



FONDATION
**SANDRA
SCHMIRLER**
FOUNDATION

SPIRIT OF SANDRA JUNIOR CURLING SCHOLARSHIP CODE OF CONDUCT

Purpose

The Sandra Schmirler Foundation (SSF) Code of Conduct establishes expected behaviour of all Spirit of Sandra Junior Curling Scholarship recipients and outlines the disciplinary process if a violation occurs.

Summary

All Spirit of Sandra 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 Spirit of Sandra Scholarship Program. The Foundation reserves the right to treat each disciplinary case individually, based on the facts and circumstances of the situation.

Spirit of Sandra Scholar Conduct

Spirit of Sandra Scholars are responsible for their conduct from the time of acceptance as a Spirit of Sandra Scholar for twelve months. The Spirit of Sandra Scholar Code of Conduct shall apply to any behavior of a Spirit of Sandra Scholar, whether it occurs on or off campus of the high school, college or university they attend or through the use of social media. 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 or verbal abuse, threats and/or other conduct that threatens or endangers the health or safety of any person, including the Scholar.
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 Sandra Schmirler Foundation;
 - c. Forgery, alteration, or misuse of any information requested or required by the Sandra Schmirler Foundation.
4. Use of banned substances, which 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 the college or university attending.
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.

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.

Disciplinary Procedures

The following procedures apply to conduct violations. Scholars may be subject to both appropriate Sandra Schmirler Foundation sanctions, as well as any appropriate college or university sanctions.

The following steps outline the Spirit of Sandra Scholar disciplinary procedures:

1. The Scholar will be notified of the alleged infraction and asked to submit in writing his or her account of the incident, admitting or denying each alleged violation. Failure to respond will be an admission of all the alleged violations.
2. The SSF Scholarship 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 Sandra Schmirler Foundation reserves the right to treat each disciplinary case individually, based on the facts and circumstances of the situation. Sanctions for violations of standards by Spirit of Sandra 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 Foundation 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 Foundation during the suspension period.
4. **Dismissal:** Dismissal is the act of terminating a Scholar from the Spirit of Sandra Junior Curling Scholarship Program. This also terminates the Scholar's right to any future Scholarship funding from the Spirit of Sandra Junior Curling Scholarship program.