

Saskatchewan Archery Association Inc. Policies and Procedures

Approved by the SAA Board of Directors (October 2025)

APPENDIX I

SAA TEAM ATHLETE AGREEMENT

I will treat others with respect, politeness and courtesy. This includes my fellow athletes and their belongings, coaches, officials, parents, and the public.

I will respect the sport of archery with class and dignity. I will strive to show sportsmanship in all situations.

CODE OF ETHICS – As per SAA Safe Sport Manual

Responsibilities:

Individuals have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of other Individuals by:
 - i. Treating each other with the highest standards of respect and integrity;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other participants;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
 - iv. Acting to correct or prevent practices that are unjustly discriminatory;
 - v. Consistently treating individuals fairly and reasonably; and
 - vi. Ensuring adherence to the rules of the sport and the spirit of those rules
- b) Refrain from any behaviour that constitutes Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, Discrimination or any form of Maltreatment or Prohibited Behaviour
- c) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- d) Refrain from consuming tobacco products, cannabis, or other recreational drugs while participating in the programs, activities, Events of the SAA or representing the SAA at any such programs, activities or Events
- e) In the case of Minors, not consume alcohol, tobacco, or cannabis at any Event
- f) In the case of adults, not consume cannabis in the Workplace or in any situation associated with Events (subject to any requirements for accommodation), not consume alcohol during competitions (except where permitted in accordance with provincial licensing regulations) and manage the responsible consumption of alcohol in any other situation
- g) Respect the property of others and not wilfully cause damage
- h) Promote sport in the most constructive and positive manner possible
- i) When driving a vehicle,
 - 1 Not have their license suspended;
 - 2 Obey traffic laws at all times;
 - 3 Not be under the influence of alcohol, cannabis or illegal drugs or intoxicating substances;
 - 4 Have valid insurance; and
 - 5 Refrain from using a mobile device or engaging in any activity that would constitute distracted driving
- k) Adhere to all federal, provincial, municipal and host country laws
- l) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition or para-classification, and/or refrain from offering or receiving any benefit which is intended to manipulate the

outcome of a competition. A benefit includes the direct or indirect receipt of money or other anything else of value, including, but not limited to, bribes, gains, gifts, preferential treatment, and other advantages

- m) Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of the SAA and those of any other sport organization with authority over the individual, as applicable and as adopted and amended from time to time
- n) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions involving an Individual to the SAA, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or Prohibited Substance or Method

Athletes 11.

In addition to Section 8 (above), Athletes will have additional responsibilities to:

- a) Adhere to their athlete agreement (if applicable)
- b) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete
- c) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations (including time controls or any other form of testing)
- d) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason
- e) Adhere to any rules and requirements regarding clothing and equipment
- f) Dress to represent the sport and themselves appropriately
- g) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers

CONSEQUENCES OF BREAKING THIS AGREEMENT:

First Offence: A written warning will be sent to the athlete describing the situation.

Second Offence: Funding reduced by 50%

Third Offence: The Athlete will be suspended indefinitely from the team.

The consequences of breaking the law will be an immediate suspension from the team. This includes offenses from alcohol abuse, using illegal drugs, causing harm or loss to personal property and being charged with a criminal offense.

TO THE PARENT (applicable if athlete is under 18 years of age)

As a parent of a Sask. Provincial Team Athlete, I agree to assist my child in abiding the Sask. Provincial Team Agreement. The tolerances for breaking this agreement will be ZERO. I understand that if my child breaks this agreement the procedure below will be followed by the Coach/Management/High Performance Committee/Board of Directors. Should my child choose to break the agreement three times, they will be considered suspended indefinitely from and Provincial Team and the events which occurred must be discussed at a Board of Directors Meeting, if my child wishes to be considered for re-instatement to the team. Should my child use illegal drugs, use performance-enhancing drugs or engage in causing harm to individuals or personal property, I understand that this constitutes grounds for immediate suspension from the team and all team activities. If this occurs at a competition or camp, the athlete will be sent home immediately at the family's expense. I accept that no funds will be given for disciplinary dismissal from the team.

I understand that the purpose of having an agreement is to ensure an environment in which and every athlete is encouraged to be the best they can be as a person, and as an athlete.

TO THE ATHLETE AND THE PARENT

I fully understand the agreement of the Sask. Archery Provincial Team and agree to live by it while training and any other activities associated with the team. I accept the consequences of breaking this agreement, recognizing that I am responsible for my actions. By signing below I am choosing to abide by the agreement.

I fully understand that in order to qualify for funding I will be required to shoot all qualifying competitions at the level of U18 and above.

I will be competing at U18 and above level YES NO (circle one)

ATHLETE SIGNATURE DATE

Print Full Name: _____

Phone Number: _____

E-mail Address: _____

SAA#: _____ Jersey Size: _____

As a parent of a Provincial Member under 18 years of age, I understand the agreement and the reasons for having one. I accept that the consequences of my child breaking this agreement are fair and will be followed. I agree to support the SAA coaches/Team Leaders and Directors in implementing the agreement.

PARENT SIGNATURE DATE

PARENT SIGNATURE DATE

Print Full Name: _____

Phone Number: _____

E-mail Address: _____