

# YOA Discipline Policy

## **Introduction:**

This policy sets out the standard of behaviour expected by athletes, coaches and team leaders, in relation to their interactions with others, and in relation to competition officials. Since orienteering is fairly unique in relying on good relations with public land managers and in some cases private land owners, respect for these people, and for the environment generally, is also a component of this policy. The policy also sets out how infractions will be dealt with.

## **Application:**

This policy applies to all YOA athletes, coaches and team leaders (hereafter referred to as 'members of YOA teams') representing the association as part of an officially sanctioned team, during local training events and at 'outside' competitions and training camps.

## **Expectations:**

YOA is committed to providing a harassment free sport environment in which all individuals are treated with respect. All participants must make every effort to promote a safe, harassment free environment so the experience is conducive to maximal enjoyment for all. Furthermore, YOA supports equal opportunities and prohibits discriminatory practices. Participants will refrain from comments or behaviors which are disrespectful, offensive or abusive (including racist or sexist).

Members of YOA teams are expected to conduct themselves at all times in a respectful and responsible manner. This includes ensuring they are informed and understand the expectations of conduct as outlined in the Athlete Code of Conduct they are required to sign and this policy. This standard of conduct is expected of participants for the duration of the season, from the time they are named to a team until the end of the season. Individuals who fail to fulfill their roles and responsibilities may be subject to discipline.

Members of YOA teams are expected to maintain respect and consideration towards the public, the coaches, other athletes, media personnel, land owners and managers, officials and volunteers/staff involved with orienteering. This includes but is not limited to respecting the COF and IOF competition rules.

The following behavior is unacceptable:

- Any action or conduct that would, at the discretion of the designated individual who is directly responsible for the team (usually the team leader), unreasonably disrupt or interfere with a competition or training camp, or is detrimental to the reputation or image of the YOA or the COF.
- Violations of COF and/or IOF competition rules.
- Any illegal activities, including committing an act that is considered an offense under any law in the jurisdiction in which the act took place (including underage drinking & impaired driving).
- Breaking curfew regulations as defined by the Team Leader directly responsible for the team.
- The willful abuse of property owned, rented, borrowed or leased by the YOA including vehicles, motel/hotel rooms and team equipment.

**Infractions:**

Infractions of the Athlete Code of Conduct or this policy will result in the imposition of disciplinary sanctions that are reasonable and proportionate to the conduct. Sanctions can include, but are not limited to the following: loss of eligibility to participate in YOA sanctioned activities on an interim or permanent basis; loss of any further financial support for training and competition from the YOA; the requirement to pay compensation for any damaged property, loss of membership in the YOA.

**Enforcement; and Appeal Process:**

Enforcement of this policy is the responsibility of the YOA designated individual who is directly responsible for a specific team. Prior to the imposition of any disciplinary sanction, the designated individual will meet with, hear and consider the athlete's version of events. In a case where there is a conflict between an athlete and the YOA designated individual regarding the interpretation of this policy and/or the disciplinary sanction imposed, the athlete has recourse to a hearing and appeal process provided by the YOA that is in conformity with the generally accepted principles of natural justice and due process. If necessary, the athlete has access to independent arbitration through the Yukon Dispute Resolution Board.