



# 2023 NORTH AMERICAN INDIGENOUS GAMES

## ATHLETE'S HANDBOOK

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### Letter From Director of Sport

Dear Athlete,

Thank you for having the courage, and bravery to step on the court, course, diamond, field, floor, mat, pitch, pool, rink, and track, giving your all and representing yourself, your family, your community and culture in a good way. Sport is a gift, it allows us to challenge ourselves, to demonstrate our skills, our strategies, and our resiliency. Sport allows us to make meaningful relationships with our teammates and our coaches, many of which become like family as we strive for common goals.

Sport has many positives, and I hope that you get to experience all of them as a member of Team Ontario. In order to ensure that all members of Team Ontario, athletes and coaching staff alike, are expected to hold themselves to their utmost best when on and off the playing field.

As members of Team Ontario, you will demonstrate respect, humility, integrity and honesty when communicating with officials, the opponents, your teammates, coaches and Team Ontario staff. I know that you will do this because you strive to be the best you can be in sport, and those values that make you the best athlete you can be, will help you be the best person you can be.

In this handbook you will find an outline of expected behaviours through the code of conduct, a guide on conflict resolution, social media policy, duty to report, among many other things. I hope this handbook is helpful in ensuring that you and your teammates have a great experience.

Continue to be brave; continue to be courageous; give it your all and enjoy your experience as a member of Team Ontario.

Miigwech,

Gary Lynch  
Manager of Sport and Athlete Development





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### Background

#### Who is Indigenous Sport & Wellness Ontario?

Indigenous Sport & Wellness Ontario (“ISWO” or the “Organization”) is the designated Provincial/Territorial Aboriginal Sporting Body for Ontario, serving all Indigenous Peoples across the province.

#### ISWO’S Mission, Vision & Values

Primarily funded by the Ontario Ministry of Tourism, Culture and Sport and Sport Canada, ISWO works to serve all Indigenous Peoples and communities, including First Nation, Inuit, and Métis, across the province of Ontario, in an equitable and fair manner. ISWO plans, delivers, and supports dozens of programs, tournaments, workshops, and events for Indigenous youth across Ontario each year. ISWO believes that sport has the power to change lives, improve wellness, promote culture, and provide opportunities for personal growth and community development, but knows that it cannot do it alone. ISWO strives to work with communities, organizations, and stakeholders from across Ontario and beyond, to find solutions and increase the wellbeing of Indigenous Peoples, in every aspect of their lives.

#### ISWO’S Commitment to Safe Sport

ISWO takes any event, occurrence and situation involving misconduct or maltreatment of a participant at an ISWO sport, cultural, leadership or training event (an “ISWO Program Participant”) or of a Team Ontario Member very seriously. Consequently, ISWO is committed to enacting and enforcing strong, clear, transparent, and effective policies (the “ISWO Safe Sport Policy”), which is incorporated into this ISWO Athletes’ Code of Conduct, and the processes for preventing and addressing all forms of misconduct or maltreatment to ISWO Program Participants and Team Ontario Members.

#### *Intent of ISWO’s Safe Sport Policy*

ISWO’s Safe Sport Policy is intended to promote a Safe Sport environment in a manner that allows for consistent, immediate, appropriate, and meaningful action should any issues that pose a threat to ISWO Program Participants and Team Ontario Members arise. ISWO’s Safe Sport Policy is also intended to prevent threatening issues from arising in the first place by setting out the expected standards of behaviour and provide a mechanism or process where ISWO Program Participants and Team Ontario Members and any individual involved with ISWO. ISWO’s Safe Sport Policy, which is incorporated in the within this ISWO Athletes’ Code of Conduct, also sets out the processes by which ISWO must respond to the Complaint and the manner how ISWO will address the Complaint.

For more information on the ISWO and the ISWO’s commitment to Safe Sport, please see

<https://iswo.ca/team-ontario/athletes-code-of-conduct/#concussion>





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### Key Contacts

#### Canadian Sport Helpline

The Canadian Sport Helpline is a national toll-free helpline funded by the Government of Canada that assists victims or witnesses of harassment, abuse, or discrimination in sport. Offered in partnership by the Sport Dispute Resolution Centre of Canada (SDRCC) and the Canadian Centre for Mental Health in Sport (CCMHS), this anonymous, confidential, independent service allows people to share and validate their concerns, obtain guidance on required next steps, and get referrals to other resources for follow up. A CCMHS team of practitioners with expertise in counselling, psychology, and sport act as helpline operators.

Access the helpline toll free from 8 a.m. to 8 p.m. (Eastern Time), seven days a week by telephone, text, live chat, or email in both official languages.

[abuse-free-sport.ca](http://abuse-free-sport.ca)

[info@abuse-free-sport-.ca](mailto:info@abuse-free-sport-.ca)

**1-888-83SPORT (1-888-837-7678)**

**Indigenous Hope for Wellness Help Line: 1-855-242-3310**

### Team Ontario Athlete Code of Conduct

#### Behavioral Expectations

ISWO places great value in ensuring an environment that is safe, positive, respectful, and conducive to the pursuit of personal and athletic excellence. **Adherence to the following regulations is required:**

- All Initiation Activities are strictly prohibited.
- Any orientation and/or team building activities must be centered on positive team building and promote team unity and growth that support the dignity of all members of the team.
- Hazing/initiation activities of any type are not permitted. (Hazing activities are defined as: any action taken or situation created as part of initiation to (or continued) membership on a team, which action i) produces or could be reasonably expected to produce mental or physical discomfort, harm, stress, embarrassment, harassment, or ridicule; ii) extracts or imposes some financial amount from another current or prospective team member, or iii) which directly or indirectly violates or is intended to violate the ISWO Conduct Policies).
- The creation, support and perpetuation of a Poisoned Sport Environment is not permitted.
- Alcohol may not be consumed during travel (via bus, car, van, train or plane) to and/or from a game or competition or practice, in team rooms or competition facilities (home or away) at any time.





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- The use of cannabis is prohibited at any competition facility, team room, etc.
- The use of illegal/prohibited drugs or performance enhancing drugs, per U Sports Regulations, is prohibited and a commitment to uphold the principles of Drug Free Sport as per the World Anti-Doping Agency (WADA) is paramount. [www.wada-ama.org](http://www.wada-ama.org).
- Fighting and/or property damage is prohibited.
- Any behavioural actions displayed or disseminated on social media outlets or platforms that are deemed to be contrary to behavioural expectations or demonstrate a lack of good judgement in the use of alcohol are not permitted.
- Any postings on any social media including Facebook, twitter, Instagram, etc. are subject to the ISWO Athletes' Code of Conduct's rules, directions, and expectations.

Violations of the ISWO Athletes' Code of Conduct will not be tolerated and will be subject to discipline in accordance with stated ISWO's Discipline Investigation and Procedure. For more information on ISWO Athletes' Code of Conduct, please see <https://iswo.ca/team-ontario/athletes-code-of-conduct/#removal-from>

### *The Rule of Two*

The Rule of Two forms part of ISWO's Code of Conduct. A Team Ontario coach is never alone or out of sight with a Team Ontario athlete or volunteer.

Two Team Ontario coaches (full-time or part-time/volunteer staff who have signed an ISWO Coaches' Code of Conduct) should always be present with a Team Ontario athlete or volunteer, especially a minor athlete, when in a potentially vulnerable situation such as in a locker room or meeting room.

When meeting with a Team Ontario athlete or student volunteer, all one-on-one interactions must take place within earshot and in view of the second Team Ontario coach except for medical emergencies, i.e. no closed doors. When possible, one of the Team Ontario coaches must also be of the same gender as the athlete. If the above is not possible (i.e. a Team Ontario second coach cannot be present), then all 1 on 1 interactions must take place in a public place, ex. cafeteria, coffee shop, public lobby etc.

### ISWO's Discipline Investigation and Procedure Policy and Process

Alleged violations of ISWO's Conduct Policies will result in the Concerned Participant(s) facing disciplinary processes and possible sanctions as set out in the Athletic Handbook of the Athletics Code. For more information on ISWO's Discipline Investigation and Procedure Policy and Process, please see <https://iswo.ca/team-ontario/athletes-code-of-conduct/#return-to>

ISWO believes that negotiated resolutions and settlements are often preferable to confrontational adjudicated based results. Consequently, negotiated resolutions of disputes among ISWO Program Participants is strongly encouraged. For the Alternative Dispute Resolution Policy, please see <https://iswo.ca/team-ontario/athletes-code-of-conduct/#concussion-strategy>





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### Concussion and Rowan's Law

Athletic Therapists are experts in the recognition, assessment, and management of concussions, as well as guiding athletes through an internationally recognized return to play process. The process is done in accordance with Rowan's Law. For information on Rowan's Law and concussion resources, please see the following links:

Rowan's Law Video: [youtube.com/watch?v=UvBDdBoLKjg](https://www.youtube.com/watch?v=UvBDdBoLKjg)

Concussions Law Website: [ontario.ca/page/rowans-law-concussion-safety](https://ontario.ca/page/rowans-law-concussion-safety)

Concussion Awareness Resource: [ontario.ca/page/rowans-law-concussion-awareness-resources](https://ontario.ca/page/rowans-law-concussion-awareness-resources)