**Code of Conduct**

Members of Gryphon Intercollegiate Teams are ambassadors for the University of Guelph. The efforts, accomplishments and deportment of our student-athletes are a source of pride for the entire University Community. Membership on our teams is a privilege - not a right. Players, coaches, and team staff members are expected to conduct themselves responsibly and in a manner consistent with the values of the University of Guelph, in competition, in practice and in all public forums. Coaches have a particular duty to demonstrate and maintain behavioural expectations.

The Department of Athletics fully adheres to the principles articulated in the University of Guelph "Student Rights and Responsibilities" policy including the treatment of others with the utmost respect and dignity, and the maintenance of an environment that is both safe and free from harassment and/or discrimination.

Similarly, the University of Guelph, Department of Athletics, is dedicated to the highest standards of human equality and academic freedom as outlined in the "Human Rights Policy". We place great value in ensuring an environment that is safe, positive, respectful and conducive to the pursuit of academic and athletic excellence.

**Behavioural Expectations**

**The Department of Athletics holds the following behavioural expectations for all student-athletes, coaches, team staff members, and all employees of the Department:**

- a commitment to the treatment of others with the utmost respect and dignity
- a commitment to behaviours that will enhance the image of the University of Guelph
- a commitment to the core values of sportsmanship and fair play
- a commitment to the elimination of sexist, racist, and/or discriminatory behaviours

**To meet these expectations, adherence to the following regulations is required:**

- hazing activities of any type are NOT permitted
- good judgement should be exercised in the use of alcohol. Alcohol may not be consumed during travel (via bus, car, van, train or plane) to and/or from a game or competition or practice, in team rooms or competition facilities (home or away) at any time
- the use of tobacco is prohibited at any competition facility, team room, etc.
- any orientation/team building activity must be organized in concert with University Community Principles as described in the "Student Rights and Responsibilities" policy
- the use of illegal drugs or performance enhancing drugs, per CIS Regulations, is prohibited
- fighting and/or property
- any behaviours displayed on social media that are deemed to be contrary to behaviours that will enhance the image of the University of Guelph or demonstrate a lack of good judgement in the use of alcohol are not permitted. It is not relevant whether or not the individual(s) appear(s) wearing Gryphon apparel
- the Department of Athletics Social Media Policy must be adhered to
- any postings on any social media including Face book, twitter, instagram, etc. are subject to the Code of Conduct expectations
All players, coaches, team staff members, and employees of the Department of Athletics are required to behave, at all times, in a manner consistent with the University of Guelph Gryphons’ Code of Conduct. Violations of the Code will not be tolerated and will be subject to discipline in accordance with the Code of Conduct Procedures. Failure to comply can result in penalties up to and including, individual removal of a member from a team and/or removal of a team from competition.

**University of Guelph**  
**Department of Athletics**  
**Discipline Procedures**

Alleged violations of the University of Guelph, Department of Athletics Code of Conduct, which do not fall under the Student Code of Conduct, will be dealt in the following manner:

**Violations:**

I.

a) Upon receipt of information that there may have been a violation of the Code of Conduct, the Director of Athletics will appoint an Investigating Officer which may include himself/herself, who has no affiliation with the team, to gather information. The Investigating Officer will be asked to make his/her report to the Director of Athletics in a timely manner, due to the time-sensitive nature of the athletic season.

b) If the Investigating Officer concludes that there has not been a violation of the Code of Conduct, all parties will be informed and no further action will be taken.

c) If the Investigating Officer concludes that there is potentially a case of misconduct, the individual(s) will be informed in writing as to the nature of the violation and the sanctions that may be levied. The individual(s) will be given the opportunity to respond in a formal hearing before a Discipline Committee established by the Director of Athletics.

d) Each Discipline Committee will be composed of the Investigating Officer who will present the case (non-voting), and five (5) voting members: a Chair, as appointed by the Director of Athletics; two (2) student-athletes representing Varsity teams other than the team or person(s) alleged to have committed the violation; and, two (2) members of the University of Guelph campus community (faculty, staff, or alumni).

e) Temporary suspension during the period of the investigation, may be applied by the Coach and/or Director of Athletics.
**Hearing Procedures:**

II.  

a) The individual(s) who is alleged to have committed the violation may be represented by their coach as an advisor both prior to and present at the Discipline Committee hearing.

b) Should the individual(s) who is alleged to have committed the violation fail to appear at the Discipline Committee hearing without just cause, a decision may be rendered in their absence.

c) The Investigating Officer will first present the case against the individual(s) including any evidence. Once this has occurred, the individual(s) will have the opportunity to respond.

d) Any party to the proceedings may call their coach (as an advisor) to provide information relevant to the case being heard. However, the Discipline Committee Chair may limit the amount of cross-examination when a summary of the evidence or cross-examination questions reveals that the information will be repetitive or irrelevant.

e) Any member of the Discipline Committee may question any person appearing before the Discipline Committee.

f) The final decision of the Discipline Committee will be reached by a majority ballot of the five (5) voting members. The Discipline Committee will forward sanction recommendations to Director of Athletics to be reviewed and approved before being implemented. In the event that there is a disagreement regarding the sanction recommendations, between the Director of Athletics and the Discipline Committee, the matter will be referred to the Associate Vice-President (Student Affairs) for the final decision.

g) Once the sanction(s) are determined, the respondent(s) will be verbally notified and also in writing. Note: Because of the time-sensitive nature of the athletic season, every effort will be made to render a decision before the team’s next competition.

h) An accurate written record of the proceedings will be kept.

i) Testimony before the Discipline Committee is in strict confidence. All members of the Discipline Committee are to be responsible for maintaining confidence regarding all information received during the course of the hearing.
Sanctions:

III. Sanction recommendations will be based on the findings of the investigation, the number and nature of previous violations (if any), any other relevant factors in the Discipline Committee’s discretion, and any extenuating circumstances which might exist. Evidence should be clear and compelling. It is not necessary that a case be proven beyond reasonable doubt. Decisions will be based only on the evidence presented at the Discipline Committee hearing.

Appropriate sanctions for a violation of the University of Guelph Department of Athletics Code of Conduct are at the discretion of the Discipline Committee and the Director of Athletics, and include, but are not limited to:

a) suspension of the individual(s) or team from training, and/or for one or more competitions, or an entire season, or permanently
b) removal of funding from the team
c) suspension of travel
d) probation
e) community service by the individual(s) or team
f) reprimand letter
g) restitution
h) removal of privileges
i) behavioural contract between the respondent(s) and the University of Guelph Department of Athletics to correct behaviour
j) termination of the team program

Appeals:

IV. A decision reached by the Discipline Committee may be appealed by the accused individual(s) or complainant(s), in writing, to the Associate Vice-President (Student Affairs) within 10 calendar days of the written decision.

Except as required to explain the basis of new evidence, an appeal will be limited to review of the verbatim record of the initial Discipline Committee hearing and supporting documents for one or more of the following purposes:
a) To determine whether the original Discipline Committee hearing was conducted fairly in light of the charges and evidence presented.

b) To determine whether the decision reached regarding the accused individual(s) was based on substantial evidence.

c) To determine whether the sanction(s) imposed was appropriate for the violation of the University of Guelph Department of Athletics Code of Conduct which the individual(s) was found to have committed.

d) To consider new evidence sufficient to alter a decision, or other relevant facts not brought out in the original Discipline Committee hearing, because such evidence and/or facts were not known to the person appealing at the time of the original Discipline Committee hearing.