

uOttawa Gee-Gees Behavioural Guidelines

CIS Varsity Programs

Welcome to the University of Ottawa (uOttawa) Gee-Gees! Sports Services has a long and proud tradition of athletic excellence. We recognize the significant commitment required to be a student-athlete and look forward to celebrating your success. We also recognize that sport occupies a special place at the university and in the local community. uOttawa and Sports Services therefore have high expectations of you as a representative of your team, your school and your community. Our **presence** and our **profile** in these communities demand a high level of **responsibility and accountability**; a standard that we all share and strive for.

We have selected you as a student-athlete not only to provide you with the privilege of pursuing excellence in your chosen sport but also because we think you fit with our positive vision of a student-athlete.

Enjoy the privilege of being a student-athlete at the uOttawa and in the process make yourself and the institution proud of your contribution. Student-athletes represent the Gee-Gees at all times, even when they are not on campus or competing. Once a Gee-Gee, always a Gee-Gee.

Sports Services' mission is "to enrich the overall university experience while engaging our community in active living and sport". As a student-athlete, you are a key part of this mission and these guidelines are designed to provide you with an opportunity to help us achieve our mission.

Our Commitment to Varsity Athletics

Sports Services' vision is to be a leader in sport, fitness and recreation. With respect to varsity sport specifically, our vision is to support competitive opportunities and celebrate and drive excellence in selected CIS sports and drive visibility, excitement and connection to the Gee-Gee name and brand.

We are striving for:

- Student-athlete-centredness in an environment of excellence.
- Gender equity in programming.
- A quality sport experience for all student-athletes.
- Competitive opportunities for student-athletes in a context of fair play.
- Recognition of our student-athletes and coaches as leaders in their sport.
- Quality sport programs that enrich the overall student-athlete life experience.
- A sport environment that is tolerant and respectful of individual differences and choices regardless of race, religion, sexual orientation, etc.

Sports Services' values help to keep us grounded and consistent in our decision and our actions.

As members of Sports Services:

- We are fair, honest and open in our actions and communications.
- We respect people's individual differences.
- We support innovation, creativity and risk taking.
- We celebrate our successes and share our failures.
- We are committed to carrying our share of the responsibilities and workload.
- We confront problems and issues openly, directly and in a timely manner.
- We respect levels of authority and jurisdiction.
- We will work as partners to make the OUA, the RSEQ and the CIS a success.
- We respect the rights of other institutions.

Policies

1. Social Media Policy

Student-athletes are in the public eye not only on the court or field, but on social media as well. Although these are personal accounts, everything posted on them is subject to scrutiny from the public, media and others. Student-athletes represent the Gee-Gees at all times, even when they are not on campus or competing. Once a Gee-Gee, always a Gee-Gee.

Student-athletes will not author, forward or post vulgar or offensive notes, texts, photographs or other content that reflect negatively on their team, other individuals, the university or themselves. Nor will they post content that could be deemed unflattering or damaging. Student-athletes will also encourage others to use social media responsibly.

Student-athletes are subject to sanctions if they do not abide by Sports Services' social media policy.

I acknowledge I have read and understand that I am required to comply with Sports Services' social media policy. Initial _____
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2. Harassment and Discrimination Policy

An individual has the right to be free from harassment and discrimination on the prohibited grounds defined in the Ontario Human Rights Code. This includes, but is not limited to: sexual harassment, harassment based on gender, race, ethnicity, religion, creed, disability and sexual orientation. (uOttawa Policy 67a: [Prevention of Harassment and Discrimination](#)).

Discrimination means:

- a) a distinction—intentional or unintentional, direct or indirect—because of a person's race, ancestry, ethnic origin, creed, place of origin, colour, citizenship, sex, sexual orientation, gender identity and expression, age, pregnancy, marital status, family status, record of offences, political affiliation, religious belief, disability or means to accommodate the disability and
- b) that has the effect of erecting barriers, or creating obligations, disadvantages or situations of unequal treatment that withhold or limit access to privileges, advantages or political, social or economic rights available to other members of society.

Harassment means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. A single unwelcome incident, if serious enough, can be sufficient to support an instance of harassment. Harassment includes comments or conduct that

intimidates, humiliates, undermines or dominates the other person by belittling, embarrassing or demeaning them or involves the use of abusive or threatening language.

Sexual harassment is a form of harassment and consists of:

- a) sexual solicitation or unwanted sexual attention from a person who knows or ought reasonably to know that such attention is unwanted;
- b) implied or expressed promise of reward for complying with a sexually oriented request;
- c) implied or expressed threat of reprisal or actual reprisal for refusing to comply with a sexually oriented request;
- d) a sexual relationship that constitutes an abuse of power in a relationship of authority; or
- e) a sexually oriented comment or behaviour that may reasonably be perceived to create a negative psychological and emotional environment for work or study (“poisoned environment”).

Student-athletes will not initiate, engage in or encourage harassment or discrimination, including sexual harassment, and are subject to sanctions if they do not abide by the university’s harassment and discrimination policy.

I acknowledge I have read and understand that I am required to comply with the University of Ottawa’s harassment and discrimination policy. Initial _____

3. Hazing Policy

Hazing is a broad term encompassing any action or activity which does not contribute to the positive development of a person; which inflicts or intends to cause physical or mental harm or anxieties; which may demean, degrade, or disgrace any person, regardless of location, intent or consent of participants. Hazing is an initiation process involving harassment.

Student-athletes have the responsibility to be an ambassador for uOttawa, Sports Services and their sport and to avoid engaging in activities likely to cause personal injury, intimidation or harassment.

Sports Services encourages team building activities however, we expressly forbid any initiation program that involves any alcoholic consumption by participants. Initiation ceremonies which alter an individual’s appearance, such as shaving of heads or eyebrows, are against Sports Services policy, and likewise forbidden. Initiation ceremonies are not to be degrading, or violate the ‘rights’ of a participant.

Student-athletes will not participate in hazing rituals and are subject to sanctions if they do not abide by Sports Services’ hazing policy.

I acknowledge I have read and understand that I am required to comply with Sports Services’ hazing policy. Initial _____

4. Alcohol and Illegal Substances Policy

If you drink alcohol, please drink responsibly and in moderation and encourage your teammates to do the same. If you plan on driving to a place where alcoholic beverages are being served, make alternate arrangements to get home. Always remember to act in a mature and responsible manner and avoid the consumption of substances that could affect your judgment and encourage your teammates to do the same.

The legal age for the consumption of alcohol is 19 in Ontario and 18 in Quebec. Sports Services does not condone the use of illegal / banned substances at any time based on provincial and/or federal law.

Student-athletes will refrain from the consumption of alcohol or use of illegal/banned substances while on route to or from the site of athletic events, competitions, practices, or in their hotel rooms. The consumption or possession of alcohol or illegal / banned substances on team transportation is strictly prohibited. There is zero tolerance for the use of any alcohol or illegal substances by any drivers of team vehicles.

At Sports Services' sanctioned events, or those events sanctioned by other OUA, RSEQ or CIS member institutions where alcohol may be available, student-athletes will adhere to all provincial and/or federal laws and conduct themselves responsibly.

Coaches are permitted to enforce stricter alcohol policies for their respective teams.

Student-athletes are expected to refrain from inappropriate and excessive use of alcohol and the use of illegal substances and are subject to sanctions if they do not abide by Sports Services' alcohol policy.

I acknowledge I have read and understand that I am required to comply with Sports Services' alcohol and illegal substances policy. Initial _____

5. Travel Policy

All team members and coaches are expected to travel with the team to and from all competitions. The head coach will advise all student-athletes about travel arrangements, departure and return times and any other pertinent information. If student-athletes are not traveling with the team, a TRAVEL RELEASE FORM must be filled out and approved by the head coach

- Student-athletes are PERSONALLY RESPONSIBLE for any charges to the room other than the base cost of the room rental.
- Student-athletes are PERSONALLY RESPONSIBLE for any damage to the rooms or any items reported missing from the rooms.
- The head coach is responsible to continually educate and assist in monitoring student-athletes with respect to these behavioral guidelines and take appropriate action when necessary.
- Prior to departure for an overnight trip, coaches should inform their student-athletes of the name of the accommodations and the phone number. Student-athletes should be encouraged to leave all information about trips (time of departure and return, accommodations and phone numbers) with their roommates or at their place of residence, in case of an emergency.
- No person other than team members and authorized personnel are to be in team members' hotel rooms.
- Alcoholic beverages are not allowed in team members' hotel rooms (please refer to the Alcohol and Illegal Substances Policy).

Student-athletes are expected to behave responsibly while travelling and are subject to sanctions if they do not abide by Sports Services' travel policy.

I acknowledge I have read and understand that I am required to comply with Sports Services' travel policy. Initial _____

6. Drug-Free Sport Policy

As members of Canadian Interuniversity Sport, all varsity student-athletes are governed by the anti-doping policies of the Canadian Centre for Ethics in Sport (CCES). Please refer to [CCES athlete zone](#) for detailed information.

Drug Education Seminar

As a condition of eligibility, all CIS student-athletes must complete an online Drug Education Program prior to the start of the season. The program ensures consistent and up-to-date information is provided to all student-athletes. This can be done at the student-athlete's convenience.

Doping Control

CIS student-athletes and coaches should note that they are subject to random no-notice drug testing according to the CCES guidelines. These guidelines also forbid the use of cannabinoids (marijuana and its derivatives). A positive test will result in student-athlete sanctions.

Student-athletes are expected to refrain from using illegal or banned substances and are subject to sanctions if they do not abide by Sports Services' drug-free sport policy.

I acknowledge I have read and understand that I am required to comply with Sports Services' drug-free sport policy. Initial _____

My Commitment as a University of Ottawa Gee-Gee Student-Athlete

I acknowledge that it is an honour and a privilege, not a right, to participate in the long and proud tradition of interuniversity athletics at the University of Ottawa. I recognize that the University of Ottawa expects me to experience personal growth, academic achievement, and athletic success.

I recognize that I am among the most visible students on campus and in the wider community, and that I am held to high standards of behaviour. As such, I understand the need to exercise good judgment and conduct myself with honesty, integrity, and respect for others at all times.

I realize that I am representing myself as well as my teammates when I am participating in interuniversity competition, attending classes, and socializing with friends and others both in and outside of the University community. My actions may have repercussions affecting not only me but my teammates and the entire Gee-Gees family. Therefore, I will represent us all in the most positive and honest manner possible.

I understand that I am governed by and must abide by the regulations of the OUA, the RSEQ and the CIS. In keeping with the spirit of these organizations, I acknowledge that as a student-athlete, I have made a commitment to both academics and athletics.

I realize that any incidents of a criminal nature will be referred to the appropriate authorities.

I recognize that no policy can address, in specific fashion, all possible situations, which may take place. When a policy does not address a specific behavior, I am expected to conduct myself in a spirit of social responsibility and respect for others. I understand that logic or common sense will be applied in situations where explicit policies do not exist.

I also acknowledge that head coaches are permitted to enforce stricter policies for their respective teams.

Who do I contact CONFIDENTIALLY if I have any questions or concerns regarding this document or situations that arise which may be in breach of these guidelines?

- Your Head Coach
- Student-Athlete Services and Compliance Officer - Danika Smith
- Assistant Director Programs – Colin Timm

With thanks to Brock University, Boston University, McMaster University, Trent University, Université du Québec à Montréal, Wilfrid Laurier University, Western University, University of Windsor

By signing this document, I accept that I am responsible for my own behavior and for reading, understanding and abiding by the policies, practices and procedures applicable to me at the University of Ottawa.

Student-Athlete's Name (print)	Signature	Date

Witness' Name (print)	Signature	Date

OFFICE USE ONLY

Document Received By: _____

Date: _____