



## Respectful Communication & Code of Conduct

---

The Calgary Spartans are fortunate to have passionate athletes, coaches, parents, and volunteers in our club. Differences in opinion are expected and encouraged, however, it is also expected that appropriate and respectful communication occurs amongst athletes, coaches, parents, and volunteers (including but not limited to officials and board members). For the avoidance of doubt, any communication (including oral, written, and electronic) that is inappropriate, disrespectful, demeaning, abusive, or otherwise derogatory will not be tolerated by the Calgary Spartans.

Any individual(s) engaging in the foregoing shall, at the discretion of the board of directors and in fitting with the specific situation, be subject to the following disciplinary action:

1. Official Warning (delivered in written form – email or hard copy)
2. Suspension from Training and / or Competitions
3. Removal from the Club

Instances or occurrences of inappropriate or disrespectful communication(s) should be reported to the President or, alternatively, to the Vice President of the Calgary Spartans.

Members of the Calgary Spartans are reminded that they have agreed to be bound by and are subject to the Calgary Spartans' Athlete Code of Conduct and other policies, rules, regulations, and by-laws of Athletics Alberta and Athletics Canada (including the Code of Ethics and Conduct Policy).

- <http://www.calgaryspartans.com/resources/athlete-code-of-conduct/>
- [https://athletics.ca/wp-content/uploads/2023/03/Athletics-Canada-Code-of-Ethics-and-Conduct-Policy\\_2023\\_FINAL.pdf](https://athletics.ca/wp-content/uploads/2023/03/Athletics-Canada-Code-of-Ethics-and-Conduct-Policy_2023_FINAL.pdf)