



Saskatoon Kart Racers Corporation - Code of Conduct

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PURPOSE:

Saskatoon Kart Racers Corporation (SKR) is an ASN Canada FIA affiliated kart club. SKR follows the ASN Canada FIA Canadian Karting Regulations. The following are supplements to both ASN sporting and technical rule sets, and are applicable to all SKR members and guests.

It is vital that the spirit of competition and respect are balanced, especially where attitudes and behaviour are concerned. The purpose of this code of conduct is to ensure that the sport offers a fair, safe and enjoyable experience for everyone.

Where there is a conflict between this document and the SKR Sub-regulations and By-laws the SKR Sub-regulations and By-laws will take precedence.

SCOPE:

All persons attending including guests, family, friends or anyone participating in events at the SKR facility are subject to the following code of conduct. The code of conduct extends to all SKR members or guests when they are representing SKR at any events or participate in an affiliate or ASN Canada FIA event(s).

This policy applies to conduct that may occur outside of the CKRC's business and events when such conduct adversely affects relationships within the CKRC and its work and sport environment and is detrimental to the image and reputation of the CKRC.

DISCIPLINE:

Failure to comply with the SKR Code of Conduct on a one-time or chronic basis may result in the following sanctions: verbal warning, written warning, being asked to leave the facilities, suspension of SKR membership on a temporary or permanent basis. The nature of the sanction will be determined by the SKR executive board of directors. Behaviour or conduct that is potentially criminal in nature will result in the local law enforcement authorities being informed.

CITY OF MARTENSVILLE BY-LAWS:

The SKR facility is located in the city of Martensville and is designated as a city recreational area. Thus, any activities or events occurring within the SKR facilities are subject to the regulations and by-laws set out by the city of Martensville. All persons attending events at the SKR facility are subject to the relevant by-laws established by the city of Martensville. https://www.martensville.ca/pages/city_bylaws.html

PROHIBITIONS:

The following are prohibited by the Province of Saskatchewan and/or the city of Martensville within the SKR facility: **SMOKING, VAPING, ALCOHOL, CANNABIS AND ILLEGAL DRUGS**

CODE OF CONDUCT VALUES

This Code is based on strong sporting values of:



ACCOUNTABILITIES:

All SKR members and guests are expected to:

RACING CONDUCT

- Adhere to all racing regulations and compete fairly at all times
- Respect the decisions of the officials at all times
- Encourage all racers to respect the rules and the authority of the officials, Never encourage a racer to break or bend the rules, nor to drive in a manner that could cause injury to themselves or others
- Demonstrate good sportsmanship in all actions and behaviours. This includes refraining from any offensive, derogatory, disrespectful or demeaning actions, or words, directed towards any other racer or race official
- Treat every competitor fairly and encourage others to do so
- Present yourselves, your racing vehicles and equipment, and team in a clean, safe and reliable condition. All participants must ensure their equipment is race worthy, prior to taking part in training, testing or race events. Only approved race wear (e.g.: helmet, gloves, race boots and suit) to be used by the driver, according to the regulations.
- It is the participants own responsibility to identify and measure his/her own skill level against his/her competitors, and take responsibility for the risks associated with training, testing and or racing.
- It is the participant's responsibility to declare, prior to any participation in training, testing or racing, of any medical condition or medication required that may be relevant in the event of an emergency. (ex. Epi-pen, Nitroglycerin, Diabetic, etc.) No medical information for SKR members will be stored.

GENERAL CONDUCT

- Adhere to the SKR club rules and regulations, not only while at SKR events but at all times when representing SKR Club
- Adhere to all SKR safety rules and follow safety instructions from the SKR executive members when directed to do so.
- Demonstrate self control in regulating negative emotions
- Create a welcoming, friendly and safe environment for everyone
- Recognise that as a representative of the sport, I have a duty to be polite and treat racers, volunteers and supporters with respect
- Show respect for other club members, participants, their teams, family members, and guests
- Demonstrate fair and equitable conduct at the facility at all times

- Accept that racing is primarily about enjoyment and not winning
- Recognise that junior racing is about skill acquisition
- Take responsibility to reduce excessive noise and keep all areas that are used as clean and pollution free as possible.
- Respect that illegal drugs, performance enhancing drugs and alcohol and cannabis are strictly prohibited at training, testing and races. It is an offence and will not be tolerated. Offenders will be excluded from the event and face further disciplinary action
- Adhere to all Federal, Provincial, Municipal or host country laws.
- Respect the property of others and not willfully cause damage.
- Refrain from foul language and gestures, threatening behaviour at all times.
- Refrain from participating in sports betting or any form of gambling associated with the SKR events in which you are participating or have been directly involved.
- Show concern and caution towards others who could be sick or injured.
- Be a positive role model for those watching you compete

DISCRIMINATION AND HARASSMENT – ZERO TOLERANCE

The Saskatoon Kart Racers Corporation supports equal opportunity and prohibits discriminatory practices and any form of harassment including sexual harassment as defined below. SKR has **Zero Tolerance** for any form of discrimination and harassment.

All SKR members and guests are expected to:

- Respect the rights, dignity and value of their fellow participants regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status
- Act, when appropriate, to prevent or correct practices that are unjustly discriminatory
- Refrain from any behavior that constitutes harassment, where harassment is defined as: comments or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior that constitute harassment include, but are not limited to:
 - Written or verbal abuse, threats or outbursts;
 - The display of visual material which is offensive or which one ought to know is offensive;
 - Unwelcome remarks, jokes, comments, innuendos or taunts;
 - Leering or other suggestive or obscene gestures;
 - Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
 - Any form of hazing;
 - Unwanted physical contact including touching, petting, pinching or kissing;
 - Unwelcome sexual flirtations, advances, requests or invitations;
 - Physical or sexual assault;
 - Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
 - Retaliation or threats of retaliation against an individual who reports harassment

- Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:
 - Sexist jokes;
 - Display of sexually offensive material;
 - Sexually degrading words used to describe a person;
 - Inquiries or comments about a person's sex life;
 - Unwelcome sexual flirtation, advance or propositions;
 - Persistent unwanted contact;
 - Sexual assault

- Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities

Social Media and Electronic Communications Conduct

- Avoid public criticism of drivers or their teams, officials and their decisions.
- Not misuse electronic communications such as email or social media, by distributing or posting derogatory, incorrect information or misleading information that could bring the SKR club and the sport into disrepute including any abusive comments on social media (Facebook, Twitter etc.) made towards teams, competitors, officials, organizers, or any person associated with ASN Canada FIA events. Any offenders will be held responsible and liable for their actions
- Adhere to all SKR privacy policies.

Acknowledgment of Code of Conduct

a) Every driver, entrant, official, promoter, organizer, vendor or other participant in a SKR events, and every person who is issued a SKR membership agree, without reservation, to conduct themselves in accordance with this Code.

b) In case of a disagreement or dispute regarding the meaning or application of this Code, the interpretation and application by the SKR official present at the event shall prevail. Where an SKR official is not present a report can be made to the SKR board following the existing complaint procedures.

c) In order to promote the sport of kart racing and to achieve prompt finality in competition results, all SKR members expressly agree that decisions by SKR officials or SKR board as to the applicability and interpretation of this Code are not subject to dispute.

THE VALUES:

RESPECT
FAIR PLAY
SELF-CONTROL
GOOD MANNERS
SINCERITY



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