verbal abuse, physical or sexual violence, etc.).
- Not engage in and/or always separate themselves from any conduct or activity that might be considered unsporting, unethical, disrespectful, or that might bring their own reputation, the reputation of the team, the Gaels program, the Athletics & Recreation Department, the University or their sport into disrepute.
- Refrain from engaging in online behaviour (i.e. social media), or other communication technology in a public medium that reflects negatively on the reputation of their team, teammates, coaches, staff, opponents, the Gaels program, the Athletics & Recreation Department and/or the University.
- Treat everyone with dignity and respect. Contribute to a positive campus, athletic and team culture that embraces the values of diversity, equity and inclusion. Not to engage in any behavior that is known, or ought to be reasonably known, to be harassing, hostile, intimidating and/or discriminatory.
- Conduct all team activities (welcoming, social, team parties, etc.) in a manner that respects the individual’s rights, integrity, dignity, safety and well-being, including the right to participate voluntarily without any pressure. Activities that have forced participation, or are demeaning, humiliating or disrespectful, are unacceptable.
Avoid any negative interaction or conflict with members of the opposing team (including fans, event staff, officials), except as they occur in the actual course of competition, and which constitute a reasonable expression of the competitive spirit of the team or team members.

Abide by the rules and regulations of their sport as set out by the OUA, U SPORTS and/or the respective sport-governing body.

Uphold the principles of Drug Free Sport
- By avoiding the use of any performance-enhancing drugs, (i.e. anabolic steroids) and/or techniques (i.e. blood doping), as outlined by the Centre for Ethics in Sport (www.cces.ca). Student-athletes who engage in or observe the use of such substance or techniques by another student-athlete are required to report the conduct to the Head Athletic Therapist.
- By accepting responsibility to ensure that any medication taken is not a prohibited substance. Information to assist is available from:
  - World Anti-Doping Agency (WADA) – see “What is Prohibited” www.wada-ama.org
  - Centre of Ethics in Sports (CCES) – see “Anti-Doping” https://cces.ca/
- By not consuming or possessing any narcotic, controlled or prohibited substance (unless permitted by a licenced medical professional and used for the purpose prescribed and appropriately registered under a Therapeutic Use Exemption [TUE])
- By not consuming any legal “recreational drug” (cannabis – including edibles, alcohol, ) during the Athletic Season (August 15th – April 30th) including the illegal and/or excessive consumption of alcohol, which may negatively affect athletic performance and/or the safety and security of the athlete and other participants; and
- By never possessing any narcotic, controlled or prohibited substance, or any recreational drug (including alcohol or cannabis) while participating in a sanctioned team activity, travel to/from athletic events or activities, including practices, and/or while representing the University. In addition, student-athletes shall not under any circumstances provide alcohol, or other such recreational drug, to any person under the age of 19 and/or an individual who has not given their expressed consent.

Student-athletes are reminded that while participating in provincial and/or national sport organization and/or other sports sanctioned activities they remain subject to the CCES anti-doping code requirements throughout during their involvement with these programs (i.e. summer months).

Upon completion of the student-athlete registration process, which is a requirement to participate in any varsity sport activity, you are confirming that you will abide by all of the expectations and responsibilities outlined above. You are also acknowledging that any violation of the Queen’s Student-Athlete – Guidelines for Behaviour will result in appropriate sport-related discipline as determined by my Head Coach, and/or the Athletics & Recreation Department and/or the University. See the Athletics & Recreation Non-Academic Misconduct Policy (“A&R NAM Policy”) for the procedures governing disciplinary action and a summary of infractions and sanctions.
Summary of Infractions

Minor Infractions
Actions by an individual or individuals that interfere with another person’s enjoyment of an athletic or recreational event; conduct contrary to the ideals of fair play; inappropriate online behaviour; knowingly failing to comply/ follow procedures that could negatively affect participation; or abuse of property or facilities. Examples include, but are not limited to:

1. Disrespectful, offensive or abusive behaviour directed towards others, including, but not limited to, peers, opponents, athletes, coaches, officials, sport leaders, facility/event staff, administrators, spectators or the community at large.
2. Conduct contrary to the ideals of fair play, such as angry outbursts, arguing, spitting, inappropriate gestures, engaging in inappropriate or disrespectful online behaviour (i.e. social media), etc.
3. Failing to adhere to administrative requirements or deadlines for event, activity, or league participation that negatively affects or jeopardizes the participation of the team/club.
4. Incidents of misrepresentation, such as, but not limited to, providing false identification, or failure to disclose relevant information.
5. Failing to participate and/or comply with department policies and procedures including all eligibility, athletic education and academic support requirements.
6. Willful abuse of property, facilities, equipment or vehicles, for which the repair/replacement cost is less than $500.
7. Non-compliance with the rules and regulations of each sport/program under which events are conducted, whether at the department (intramurals), league (OUA/U SPORTS /other affiliated sport-governing bodies [NSO’s, PSO’s]), or international level (FISU Games).
8. For Intramural and Recreation Club and Program participants, possession of cannabis while participating in, and/or travel to/from a sanctioned activity or game and/or while representing the University and/or while present at the Athletic Venue (i.e. team rooms, dressing rooms, etc).

Repeat Infractions
If a student-athlete, Intramural or Recreation program participant commits more than two (2) Minor Infractions within an academic year, then the situation may be re-classified as a Major Infraction. Once a Minor Infraction becomes a Major Infraction, it will be dealt with in accordance with the Major Infraction procedures outlined in the Athletics & Recreation Non-Academic Discipline Judicial Process (Discipline Policy) and will be subject to the sanctions of a Major Infraction.

Major Infractions *
Actions that have a significant negative impact on another individual(s); actions that endanger the safety and security of themselves and/or others at an Athletics & Recreation event, activity or program; actions that undermine the dignity of another individual; actions that result in serious damage to University property; or actions that affect the image and reputation of the team, Gaels program, Athletics & Recreation Department and/or University. Examples include, but are not limited to:

1. Egregious, disrespectful, offensive or abusive behaviour directed towards others, including, but not limited to, peers, opponents, athletes, coaches, officials, sport leaders, facility/event staff, administrators, spectators or the community at large.
2. Any incident of racist or sexist comments/behaviour directed towards others, including, but not limited to, peers, opponents, athletes, coaches, officials, sport leaders, facility/event staff, administrators, or spectators.
3. Any act of violent behaviour; including verbal abuse, physical or sexual violence.
4. Failing to adhere to administrative requirements or deadlines for event/activity participation that negatively affects or jeopardizes the participation of the team, including failing to participate and/or comply with department policies and procedures including all eligibility, athletic education and academic support requirements.
5. Egregious conduct contrary to the ideals of fair play, such as angry outbursts, arguing, spitting, inappropriate gestures, engaging in inappropriate or disrespectful online behaviour (i.e. social media), etc.
6. Use of banned, performance-enhancing drugs or methods.
7. Use of illicit drugs, narcotics and/or controlled substances unless permitted by law or prescribed by a licenced medical professional and used for the purpose prescribed and appropriately registered under a Therapeutic Use Exemption [TUE] or University Policy (including Athletics & Recreation policies and procedures).
8. Consumption of recreational drugs (cannabis) or excessive consumption of alcohol by a Student-Athlete during the Athletic Season.
9. For Student-Athletes, possession of cannabis while participating in, and/or travel to/from a sanctioned activity or game and/or while representing the University and/or while present at the Athletic Venue (i.e. team rooms, dressing rooms, etc.).
10. Exercising poor judgement with the use, promotion or provision of illegal controlled substances and/or recreational drugs (i.e. alcohol,
cannabis). This includes but is not limited to engaging in high-risk alcohol behaviours, possession of open alcohol, cannabis or controlled substances in team vehicles, team rooms or athletic venues, furnishing alcohol or other controlled substances to individuals under the age of 19 and/or to individuals who have not given their expressed consent.

11. Willful abuse of property, facilities, equipment or vehicles, for which the repair/replacement cost is more than $500.

12. Any conduct or action which results in, or could foreseeably result in, harm to the person, image, credibility or reputation of the individual, team, club, department, or University.

13. Hazing or activities that are demeaning, humiliating, disrespectful, or have been forced, are unacceptable. These activities shall include, but are not limited to, pranks, jokes, etc. Any activity that does not respect the individual’s rights, integrity, dignity, safety or well-being is unacceptable.

14. Behaviour on the field of play that results in a single significant and/or series of major penalties and/or ejections for misconduct (i.e. technical fouls, red cards, major penalties, league imposed sanction, etc.).

*NOTE:* Actions that may constitute Category 2 Non-Academic Misconduct (NAM) under the Student Code of Conduct shall be forwarded to the Queen’s University NAM Intake Officer for review. Alleged Category 2 violations will be managed in accordance with Code procedures. This includes the option of referring the matter back to Athletics and Recreation to be addressed under the Athletics & Recreation Non-Academic Misconduct Policy (“A&R NAM Policy”).