



## Team Sâpmi CODE OF CONDUCT

*This Code of Conduct identifies the standard of behavior that is expected of all Team Sâpmi participants including athletes, coaches, trainers/managers, artists and mission staff. Participants who fail to abide by this Code will be subject to disciplinary action.*

The responsibilities of all Team Sâpmi participants are as follows:

- Participants of Team Sâpmi are expected to conduct themselves in a sportsmanlike and responsible manner at all time. Such conduct is expected of participants from selection and training preceding the Games, during the Games, and until they return home. This includes actions and comments made using social media.
- Team Sâpmi is committed to providing a sport environment in which all individuals are treated with respect. Participants shall refrain from comments and behaviors that are disrespectful, offensive, abusive, racist or sexist.
- All participants shall attend the Opening or Closing Ceremonies of the Games as well as Sport Opening and Closing Ceremonies, medal presentations, official Team Sâpmi functions and meetings. Participants are expected to wear the designated Team Sâpmi uniform at these events.
- All participants shall reside in the Athletes' Village and adhere to the Host Society's rules and curfew of 12 midnight. Coaches or Mission staff may set an earlier curfew if game/event schedules warrant, or other reasons that may occur.
- Participants shall neither consume nor be in possession of alcohol or drugs in the Athletes' Village, (Alcohol in the Coaches Lounge is an exception) any Games venue or event. Participants shall not be under the influence of alcohol or drugs at any time they are performing their official duties as a member of Team Sâpmi. Minors shall not be in possession of, nor consume alcohol or drugs at any time during the Games or during travel to/from the Games.
- A minor is defined by the laws of the jurisdiction where the Games are taking place.
- Participants shall refrain from smoking in the Athletes' Village, at all official Team Sâpmi activities, Games venues and events.
- Participants shall not engage in any activity or behavior that interferes with a competition or with any participant's preparation for a competition, which endangers the safety of others, or is illegal in the jurisdiction.
- Team Sâpmi recognizes the US Policy on Penalties for Doping in Sport. Participants shall not use or be in possession of illicit drugs/narcotics, performance-enhancing drugs or methods or drug paraphernalia.
- Depending on the severity of the offence, the Chef de Mission or Discipline Committee shall be responsible for discipline which may include any one or combination of the following sanctions:
  - Earlier curfew.
  - Verbal or written reprimand.
  - Submission by the offender of a verbal or written apology.
  - Suspension from specific Team Sâpmi activities or sport competition.
  - Revoking Team Sâpmi clothing or gifts.
  - Removal of certain Team Sâpmi or Games Host Society Village privileges.
  - Removal from a portion of, or the remainder of the Games.
  - Removal from the Games and being sent home at the expense of the participant and/or Provincial Sport Organization.
  - Other sanctions that are considered appropriate for the offence.
- The Discipline Committee may deal with any discipline matter within Team Sâpmi. The Discipline Committee will consist of a coach or chaperone (which may be the coach or chaperone of the athlete if deemed appropriate), a mission staff person and the Assistant Chef de Mission. The Assistant Chef de Mission shall be the Chair of the Discipline Committee.
- A participant involved in a discipline situation shall be advised that they have the right to seek the advice and assistance of a Participant's Advocate. The role of the Participant's Advocate is to advise the athlete of his or her rights, to provide support and to speak on behalf of the athlete, if requested.
- Incidents involving a number of team members may result in the entire team receiving disciplinary sanctions.
- Any individual who has been disciplined shall have the right to appeal this decision. The Appeals Committee shall hear appeals of disciplinary decisions. The Appeals Committee is made up of the Chef de Mission, a member of the mission staff from a different sport and a third person selected by the Chef de Mission from among the appellant's peers, but not from the same sport/team (i.e., if the appellant is an athlete, this would be another athlete; if the appellant is a coach, then another coach, etc.).

### DECLARATION

I, \_\_\_\_\_, being a member of Team Sâpmi representing \_\_\_\_\_ (sport), agree to abide by this Code of Conduct while traveling to, participating at, and returning from the 2024 Arctic Winter Games. I understand that if I do not abide by this Code of Conduct, disciplinary sanctions may be imposed against me. If these sanctions include expulsion from the Games, I understand that I may be returned home at the expense of myself and/or the Provincial Sport Organization to which I belong.

I hereby grant to Team Sâpmi, and the Sapmi Culture and Status of Women, the right to use and distribute, without any payment of fee or charge, any written information pertaining to me and submitted during the 2024 Arctic Winter Games registration process (excluding information contained on the medical form), and any image of me whether in a photograph, video tape or other electronic media acquired while traveling to, participating at or returning from the 2024 Arctic Winter Games, provided such use and distribution is not commercial in nature.

\_\_\_\_\_  
Signature of Participant



\_\_\_\_\_  
Date

Should the participant be subject to discipline resulting in their being sent home at their expense, I agree to cover these costs.

\_\_\_\_\_  
Signature of Parent/Guardian if participant is under 18



\_\_\_\_\_  
Signature of Provincial Sport Organization



**PLEASE NOTE: This document MUST have signatures from a parent/guardian and your Provincial Sport Organization to be complete.**

**Sample Minor Infractions:**

Use of tobacco products, including snuff, by minors, anywhere and at any time; Use of tobacco products, by adults, at any Games venue, event or any official Team Sâpmi event; Disturbance or disruption after quiet time in the Athletes' Village; Disrespectful, offensive or abusive comments (which includes racist or sexist) or behavior (including the use of social media; e.g. posting comments on Facebook or Twitter); Unsportsmanlike conduct, such as arguing; Being late or absent from Team Sâpmi events (e.g., Opening or Closing Ceremonies).

**Sample Major Infractions:**

Unsportsmanlike conduct, such as fighting; Curfew violations; Repeated disturbances or disruptions after quiet time in the Athletes' Village; Repeated or gross display of disrespectful, offensive or abusive comments (which includes racist or sexist) or behaviors; Possession or use of illicit drugs or drug paraphernalia; Use of alcohol or drugs by a minor at any time; Use or possession of alcohol or drugs by an adult within the Athletes' Village or any Games venue or event or being under the influence of alcohol or drugs while performing official duties for Team Sâpmi; Intoxication; Betting or gambling; Activities or behaviors which disrupt competition; Pranks, jokes or other activities which endanger the safety of others; Criminal activities.

**Sample Minor Sanctions:**

Earlier curfew; Verbal or written reprimand; Formal verbal apology (Witnessed); Formal written apology (Hand-delivered); Suspension from certain Team Sâpmi activities, which may include suspension from next scheduled competition at the Games; Other sanctions, as deemed appropriate by the Discipline Committee or Chef de Mission.

**Sample Major Sanctions:**

Revoking Team Sâpmi clothing; Removal of certain Team Sâpmi or Athletes' Village privileges; Assignment to direct supervision for a prescribed period of time; Removal from a portion of, or the remainder of the games at the expense of the athlete; Other sanctions, as deemed appropriate by the Discipline Committee.

Note that the above samples are representative only and that each discipline case may entail unique circumstances. Decisions on discipline will be at the discretion of the Chef de Mission, Discipline Committee or Appeal Committee, as appropriate.