



Curling Canada's  
**Fran Todd All Heart Award Program**  
CODE OF CONDUCT

**Purpose**

The Canadian Curling Association ((CCA) AKA Curling Canada) Code of Conduct establishes expected behavior of any **Fran Todd All Heart Award** (Award Program) recipients and outlines the disciplinary process if a violation occurs.

**Summary**

**Fran Todd All Heart Award** recipients (Recipients) are expected to uphold Award program standards. This includes abiding by federal, provincial and local civil and criminal laws, all policies and standards of conduct outlined by their curling facility, and the standards of conduct outlined in this document. Recipients who violate these standards will be subject to disciplinary action, up to and including dismissal from the Award Program. The CCA reserves the right to treat each disciplinary case individually, based on the facts and circumstances of the situation.

**Fran Todd All Heart Award Conduct**

Recipients are responsible for their conduct from the time of acceptance as a Recipient for twelve months or the duration of their Diversity and Inclusivity Program Plan, whichever is longer. The CCA Code of Conduct shall apply to any behavior of a Recipient, whether it occurs on or off the ice or through the use of social media.

Any Recipient 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 Recipient. 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 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. This includes harassment through email, social media, text messages or other online/electronic communications.
8. Sexual misconduct or obscene/indecent behavior.
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, the Curling Canada Foundation, the **Fran Todd All Heart Award** program or its staff. This includes through email, social media, text messages or other online/electronic communications.

### **Disciplinary Procedures**

The following procedures apply to conduct violations. Recipients may be subject to both appropriate CCA sanctions, as well as any appropriate college or university sanctions.

The following steps outline the **Fran Todd All Heart Award** Recipient disciplinary procedures:

1. The Recipient 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 Award Program 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 Recipient is required. Written notice of the committee's decision will be provided to the Recipient.



### **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 Recipients include:

1. **Warning-** An official written notice to the Recipient stating that the conduct is in violation of the Recipient 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 Recipient must demonstrate compliance. Terms of the probationary period will be determined at the time probation is imposed. Recipients may or may not receive Award Program payments from the CCA during the probation period.
3. **Suspension-** A disciplinary period of observation and review of conduct during which the Recipient must demonstrate compliance. Terms of the suspension period will be determined at the time it is imposed. Recipients will not receive Award Program payments from the CCA during the suspension period.
4. **Dismissal-** Dismissal is the act of terminating a Recipient from the Award Program. This also terminates the Recipient's right to any Award Program funding, including those funds payable to their curling facility, from any CCA Award Program.