



**SASKATCHEWAN ROUGHRIDER  
FOOTBALL CLUB INC.**

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**CODE OF CONDUCT**

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**Revised August 2020  
Approved September 2021**

# **SASKATCHEWAN ROUGHRIDER FOOTBALL CLUB INC.**

## **CODE OF CONDUCT**

### **Preamble**

Saskatchewan Roughrider Football Club Inc. (“Club”) operates the Saskatchewan Roughrider Football Club (“Team”), a member of the Canadian Football League (“CFL”). The Club is incorporated under *The Non-profit Corporations Act* (Saskatchewan) and is owned by its members, with membership open to any person eligible in accordance with the Club’s bylaws.

The core values adopted by the Club describe how the Club believes its Board of Directors, officers, employees, players and volunteers, should act in order to accomplish the Club’s mission. The core values are the principles that the Club has identified to guide the behaviours of all persons associated with the Club. The core value statement of the Club is as follows:

“As a successful football club we value:

- Integrity – Maintaining truthfulness and morality
- Community – Supporting and inspiring the community that defines us
- Accountability – Taking ownership of our decisions and being responsible for our actions
- Respect – Showing consideration and honour in all interactions
- Excellence – Delivering outstanding results in a continuous manner”

### **Context**

This Code of Conduct (“Code”) has been adopted by the Club as part of an overall set of conduct-related policies applicable to the Club itself, its directors, officers, players, employees, and volunteers. Insofar as the players, coaches and other team staff are concerned, this Code should be read in conjunction with and supplementary to the code of conduct adopted by the CFL, the CFL constitution and the collective bargaining agreement entered into between the CFL and the Canadian Football League Players Associations (“CFLPA”). Where this Code conflicts the code of the CFL or the CFLPA collective bargaining agreement, that code and that agreement shall prevail. The CFL code principally addresses conduct occurring on the football field or during or related to a football game event. This Code is intended to have a wider application. Additionally, all directors, officers, players, employees, and volunteers are expected to comply with all CFL regulations and policies at the direction of the CFL Commissioner.

It is recognized that no written code of conduct can cover every situation; rather, the standards of conduct set out in this Code are stated in broad terms, indicating the general direction and rules by which conduct should be measured. It is expected that all personnel will comply with the spirit as well as the letter of this Code of Conduct.

Where any person whose conduct is subject to this Code has any doubt about whether a particular course of action may or may not breach the Code, that person shall have access to the Club’s Chair of the Board, Chief Executive Officer, General Manager or Head Coach, as may be

appropriate in the circumstances, for advice and consultation in order to determine the appropriate course of action. The Code is subject to all applicable privacy laws and is not intended to apply to matters where rights of personal privacy prevail under the law.

### **Scope of Code of Conduct**

This Code of Conduct applies to directors, officers, employees, players and volunteers (“Club Personnel”).

This Code of Conduct applies to Club Personnel with respect to CFL authorized events, core business operations, activities (i.e., football game and game-related activities) and all other events and activities of Club Personnel taking place in any public place or any other place where such events and activities are not of a purely personal and private nature. The events and activities include online conduct, actions, and behaviours.

This Code is based on the following fundamental beliefs held by the Club:

- That in all the activities governed by this Code, Club Personnel are commonly viewed as ambassadors and representatives of the Club and hence their conduct will reflect directly on the reputation and integrity of the Club itself.
- That Club Personnel owe a duty of loyalty to the Club and should make every reasonable effort to act always in the best interests of the Club and the Team.
- That Club Personnel should treat other persons with whom they interact with respect and common courtesy.
- That Club Personnel are responsible for their actions and should be held accountable for them.

### **Standards of Behaviour**

This Code adopts the following basic standards to apply to the conduct of Club Personnel within the scope of the Code:

#### ***Basic Standards***

All Club Personnel should in all their actions, be guided by and demonstrate the following:

- At all times, comply with the law and avoid any activity which breaches any applicable law (federal, provincial and municipal).
- Act with honesty and integrity.
- In dealings with others, respect differences in ideas and opinions and avoid public confrontations or disputes.
- Respect and treat others fairly and with dignity and courtesy, regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, gender, sexual orientation, age or disability.

- Be in control of their actions at all times.
- Take responsibility for their actions.

### ***Public Safety***

In all activities governed by this Code, Club Personnel must make special efforts to:

- Be in control of their physical actions and their emotional state at all times.
- Take responsibility for their physical actions and emotional state.

Among all other requirements of law, not threaten or intimidate another person, or encourage others to do so.

### ***Respect of Fans***

Fans of the Club and the CFL, whose support makes the activities of the Club including the employment of the members of the Team possible, should be treated with respect. Club Personnel should not engage in any behaviour that may insult, injure or threaten fans.

### ***Respect of Community***

Club Personnel will often attract particular attention when engaged in off-field events and activities. Club Personnel must take special measures to make every reasonable effort to achieve the following:

- Avoidance of placing themselves in circumstances where they may become engaged in confrontational or other emotionally-charged encounters.
- Any other circumstance which may involve the police or other public safety authorities.

Club Personnel must view themselves as ambassadors and representatives of the Club and must make every reasonable effort to ensure that their conduct will measure up to that of “good citizenship”, characterized by treating others with courtesy and respect. The test that may be applied to such conduct is simply whether Club Personnel would be proud to have their activities fairly reported on the front page of the local newspaper.

### ***Respect of Media***

Club Personnel should respect our relationship with the media and should not engage in any behaviour that is derogatory, insulting or abusive to members of the media.

### ***Racial Tolerance***

The CFL has a zero-tolerance policy to any form of racism or racial discrimination, which the Club adopts as well.

### ***Online Presence***

The Club considers all personnel's online presence an extension of their public self. All posts, interactions, comments, direct messages and likes on a social media platform, message board or live chat, whether on a public or private account, will be considered under the Code of Conduct.

### ***Acceptance of Gifts and Benefits***

Except for business courtesies or gifts not exceeding \$150.00 per item and \$1,000.00 per annum, no Club Personnel/director of the Saskatchewan Roughrider Football Club or member of their immediate family shall accept a gift or business courtesy from any sponsor, fan or supplier of the Saskatchewan Roughrider Football Club or people or companies seeking to do business with the Saskatchewan Roughrider Football Club unless a Business Courtesies Approval Form has been fully completed and appropriately approved.

Where any Club Personnel has any doubt about whether a particular course of action relating to gifts or a business courtesy, he or she shall discuss the matter with the President & CEO, or in a case applicable to the President & CEO, with the Chair of the Board of Directors. Directors with similar doubts shall discuss with the Chair or, in a case applicable to the Chair, with the Chair of the Audit Committee.

Monetary gifts of any amount are not permitted.

### **Privacy Law Requirements**

This Code is subject to limitations or protections existing under federal and provincial laws protecting rights to privacy, and will be applied subject to such limitations or protections.

### **Consequences of Code Breaches**

#### ***Complaints***

Complaints of breaches of this Code will be reported to Human Resources, as well the Club's President & CEO. Upon notification, Human Resources will determine, within five business days, whether the conduct reported falls within the Respectful Workplace Policy or not.

If the complaint, does fall within the Respectful Workplace Policy, all further actions and steps will be directed as per policy.

If the complaint does not fall within the Respectful Workplace Policy, an internal investigation will commence based on a submission of a formal, written account of the Code breach including reasonable evidence regarding the validity of the complaint. Although not pertaining directly to the Respectful Workplace Policy, the investigation steps determined in that policy will be followed for a fair and consistent process.

If the complaint relates to or involves a Saskatchewan Roughrider Football Player or Coach, the General Manager and Head Coach will be made aware of the complaint. Additionally, any and all matters relating to a player or a player's conduct shall be handled with regard to the provisions of the CFLPA bargaining agreement and in consultation with the League office, the Club's President & CEO, and General Manager.

After receiving the result of a complaint investigation, subject to applicable CFL rules and the requirements of the CFLPA bargaining agreement, the Club will determine the appropriate course of actions regarding Club Personnel. These actions as well as a summary of the infraction will be documented and reported to the Chair of the Board of Directors.

Action in this regard may include a direction regarding counselling or other remedial action, a reprimand or a suspension or termination of employment. The objective of the Club in this process is to uphold its core values as described in this Code.

If the complaint relates to or involves Human Resources, the Chief Financial Officer would assume the role of receiving the complaint and of conducting the investigation. If the complaint relates to or involves the President & CEO, the Chair of the Board would assume the role of receiving the complaint and of supporting the investigation and process.

### **Adoption of the Code**

This Code was adopted by Saskatchewan Roughrider Football Club Inc. effective the 29th day of March, 2007, with the current version being approved on September 1, 2021. Copies of the Code are directed to be provided to all Club Personnel.



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Barry Clarke, Chair  
Saskatchewan Roughrider Football Club Inc.

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I, \_\_\_\_\_, have read, understood, and agree to adhere to the above Code of Conduct.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Title/Role

\_\_\_\_\_  
Date