

Senate Committee on Non-Academic Discipline
Report to the Senate

Athletics and Recreation Non-Academic Discipline Judicial Process
(*Discipline Policy*)

April 22, 2010

Background

In April 2008, Athletics and Recreation (A&R) conducted a review of its Policies and Procedures, including an examination of the A&R Non-Academic Discipline Policy and Procedures for students involved in athletics and recreational programs. Through the review process, it was determined that the existing policy required a significant update.

Analysis and Discussion

SONAD met on April 7, 2010, to review the A&R *Non-Academic Discipline Judicial Process (Discipline Policy)*. The Director, Athletics and Recreation, Leslie Dal Cin, and Associate Dean of Student Affairs, Roxy Dennison-Stewart attended the meeting to speak to the revision of the policy.

L. Dal Cin informed SONAD members that the revised policy provides greater transparency for inter-university, club, and intramural athletes regarding behaviour, discipline, and the procedures to be followed when addressing non-academic discipline and appeals in A&R. The policy creates a single common mechanism for all A&R programs on matters of discipline, recognizing the need for an efficient method of dealing with potentially time-sensitive issues inherent in the sport environment. In addition, the Queen's Student-Athlete - Guidelines for Behaviour, Intramural Sport Program Participant – Guidelines for Behaviour and Summary of Infractions documents were developed and incorporated into the inter-university and recreational orientation and registration procedures.

The Athletics Working Group consulted with the Inter-University, Club and Intramural Captains; the Inter-University Club Coaches and Team Leaders; the Athletics and Recreation Staff; the University Council and Athletics and Recreation; and, the AMS Commissioner of Internal Affairs. This policy has been approved at the Athletics and Recreation Department level and reviewed with the AMS.

SONAD approved the Athletics and Recreation *Non-Academic Discipline Judicial Process (Discipline Policy)*.

Recommendation:

The Senate Committee on Non-Academic Discipline submits the following recommendation:

That the Athletics and Recreation Non-Academic Discipline Judicial Process (Discipline Policy) be approved by the Senate.

and

That the Senate Committee on Non-Academic Discipline terms of reference be revised to include the review of an annual report on non-academic discipline from Athletics and Recreation.

Respectfully submitted,

L. Jackson
Chair of SONAD

SONAD Membership 2009 – 2010

L. Anderson, AMS designate
L. Jackson, Rector
C. Kahn SGPS designate
J. Laker, AVP/Dean of Student Affairs
P. Osanic, Faculty of Law/School of Business
E. Rankin B.A.(Hons.)'10
S. Ryan, ITSservices
H. Smith, Dispute Resolution
K. Wiener, Student Senator



Athletics & Recreation

Decision-Maker

a body or person who has been designated, by their role, directly or indirectly, the power to hear non-academic discipline proceedings and render decisions that are binding upon the parties to the proceeding.

Director

means the Director of Athletics & Recreation.

Hearing

a) a meeting at which the parties and/or their representatives attend in person before the Athletics &

- e) the individual(s) extent of remorse;
- f) sanctions already imposed by the Coach or Team Captain; and,
- g) sanctions imposed by a League Convenor or governing body.

Sanctions

Respondent(s) found to be in violation of a Minor Infraction are subject to a range of sanctions. These sanctions may include, but are not limited to:

- § written or verbal apology;
- § written reprimand to be placed in the individual's and/or team/club record;
- § suspension from travel;
- § reimbursement of damages²;
- § reimbursement of fines or administrative fees levied by a league or association that resulted from the incident²;
- § publication of information regarding an incident and resulting sanctions, respecting privacy legislation, as appropriate;
- § community service by the individual(s) or team/club/program;
- § suspension from certain Athletics & Recreation events (year-end banquets, etc);
- § suspension from a single competition or series of competitions; and
- § other sanctions as may be commensurate with the infraction.

The sanctions listed above may be used independently, or in combination, for any infraction. Any unpaid fines or reimbursement of damages or fees will be added to the student's account.

In the event that a Coach, Team or League Convenor y cTjETEMC /P /2 68.4004 583.6803 Tm008011ntly, o[(s6(atly, 489. Pd(gh2 0 e indv)8(ng an inc

a description of the *A&R Appeal Policy and Procedure* and where a copy of the *Appeal Policy* can be found. In the case of a team infraction that results in a team sanction, it is the responsibility of the Respondent(s) to communicate the decision and sanction(s) to the broader members of the team.

The Chair signs the letter to verify the decision. A copy of the decision will be provided to the Respondent(s), the respective Coordinator responsible for the team, club or program, and the Coach and/or Student Leader. As necessary, other campus officials may be provided with a copy of the decision (e.g., other units within the department of Athletics & Recreation, Student Affairs, Campus Security, and the Human Rights Office). If deemed appropriate, off-campus parties ma

Appendix A



Queen's Student-Athletes - Guidelines for Behaviour

Overview

Membership on an athletic team at Queen's University is considered a privilege and should not be taken lightly. Student-Athletes, as representatives of the University are amongst the most visible students on campus and in our community. Participation on an athletic team creates the unique opportunity to be a role model, peer supporter, mentor and spokesperson; it also brings responsibilities. The social interaction and personal deportment of Student-Athletes, both on- and off-campus, can be subject to scrutiny and public knowledge.

A Queen's Student-Athlete is expected to be a positive role model and ambassador of the University, the Athletics & Recreation Department and their team, demonstrating the pursuit of ethical sport, fair play, honesty, integrity and respect for others and the community. Handwritten text: and their team, demonstrating the pursuit of ethical sport, fair play, honesty, integrity and respect for others and the community.

- § Avoid the use of anabolic steroids, or any other illegal, performance-enhancing drugs, and/or techniques (blood doping), as outlined by the Centre for Ethics in Sport (www.cces.ca). Athletes who engage in or observe the use of such substance or techniques by another Student-Athlete are required to report the conduct to the Head Athletic Therapist.

The responsibility to check the status of all medications to ens



Intramural Sport Program Participant – Guidelines for Behaviour

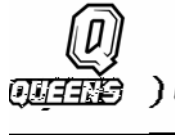
Overview

Participation in Intramural Sport activities (leagues, tournaments, special events) should be considered a privilege.

The philosophy of the Intramural Sport Programs at Queen's is based on "Fun for All" principles, encouraging and promoting physical activity, positive social interaction, camaraderie and healthy competition in a safe, sport environment that embodies the highest ideals of fair play

In addition to the rules and responsibilities outlined in the *Queen's Student Code of Conduct*, it is expected that participants in Intramural Sport Programs will:

- § Treat everyone with courtesy and respect, and without discrimination (including harassment) because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, age, marital status, family status, or disability. This expectation prohibits any form of harassment or discrimination.
- § Exhibit conduct at all times reflecting the highest standard of fair play, honour and dignity that characterize a Queen's student.
- § Refrain from the use of illegal drugs and alcohol while participating in intramural activities, or traveling to/from such activities. A zero tolerance philosophy will apply to incidents involving drugs and/or alcohol.
- § Avoid any negative interaction or conflict with members of the opposing teams, spectators, officials, conveners, administrators



Summary of Infractions

Minor Infractions

Actions by an individual or individuals that interfere with another person's enjoyment of an athletic or recreational event; conduct contrary to the ideals of fair play; knowingly failing to comply or following procedures that could negatively affect participation; or abuse of property or facilities. Examples include, but are not limited to:

1. Disrespectful, offensive or abusive behaviour directed towards others, including, but not limited to, peers, opponents, athletes, coaches, officials, sport leaders, facility/event staff, administrators, spectators or the community at large.
2. Conduct contrary to the ideals of fair play, such as angry outbursts, arguing, spitting, inappropriate gestures, etc.
3. Failing to adhere to administrative requirements or deadlines for event, activity, or league participation that negatively affects or jeopardizes the participation of the team/club.
4. Incidents of misrepresentation, such as, but not limited to, providing false identification, or failure to disclose relevant information.
5. Willful abuse of property, facilities, equipment or vehicles, for which the repair/replacement cost is less than \$500.
6. Non-compliance with the rules and regulations of each sport/program under which events are conducted, whether at the department (intramurals), league (OUA/CIS/other affiliated sport-governing bodies [NSO's, PSO's]), or international level (FISU Games).

F

r

v

e

Next Steps	Timeline
Final Draft – Discipline Policy Working Group	Feb 24, 2010
Review and Feedback – Team Captains & Coaches/Leaders	March 5, 2010
Review and Approval – University Council on Athletics and Recreation (UCAR)	March 9, 2010
Review and Approval – Senate Committee on Non-Academic Discipline (SONAD)	TBD - March
Review and Approval – Senate Operations Review Committee	TBD - April
Review and Approval – Senate	TBD – April/May