

SPECIAL OLYMPICS BC POLICY MANUAL

Section:

Policy: **Athlete Conduct Management**

Effective Date: January 2013

Revised:

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Special Olympics BC athletes are the most visible and important members of our organization. Athletes may display social behavior that is unacceptable to others in the program because of its harmful physical or psychological nature. Those responsible for the program need to ensure that others are not endangered by this behavior but must also attempt to shape the athlete's inappropriate behavior so that he/she may be able to remain in or rejoin the program. As such, athletes must conduct themselves in a manner reflective of the beliefs and philosophy of Special Olympics BC should they wish to continue their involvement.

ATHLETE CONDUCT CODE

Fulfill the responsibilities and expectations of being an athlete:

- Make a commitment to sport training and follow through with that commitment.
- Dedicate yourself to improving, both as an athlete and as a person.
- Follow the policies and procedures of Special Olympics BC.

Set an example for other athletes:

- Refrain from drinking or using profanity during Special Olympics programs or events.
- Avoid any behaviour which may be misunderstood or misinterpreted by other athletes.
- Maintain your self-control at all times.
- Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief, or economic status.
- Be helpful to and supportive of everyone associated with Special Olympics.

Demonstrate good sportsmanship and cooperation:

- Ensure that the Special Olympics Athlete's Oath guides your actions.
- Respect the rules and support the decisions of all sport officials and committees.
- Be respectful during ceremonies and help other athletes be the same.
- Praise other athletes for their efforts and encourage them to celebrate the success of others.
- Support and encourage Special Olympics volunteers and staff.

ATHLETE INCIDENT MANAGEMENT

Should an athlete be in violation of the Athlete Conduct Code the following action would be taken:

- Ensure there is complete documentation of the incident causing concern about the participation of the athlete in the program. Documentation should include a description of the incident, time, date, and location of the incident, and names of any witnesses/supervisors to the incident.

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- Discuss the situation with the athlete, outlining the inappropriate nature of the behavior and positive alternative actions that could have been taken.
- Inform the parents/guardian (if appropriate) and the Special Olympics BC Provincial Office of the incident and the follow-up action. A written copy of the discussion is to be sent to both parties. Where the safety or well-being of those involved or the integrity of the organization is affected by the actions of the individual, contact the Provincial Office immediately (before the next practice) to discuss the handling of the situation. Such situations may require immediate and direct action, including temporary or permanent suspension. In such cases, failure to follow all steps within this policy shall not invalidate the action taken.
- Where necessary, develop and implement a program designed to reshape the inappropriate behavior. This may involve the assignment of a volunteer to implement this program with the athlete.
- Document the athlete's progress following the incident. If inappropriate behavior continues and disciplinary action must be taken, a copy of all documentation must be forwarded to the Vice President, Sport for Special Olympics BC.

APPEAL PROCESS

Should the athlete feel that the decision rendered following the above process was unfair, that individual may, within 14 days of receiving such notice, appeal the decision.

- The appeal must be in writing, indicating that he/she wishes to appeal the decision, complete with reasons for the appeal and stating why the decision should be reviewed, and must be submitted to the President & CEO for Special Olympics BC.
- The President & CEO will appoint an independent committee to hear the appeal.
- The appeal committee will submit its report to the President & CEO who will in turn notify the parties involved of the outcome of the appeal.
- Either party shall have the right to appeal this finding to the Executive committee of the Board of Directors within 14 days of being notified of the findings of the appeal committee.

The decision of the Executive Committee of the Board of Directors shall be final with no further appeals permitted.