



Curling Canada's Scholarship Program CODE OF CONDUCT

Purpose

The Canadian Curling Association ((CCA) AKA Curling Canada) Code of Conduct establishes expected behaviour of all For the Love of Curling and Fran Todd All Heart Scholarship (Scholarship program) recipients and outlines the disciplinary process if a violation occurs.

Summary

Scholarship Program recipients (Scholars) are expected to uphold Scholarship standards. This includes abiding by federal, provincial, and local civil and criminal laws, all policies and standards of conduct outlined by the college or university they attend, and the standards of conduct outlined in this document. Scholars who violate these standards will be subject to disciplinary action, up to and including dismissal from the Scholarship Program. The CCA reserves the right to treat each disciplinary case individually, based on the facts and circumstances of the situation.

Scholar Conduct

Scholars are responsible for their conduct from the time of acceptance as a Scholar for twelve months. The CCA Code of Conduct shall apply to any behaviour of a Scholar, whether it occurs through the use of social media or on or off their college or university campus. Any Scholar found to have committed or to have attempted to commit the following misconduct is subject to the disciplinary sanctions outlined in this document.

1. Violations of federal, provincial, and/or local laws.
2. Physical abuse, verbal abuse, threats and/or other conduct, which threatens or endangers the health or safety of any person, including the Scholar. This includes abuse through email, social media, text messages or other online/electronic communications.
3. Acts of dishonesty, including but not limited to the following:
 - a) Cheating, plagiarism, or other forms of academic dishonesty;
 - b) Furnishing false or misleading information to the CCA;
 - c) Forgery, alteration, or misuse of any information requested or required by the CCA.
4. Use of banned substances that are in contravention to the rules of the IOC, the World Curling Federation and the Canadian Policy on doping in sport.



5. Possessing, using, manufacturing, distributing or selling alcoholic beverages in violation of law or the policies of their college or university.
6. Theft of and/or damage to public property or property belonging to another.
7. Harassment, which consists of any verbal, written or physical conduct that is intended to, or likely will, threaten, intimidate or annoy another person. This includes harassment through email, social media, text messages or other online/electronic communications.
8. Sexual misconduct or obscene/indecent behaviour.
9. Retaliation against a person who reports an alleged violation of the code or testifies, assists or participates in a conduct proceeding or investigation.
10. Misuse and/or abuse of social media.
11. The slandering or public denunciation of the CCA, Curling Canada, its staff or Scholarship program. the ;through email, social media, text messages or other online/electronic communications.

Disciplinary Procedures

The following procedures apply to conduct violations. Scholars may be subject to appropriate CCA sanctions and any appropriate college or university sanctions.

The following steps outline Curling Canada's Scholar disciplinary procedures:

1. The Scholar will be notified of the alleged infraction and asked to submit in writing their account of the incident, admitting or denying each alleged violation. Failure to respond will be an admission of all the alleged violations.
2. The Scholarship Selection Committee will meet and review the facts and circumstances of the case. The committee has the sole authority to determine the appropriate level of disciplinary action in its sole discretion. The committee reserves the right to treat each disciplinary case individually, based on the facts and circumstances of the situation. The committee, in its sole discretion, will determine whether a face-to-face meeting with the Scholar is required. Written notice of the committee's decision will be provided to the Scholar.

Sanctions for Misconduct

The CCA reserves the right to treat each disciplinary case individually, based on the facts and circumstances of the situation. Sanctions for violations of standards by Scholars include:

1. **Warning-** An official written notice to the Scholar stating that the conduct is in violation of the Scholar Code of Conduct and that continuation of such conduct may result in further disciplinary action.
2. **Probation-** A disciplinary probation period of observation and review of conduct during which the scholar must demonstrate compliance. Terms of the probationary period will be determined at the time probation is imposed. Scholars may or may not receive scholarship payments from the CCA during the probation period.



3. Suspension- A disciplinary period of observation and review of conduct during which the Scholar must demonstrate compliance. Terms of the suspension period will be determined at the time it is imposed. Scholars will not receive scholarship payments from the CCA during the suspension period.
4. Dismissal- Dismissal is the act of terminating a Scholar from the Scholarship Program. This also terminates the Scholar's right to any scholarship funding from any CCA Scholarship programs.