

**SUDBURY DISTRICT SECONDARY SCHOOLS' ATHLETIC ASSOCIATION
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CODE OF ETHICS FOR INTERSCHOOL ATHLETICS

A. INTRODUCTION

Secondary school athletics must be influenced by values that are basic to a sound educational experience. The secondary school academic area must be solidly established but should also be surrounded by a variety of other experiences in order that students may have the opportunity to develop their potential. Inter-school athletics is one such opportunity. The quality of sportsmanship displayed at school games reflects the contribution that sports can make to the social development of the student.

It is essential that all concerned recognize the responsibility of the department heads and coaches to provide professional leadership in this area of student educational experience.

The following guidelines are offered as a "Code of Ethics" to influence the action and conduct of all who provide leadership or are participants in our program.

B. GUIDELINES

PRINCIPALS: The principal as the administrative head of the school must establish the principles of good sportsmanship in the minds of the entire school and all those who associate with any of the school's activities. The quality of the sportsmanship that is practice or displayed reflects the administrative leadership of the school.

The principal should:

1. Promote the practice of sportsmanship by all members of the school.
2. Keep athletic contests under the official control of school authorities.
3. Be aware of and understand policies and procedures relative to eligibility and abide by these policies.
4. Attend athletic contests and display a vital interest in them.
5. Be sure that parents thoroughly understand what is expected of school athletes.
6. Lend active support and encourage all efforts to discuss sportsmanship, crowd behaviour, code of ethics, etc. with the student body.

CODE OF ETHICS FOR INTERSCHOOL ATHLETICS

PROGRAM LEADERS:

The program leader is responsible to the principal for the operation of the interschool athletic program. The general policies related to athletics will be determined to a large degree by the leadership displayed by the department head.

The program leader should:

1. Make sure that all coaches are aware of and understand the Playing Regulations and the Code of Ethics of the Association.
2. Promote the practice of good sportsmanship by the coaches and athletes.
3. Set policies for coaches, athletes and spectators that project the image of sportsmanship and act as a model for high school athletics.
4. See that adequate measures are taken to handle crowds at home games.
5. Discuss with the principal, the supervision requirements for community facilities when the school sends large numbers of spectators.

COACHES:

The coach is the central figure in the sportsmanship pattern of interschool athletics. In order for good sportsmanship to be the guiding principle in athletics the coach must know what good sportsmanship is and teach it to all.

The coach should:

1. Display good sportsmanship.
2. Maintain poise and self control.
3. Teach athletes to play fairly.
4. Be in control of athletes at all times.
5. Treat visiting teams and spectators as guests.
6. Recognize that to win is desirable, but to win at any cost defeats the purpose of the game.
7. Accept decisions of officials no matter how unfair they may seem, without outward appearance of vexation.
8. Ensure that athletes are familiar with the rules of their sport.

CODE OF ETHICS FOR INTERSCHOOL ATHLETICS

TEAM CAPTAINS

The team captain should:

1. Be an example to their teammates.
2. Greet the opposing captain.
3. Demonstrate a respect for the officials - treat them as guests. Any questions regarding decisions should be asked during a time out in a quiet and respectful manner and only for the purpose of clarifying a ruling so that it may be conveyed to teammates and coach.
4. Not permit teammates to enter into arguments with opponents, officials or spectators.
5. Report game results according to the Result Reporting Procedures.

PLAYERS (ATHLETES)

An athlete should:

1. Be fair at all times, no matter what the cost.
2. Display good sportsmanship at all times both on and off the field.
3. Accept the decisions of the officials without outward appearance of vexation.
4. Control their temper at all times on the playing field or court.
5. Trust in the honesty of opponents.
6. Be familiar with the rules of their sport and accept the spirit or intent.
7. Conduct himself/herself with honour and dignity.
8. Be gracious in victory or defeat.
9. Recognize that desirable conduct in athletic contests is similar to that in other phases of life.

OFFICIALS:

Well-trained and competent officials are important to the success of an athletic program. Their influence on crowd and players is of great importance.

An official should:

1. Execute their role in an unassuming manner as possible.
2. Know the technical rules of the sport as well as the association regulations that apply to game.
3. Communicate with the team captain as required.
4. Maintain poise, dignity and sense of humour.
5. Submit a written report for each major misconduct.
6. Penalize unsportsmanlike behaviour immediately.

CODE OF ETHICS FOR INTERSCHOOL ATHLETICS

CHEERLEADERS:

A cheerleader should:

1. Act as a representative of the student body at athletic contests and realize that they are in a position to control the reactions of the crowd.
2. Be selective about choosing new members for the squad.
3. Give visiting squad right of way when both squads attempt to cheer.
4. Be desirable guests at "away" games.

MASCOTS

Mascots should:

1. Cheer in a positive manner at all times.
2. DO NOT engage in any manner whatsoever with opposing teams fans or players.
3. Inappropriate gestures are strictly prohibited at all times and will be subject to school discipline.
4. Opposing team fans or participants are similarly prohibited from engaging with school mascots.

SPECTATORS:

Spectators play a very important role with respect to school sportsmanship. Their habits and reactions quite largely a willingness on the part of the spectators to share responsibility with others for establishing and maintaining good school sportsmanship.

A spectator should:

1. Consider the visiting team, fans and officials as guests and treat them as such.
2. Respect the authority and judgement of the coach.
3. Respect the property of the school and the authority of school officials.
4. Support the cheerleaders.
5. Accept the officials' decisions as final.
6. Show self-control at all times during and after the games.

SPORTSMANSHIP:

Conduct involving:

1. Honest rivalry
2. Courteous relations
3. Graceful acceptance of the results.

SPECTATOR CONDUCT AND SUPERVISION

A. SPECTATOR BEHAVIOUR - A SCHOOL RESPONSIBILITY

This Association strongly recommends that each school organize an annual meeting in September to review and implement Association and school objectives for athletics.

Steering Committee Members:

1. Principal
2. Physical Education Department Heads
3. Coaches' representative

Meeting Participants:

1. Steering Committee
2. Coaches
3. Team representative (one from each team if possible)
4. Athletic Association representative(s)
5. Student Council representative(s)
6. Cheerleader representative

Items for discussion:

1. Code of ethics for school, team, coach, player and spectator
2. Program funding
3. Responsibilities of each group or individual
4. Method of implementing a school spectator education program
5. Procedure for handling inappropriate behaviour
6. Use of student monitors or ushers
7. Sharing of school facilities (school and community use)

B. RESPONSIBILITY FOR SPECTATORS AT ATHLETIC EVENTS

i) Activities Hosted On School Premises:

The school is responsible for the proper conduct and supervision of the event. Ordinarily there are only small numbers of spectators in attendance, however, competition between certain schools and play-off fever usually generate increased spectator participation. These situations must be anticipated and the necessary precautions implemented. Coaches and/or the department head should discuss the implications of these events with the principal.

ii) Activities Hosted at Community Facilities (football and hockey ordinarily):

The coordinator, convener and Athletic association executive have the responsibility for ensuring that security personnel or police are on duty. When large numbers of students from your school are likely to attend an off-campus event, a responsible school representative should also be in attendance. Again, the coach and/or the department head should inform and discuss such situations with the principal so that adequate supervision arrangements can be made.

SPECTATOR CONDUCT AND SUPERVISION

C. INAPPROPRIATE CONDUCT

In the event that a student(s) exhibit inappropriate behaviour the following steps should be followed:

- i) Ask student to conform to acceptable rules of conduct.
- ii) For continued infraction of rules, evict student from facility. Responsibility for eviction would probably occur in the order listed below:
 - 1. Security or police
 - 2. Convener
 - 3. Teacher supervisor
 - 4. Coach
 - 5. Ushers or monitorsIf in doubt, summon the police.
- iii) Notify the principal of the evicted student.

D. SECURITY PERSONNEL - JOB DESCRIPTION

- i) Regulate entrance traffic.
- ii) Patrol facility (especially washrooms and fire doors).
- iii) Protect rights of spectators.
- iv) Prohibit:
 - 1. use of noise makers.
 - 2. profane language.
 - 3. drinking.
 - 4. abusive language.
- v) Evict individuals for failure to abide by rules of good conduct. Also when reported by monitors, teachers, coach or official.

POLICY AND PROCEDURE REGARDING THE HANDLING OF BODY FLUID SPILLS

The following protocol will be utilized to deal with blood or other body fluid spills at school-hosted gym events:

- #1 - stop play - seek custodian to deal with the issue,
- #2 - if a custodian is not accessible, a school-approved spill kit should be made available to deal with the issue

Play would resume when the attending officials and the coaches from both teams are satisfied that the spill has been satisfactorily cleaned. The home team is responsible to deal with the spill.

Emergency Response Kit Contents:

MATERIAL: dust pan, scraper, disposable gloves, paper towels, absorbent towels, plastic bags, mask, protective eye wear, PerCept RTU, Super spill pick up or cat litter.

MATÉRIEL: porte-poussière, grattoir, gants jetables, des essuie-tout, serviettes, sacs de plastique, masque, lunettes protectrices, PerCept RTU, "Super spill pick up" ou litière pour chat.

Emergency Response Kit Procedures:

1. Use disposable gloves/Utilisez des gants jetables.
2. Sprinkle Super spill pick up or cat litter over the spill area to absorb the liquid for safer handling. It may only be needed with larger spills.

Appliquez le produit "Super spill pick up" ou de la litière pour chat afin d'absorber le liquide. Il est à noter que cette étape est nécessaire seulement s'il s'agit d'une grande quantité de liquide.

3. Place the dust pan inside a plastic bag. Use the scraper to scrape the spilled material onto the plastic bag covering the dust pan. Then, close the plastic bag over the scrapings by turning the bag inside out and slide the dust pan out of the bag.

Placez le porte-poussière à l'intérieur d'un sac de plastique afin de pousser les liquides organiques dans le sac qui recouvre le porte-poussière. Ensuite, retirez le porte-poussière et renversez le sac de façon à capter les liquides organiques à l'intérieur du sac.

4. Remove excess fluid with paper towels.
Éliminez la plus grande quantité de liquide possible à l'aide d'essuie-tout.

POLICY AND PROCEDURE REGARDING THE HANDLING OF BODY FLUID SPILLS

5. To clean: Apply PerCept RTU to surface; let soak for 30 seconds and wipe dry.
Nettoyage: Appliquez “PerCept RTU” sur la surface; laissez agir 30 secondes et essuyez.

6. To disinfect: Apply PerCept RTU to surface, surface must remain wet for 5 minutes at room temperature. Rinse surface and wipe dry.

Désinfection: Appliquez “PerCept RTU” sur la surface; laissez agir 5 minutes à la température de la pièce. Rincez et ensuite essuyez la surface.

Emergency Response Kit Procedures (continued):

7. Disinfect with PerCept RTU for 5 minutes, scraper, dust pan and all other reusable material that came in contact with the fluid. Rinse and Wipe dry.

Désinfectez le grattoir, le porte-poussière et tous les autres matériaux réutilisables qui ont touché le liquide organique. Rincez les matériaux réutilisables et essuyez.

8. Place all disposable contaminated materials (including gloves) in the plastic bag.
Placez tous les matériaux contaminés (y compris les gants) dans le sac de plastique.

9. Double bag the contaminated materials and dispose of bag in the garbage.
Placez le sac qui contient le matériel contaminé dans un deuxième sac et jetez-le à la poubelle.

10. Wash hands with soap and warm water or use a hand disinfectant.
Lavez-vous les mains au savon et à l’eau tiède ou utilisez un désinfectant pour les mains.

SDSSAA GENDER EQUITY POLICY

Gender equity in school sport is the belief and practice that ensures fair access for female student athletes, coaches, officials and administrators to participate, compete and lead. Equity does not necessarily mean that all persons must be treated exactly the same. People may need to be treated differently in order to be treated fairly.

VISION

Women and girls will enjoy a full and equitable range of opportunities for participation, officiating, competition and leadership in school sport activities.

GOAL

Through the implementation of this policy, it is our intent to raise awareness, educate, and change attitudes and behaviours that increase and improve the opportunities for girls and women in school sport.

POLICY STATEMENTS

- (a) SDSSAA is committed to gender equity as highlighted in the guiding principles of the Association's Strategic Plan.
- (b) SDSSAA is committed to educating and providing support to its members through the development and distribution of a gender equity policy.
- (c) Believes that the elimination of barriers to participation will contribute to the achievement of gender equity.
- (d) SDSSAA believes that gender equity should serve as a guiding principle for all decisions and operations of the Association and is a key consideration when developing, updating or delivering Association programs, policies and projects.

PROCEDURES

A. Championship Opportunities

Statement:

SDSSAA will strive to provide equitable championship opportunities for male and female student-athletes.

Actions:

SDSSAA will continue to do needs assessments through the Championship Review Committee. Gender equity will act as a guideline for determining the composition of the Championship Calendar. SDSSAA will strive to recognize and promote girls and boys Championships in an equitable manner.

SDSSAA GENDER EQUITY POLICY

B. Board and Committee Structure

Statement:

SDSSAA will strive to have equitable gender representation on all committees.

Actions:

SDSSAA will encourage Associations to make a conscious effort to involve more women in the leadership of Association committees and activities. SDSSAA will continue to offer mentoring and leadership opportunities at sports schools. NOSSA will continually monitor committee representation.

C. Student-Athlete Participation

Statement:

SDSSAA supports student-athlete participation on same-sex teams and encourages programs for girls and boys in co-curricular activities in terms of funding, practice time and facilities. SDSSAA will continue to provide equitable opportunities in co-curricular activities. SDSSAA supports the participation of student-athletes in sport in accordance with their lived gender.

Actions:

If a sport activity is not available for a female on a girls' team, she is eligible to participate on a boys team following a successful try-out. Where a sport activity is available for a female on a girls' team, she is eligible to participate on boys' team if she demonstrates comparable skill and ability during a successful try out. If a sport activity does not exist for a boy, he is not eligible to participate on a girls' team.

A female volleyball player may be eligible to participate in both boys and girls volleyball competition to fulfill their obligations to both seasons. By doing so the school that chooses this approach commits to NOSSA "B" in both seasons. The program leader must declare to the Secretary/Administrator in September of their intentions to participate in NOSSA "B".

Gender Equity Appeal Process:

1. The appeal by a student of her eligibility must be received in writing including the reasons for the appeal. The appeal shall be directed to the SDSSAA Board and shall be received no later than thirty (30) days prior to the competition in question. The appeal must be accompanied by a \$50.00 fee, refundable if the student is declared eligible to participate on a boys' team.
2. Upon receipt of an appeal, the Board shall notify the student and the student's principal, in writing, of the date, time and place that the appeal will be heard.
3. The Board shall notify the student and the student's principal of the date, time and place of the appeal, by way of letters post-marked or delivered, no later than forty-eight (48) hours before the date of the appeal hearing.

SDSSAA GENDER EQUITY POLICY

Gender Equity Appeal Process (cont'd):

4. At the hearing, the student and/or representative may attend and may call whatever witnesses or make whatever submissions he/she/they choose(s) and the Board shall permit in its sole and exclusive discretion.
5. The Board shall render its decision, in writing, and in so doing shall state briefly the reason(s) for its decision. The decision of the Board shall be considered final.

D. Sponsorship

Statement:

Sponsorship monies shall be apportioned equitably between male and female championships.

E. Equity Partnerships

Statement:

SDSSAA will continue to interact with organizations that include the promotion of gender equity in their mandate (e.g., Canadian Association for the Advancement of Women and Sport and Physical Activity).

Actions:

SDSSAA will continue to share mailing lists and resources with such organizations, and will continue to work on projects that promote gender equity. SDSSAA will search out new partnerships with organizations that support gender equity initiatives.

F. Education

Statement:

SDSSAA will continue to raise awareness and educate about the issue of gender equity.

Actions:

SDSSAA will distribute and promote its gender equity policy. SDSSAA will encourage Associations to use the OFSAA Gender Equity Checklist as a guideline for developing policies and procedures in their Associations. SDSSAA will continue to distribute gender equity information through its publications (i.e. web site).

G. Research, Evaluation and Monitoring

Statement: SDSSAA will continue to monitor and evaluate all policies, programs and initiatives to ensure their adherence to gender equity.

Actions: SDSSAA will continue to gather research material and relevant data to use in this monitoring and evaluating process.

MEMBERSHIP POLICY

1. Member Schools

Per the SDSSAA Bylaws a Member is a secondary school that is within the defined Districts of the Association and which meets the requirements of membership as stated in the Bylaws. This includes secondary schools within the following Districts:

- i. Rainbow District School Board
- ii. Sudbury Catholic District School Board
- i. Conseil Scolaire du District du Grand Nord
- iv. Conseil Scolaire Catholique du Nouvel-Ontario

A secondary school from outside the Association requesting membership with SDSSAA must be approved at an Association meeting after consultation with the principals' associations.

SDSSAA will entertain motions for the inclusion of Member Schools from associations located outside the SDSSAA boundaries only after the association to which the school belongs agrees in writing that it may be released from its jurisdiction.

2. Membership Fees

The membership year of the Association will be September 1 to August 31. Each Member School shall remit an annual membership fee to the Association.

The Annual fee is required for the cost of:

- Association organization and operations:
 - Honoraria
 - Medallions
 - Additional and extraordinary costs.
- Sport Committee organization and operation.
- To cover losses incurred by the SDSSA when hosting NOSSA or OFSAA events.

The Annual fee is based on the October 31st total enrolment of the current school year for their school as well as several other variables. Each school's portion of the actual annual fee shall be determined as follows:

(a) **Association Costs:**

School enrollment (Oct. 31st)	X	Actual
SDSSAA enrollment (Oct. 31st)		Association Cost

b) **Sport Committee Costs:**

The total of each school's sport committee costs as reported in the convener's financial statement.

MEMBERSHIP POLICY

(c) **Sport Committee Budgets:**

The Board, in consultation with conveners, will draw up a template budget for each tournament sport (including cross country running, cross country relays, golf, gymnastics, alpine and nordic skiing, swimming, wrestling, girls' slo-pitch, track and field, track and field relays, tennis and badminton) that is to be presented to each convener prior to the pre-season meeting. Any expense over and above the items listed on the template must receive the approval of the Executive at a regularly scheduled meeting. The templates will be subject to review should relevant costs increase.

3. Amount and Payment

The Treasurer and/or Secretary/Administrator shall invoice each school for their share of the Association Fee by the second week in November of the current school year.

The amount due shall be equal to 100% of the previous year's actual fee plus an additional 5% or a percent as set at the previous Annual Meeting.

Overpayment or deficits will be applied to the fee for the next school year.

A minimum of half of the Membership Fee shall be due the first day of December of the current school year. The balance, if necessary, will be due March first of the current school year.

If a second payment is necessary the Treasurer will send another invoice to the schools involved. The invoices will be sent by the second week of January and will indicate the date deadline and the amount due.

4. Penalties

Failure of a school to pay the required fees by the due dates will result in a 10% surcharge on the unpaid portion of the fees. The Treasurer and/or Secretary/Administrator will notify the Principals and Co-Curricular Heads of the offending schools of the surcharge within two weeks of the fee payment being past due.

BOARD of DIRECTORS RESPONSIBILITIES

CO-CHAIRPERSONS

- a) To preside at the Annual, Special, General and Board Meetings of the Association and to set the dates and agendas for such meetings.
- b) To represent the Association in contacting the Board of Education, the media and the public.
- c) To have the authority to enquire into any matter pertaining to the affairs of the Association and to ask any representative to attend any meeting.
- d) To be ex-officio members of each committee authorized by the SDSSAA.
- e) To serve as Nominations Committee members and present a slate of officers to the Annual Meeting.

SECRETARY/ADMINISTRATOR

- a) For all Board and Member Meetings:
 - i. to make all the necessary arrangements.
 - ii. to send out the notices of meetings.
 - iii. to distribute the agenda.
 - iv. to record the minutes and distribute to member schools.
- b) For the Annual Meeting:
 - i. to receive and send out the notices-of-motions to the member schools at least one week before the Annual Meeting
 - ii. To send notices and pertinent information to conveners and department heads.
 - iii. To review with coaches the guidelines re player and spectator behaviour, coaches code of conduct and Committee procedures.
- c) To forward notice-of-motions to N.O.S.S.A.
- d) To receive and distribute all sport schedules
- e) To act on all reports or protests.
- f) To conduct an annual review of fees with the Treasurer, that in the event of a credit a cheque be issued to the school.

TREASURER

- a) To coordinate financial matters of the Association.
- b) To collect affiliate school participation fees.
- c) To deposit all monies received by the Association in a bank account held for this sole purpose.
- d) To disburse any debts of the Association upon receipt of the official voucher and invoice or receipt.
- e) To present a financial statement of income and disbursements to the regular meetings of the Board and the Association.
- f) To invoice each school for its annual membership fee according to the Membership Policy.

BOARD of DIRECTORS RESPONSIBILITIES

- g) To receive sport committee estimates of costs from the pre-season meetings and to pay these costs upon approval of the Board.
- h) To present an audited statement of Association finances to the Annual Meeting in June but not later than the first regular meeting in the new school year.
- i) To conduct an annual review of fees with the Athletic Administrator, that in the event of a credit a cheque be issued to the school.
- j) To distribute Sport Committee profits.

PROGRAM LEADERS

- a) To prepare the calendar of tournaments and dates.
- b) To prepare schedule guidelines for the NOSSA and SDSSAA annual meetings.
- c) To notify coaches of dates of pre and post season meetings.
- d) To provide coaches with a list of dates when their facility is not available for competition.
- e) To approve the Confirmation of Participation form.
- f) To inform the principal of the number of games per team, the length of schedules, the number of exhibition games, the problems related to coaching personnel and other program developments.
- g) To cooperate with the principal to encourage teaching staff to volunteer for coaching assignments.
- h) To submit the names of non-teaching coaches to the principal for approval.
- i) In consultation with the coach, confirm that each athlete is an eligible representative of the school.
- j) To assist the chairpersons as required.

PRINCIPALS' REPRESENTATIVES

- a) To approve, in consultation with the program leader, the sports to be entered by school teams (depending on facilities, finances, equipment coaching personnel and student interest).
- b) To ensure, with the assistance of the program leader, that students and coaches are familiar with, and abide by, the Association objectives, guidelines policies, code for players and coaches, and the recommendations re Crowd Control.
- c) To chair the negotiation meetings with officials re: fee contracts
- d) To be liaison person on the Transfers Committee and to report back to the Board.
- e) To interview, with the program leader, all non-teaching coaches {Refer to F(4) of these Regulations}.
- f) To provide liaison between the public and separate schools Principals' Association and SDSSAA.
- g) To advise the executive on matters relating to school curriculum organization and operation.
- h) To provide the exam dates and professional activity days for the NOSSA and Association Annual Meetings.

BOARD of DIRECTORS RESPONSIBILITIES

VICE PRINCIPALS' REPRESENTATIVE

- a) To serve as chair of the Protests Committee.
- b) To provide liaison between the Vice Principals' Association and SDSSAA.

DIRECTORS-AT-LARGE

- a) To update the list of conveners rotational order for each sport.
- b) To update the conveners and recorders lists for the annual meeting.
- c) To assist the chairpersons as required.

PAST CO-CHAIRS

- d) To send notices and pertinent information to conveners and department heads.
- e) To review with coaches the guidelines re player and spectator behaviour, coaches code of conduct and Board of Reference procedures.
- f) To receive and distribute all sport schedules
- g) To act on all reports or protests.
- h) To request and submit to the Secretary/Athletic administrator the notice-of- motions for the SDSSAA and NOSSA annual meetings.
- i) To assist the chairpersons as required.

SDSSAA LAND ACKNOWLEDGEMENT PROTOCOL

SDSSAA Land Acknowledgement & Anti-Racism Statement Protocol

SDSSAA will begin using Land Acknowledgements and an Anti-Racism Statement at the beginning of in-person events (e.g., Representatives' Council, Annual General Meeting, Conferences), gatherings and meetings.

Championship Convenors will begin using Land Acknowledgements at the beginning of in-person coaches' meetings and in-person banquets.

SDSSAA suggests that host schools use the Land Acknowledgement their school already has in place for their events which can be followed by OFSAA's Anti-Racism statement:

"As an educational community we have a responsibility to identify and describe racism and oppression and then work to dismantle it. SDSSAA is committed to disrupting systemic racism and oppression in all of its forms while being fully transparent and accountable to all student-athletes, teacher-coaches and members of the school sport community in an ongoing manner."

It is important to understand that Acknowledgements are culturally contextual and flexible in nature. Schools and event organizers should work with Indigenous guests, community members and their school board to make adjustments as needed. If event organizers have questions regarding the Land Acknowledgement, they are advised to contact the Indigenous Education Leader or FNMI Coordinator within their school board.

ANTI-RACISM POLICY

A portion of this policy is informed by the Anti-Racism in Sport Campaign's research findings, the Canadian Women & Sport Gender Equity Policy template, and other resources.

POLICY AND ACTIONS ON ANTI-RACISM

1. INTRODUCTION

The Sudbury District Secondary School Athletic Association's (SDSSAA) mission is to enrich all individuals in the school community by providing opportunities for overall health, personal growth, and education through school sport. As an educational community we have a responsibility to identify and describe racism and oppression and then work to dismantle it. SDSSAA is committed to disrupting systemic racism and oppression in all of its forms while being fully transparent and accountable to all SDSSAA student-athletes, teacher-coaches and members of the school sport community in an ongoing manner.

2. PURPOSE

The main objective of SDSSAA's Anti-Racism Policy is to maintain responsible behaviour and the making of informed decisions by members and other participants within SDSSAA. It outlines our commitment to a stakeholder's right to be treated with respect and dignity, and to be safe and protected from racism, discrimination, harassment, and abuse. Our policy informs everyone involved with SDSSAA understands their legal and ethical rights and responsibilities and the standards of behaviour that are expected of them.

3. REACH

This policy applies to everyone involved in the activities of SDSSAA whether they are in a paid or unpaid/voluntary capacity. The policy covers all matters directly and indirectly related to SDSSAA and its activities. In particular, the policy governs breaches of SDSSAA's Code of Ethics that occur during SDSSAA events.

4. ASSOCIATION RESPONSIBILITIES

SDSSAA will:

- adopt, implement and comply with this policy;
- ensure that this policy is enforceable;
- publish, distribute and promote this policy and the consequences of any breaches of this policy;
- promote and model appropriate standards of behaviour at all times;
- address any complaints made under this policy in an appropriate manner;
- address any breaches of this policy in an appropriate manner;
- recognize and enforce any penalty imposed under this policy;
- ensure that a copy of this policy is available or accessible to all people whom this policy applies; and
- review this policy on an as-needed basis

ANTI-RACISM POLICY

5. INDIVIDUAL RESPONSIBILITIES:

Everyone attending a SDSSAA event must:

- make themselves aware of the contents of this policy;
- comply with all relevant provisions of this policy, including the standards of behaviour outlined in this policy;
- treat other people with respect;
- be responsible and accountable for their behaviour; and
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible racism, discrimination, harassment, bullying or other inappropriate behaviour; and
- comply with any decisions and/or disciplinary measures imposed under this policy.

6. RACISM, DISCRIMINATION, and HARASSMENT

SDSSAA is committed to providing an environment in which all people are treated fairly and equitably and that is, as far as practicable, free from all forms of racism, discrimination, and harassment. We recognize that people may not be able to feel safe and/or enjoy themselves or perform at their best if they are treated unfairly, discriminated against, and/or harassed. As leaders in the school sport community, SDSSAA will continue to listen, learn and collaborate on how school sport can be more inclusive. We are committed to creating a more equitable and inclusive educational environment where race, religion, gender identity, sexuality and ability do not serve as barriers to participation.

7. RESPONDING TO COMPLAINTS

SDSSAA takes all complaints about racism on and off the field of play seriously. The Board of Reference Committee will handle complaints based on the principles of procedural fairness, and ensure:

- all complaints are taken seriously and investigated thoroughly;
- full details of what is being alleged will be provided to both the complainant and accused, and all parties involved will have the opportunity to respond to those allegations;
- unconnected matters will not be taken into account and,
- decisions will be unbiased and consistent

All matters referred to the Board of Reference Committee must be accompanied by the Official Complaint form. The Board of Reference Committee receives and adjudicates reports regarding violations of the Association's articles, by-laws, playing regulations, and policies and/or matters that discredit the aims, objectives, and values espoused by the Association. The initial form will be sent to SDSSAA following an incident. Then, the report will be sent by SDSSAA to: the principal of the school, the Board of Reference Committee, the SDSSAA Athletic Administrator, and the Association Executive.