

Policy Name: Team Manitoba Conduct Policy	Date of Approval: January 18 th , 2023	Activation Date: January 19 th , 2023
Approved By: Board of Directors	Version: 2023.1	Replacing Previous Version: 2020.1
Review Cycle: 3 Years or as Required		

1.1 Definitions:

- a) Competition – Refers to the time between departure to and return from any competition.
- b) Legal Age – Refers to individuals 18 years of age. If the legal age of the country or province where the competition is located is higher than 18 years of age, then such older legal ages shall apply.
- c) Mission Staff - Refers to the Chef de Mission, Team Managers and other persons appointed by the MGA to have responsibility for athletes during the competition.
- d) Team Members - Refers to any individual representing the MGA including, coaches, athletes, managers, chaperones, officials and Chef de Mission.
- e) Team Manitoba Event – Any competition where MGA assist financially or coordinates team travel.

1.2 Application of Team Manitoba Conduct Policy:

- a) The rules of conduct shall apply to any Sanctioned Team event in which they are representing the Province of Manitoba.
- b) When Manitoba athletes travel as part of another team, such as National Team, they shall also be subject to the rules of conduct for that team.
- c) If a situation infraction has occurred where one or more members of a group violate the code, but it is not clear who is specifically responsible, the entire group will be disciplined.

1.3 Behavior Expectations

- a) Team Manitoba athletes (and their parents/guardians if under legal age) and coaches will receive and are required to read and sign the acceptance Team Manitoba Conduct and remit required fees prior to the specified deadline date by the MGA.
- b) Team Manitoba Coaches must:
 - i. Ensure the care and behavior of his/her athletes always, even when the activity is not technical in nature
 - ii. Work collaboratively and respectfully with each other to ensure a safe and fun and creates a positive environment for all athletes to perform at their best
 - iii. Support all athletes regardless of performance
 - iv. Knowing the schedule of competition, activity and technical meetings as required
 - v. Work in conjunction (and where required assist) with Mission Staff to ensure all Team needs are looked after
 - vi. Informing the Mission Staff of any athlete injuries that may occur during the event.
- c) All Team members must:
 - i. Comply with the MGA Code of Conduct and Ethics in addition to the Team Manitoba Conduct Policy and any rules/regulations/protocol as laid out by the organizing committee of the sanctioned event.
 - ii. Abide by the decisions of Mission Staff
 - iii. Avoid any action or conduct that would be reasonably expected to significantly disrupt or interfere with the competition or preparation for the competition
 - iv. Be responsible for their own personal belongings
 - v. To adhere to the Rule of 2 guidelines
 - vi. Attended any required Provincial Team meetings or events
 - vii. Comply with curfew before, during and after the competition
 - All Team members are expected to comply with the curfew outlined below:
 - 13 and Under → 9:30 pm
 - 14 and Over → 10:30 pm
 - 18+ → 12:00 am
 - Mission Staff and Coaches have the right to set earlier curfews if required for the event
 - Where athletes of different ages are rooming together, the curfew applicable to the youngest athlete shall apply to all athletes assigned to the room.
 - Curfews must be obeyed, except where a competition or training or special event as identified by the Mission Staff is scheduled or continues beyond the appointed curfew time
 - viii. Comply with the dress code
 - When traveling, Team Manitoba all members must wear their team jacket
 - When in public, an article of Team Manitoba clothing that allows for easy identification must always be worn (i.e. Team Manitoba hoodie, t-shirt, etc)

- Appropriate attire must always be worn (i.e. no rips or holes, no midriffs showing, no inappropriate language)
 - When on the field of play Athletes are to wear current Team Manitoba Tracksuits, Training and Competitive bodysuits or singlets
- ix. Comply with the team travel arrangements and schedules
- Any team members requiring special arrangements due to extenuating circumstances must make such arrangements through the Executive Director within one week of being named to Team Manitoba
 - All athletes are expected to remain with the team during travel, and at the competition location, unless specific permission is received from the Mission Staff or Team Coaches
 - Written parental permission must be received prior to travel for an athlete to leave the team delegation to visit family or for alternative travel arrangements
 - Accommodation changes, if different than those formally arranged by the MGA for the official hotel or official residence when attending any MGA sanctioned competition, training camp or demonstration must be approved by the Executive Director
 - All team members must stay in their assigned accommodations
 - Athletes who want to socialize must go in the lobby or common areas and cannot go into the rooms of athletes of a different gender

1.4 Disciplinary Actions

- a) Team members violating the Team Manitoba Conduct Policy may be subject to disciplinary action(s), in addition to any sanctions or penalties applied by law or other agents.
- b) The Mission Staff are empowered by the Board of Directors to impose the following sanctions on any team member who fails to comply with the Team Manitoba Conduct Policy when representing Team Manitoba:
- a. Verbal reprimand
 - b. Written reprimand
 - c. Restriction or limitation of on-site activities, including removal of certain privileges
 - d. Restitution of property or reimbursement
 - e. Removal of the team member from the competition or event
 - f. Sending the team member home at their own expense
- c) Should it be necessary for the Mission Staff to impose a sanction during a Team Manitoba event then the Chef de Mission shall properly document the incident and ensure, to the maximum extent possible, that the principles of natural justice are followed prior to imposing the sanction.

- d) The Team Member's club and coach (if applicable) will be notified in writing of any disciplinary actions taken other than a verbal reprimand.
- e) A request to review the imposed sanction within 30 days.
- f) The MGA Board of Directors will review and can affirm, vary, substitute, impose additional, reverse or rescind sanctions imposed by the Chef de Mission. Sanctions may include (but not limited to); fines, suspension of benefits or privileges, probation, suspension or termination of membership.
- g) The sanctioned Team Member may appeal any decision(s) under the parameters outlined by the MGA Appeal Policy.