

SECTION 6

TECHNICAL

(Revised 2016)

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6.0 Technical Policy

6.1 Athlete Assistance Program

The Athlete Assistance Program has been designed to help Saskatchewan wrestlers develop to a national and international level. SAWA has developed criteria, as well as a ranking system, to help determine who is eligible for this program. Separate carding lists will be kept for men and women.

AGM 2006:11

6.1.1 Athlete Eligibility

AGM 1995:30

There are two types of grants available:

- 1) \$500.00
- 2) \$1000.00

In order to be eligible for the **\$500.00 grant**, the athlete must:

- 1) Be a Canadian citizen or landed immigrant
- 2) Be a resident of Saskatchewan for at least one year
- 3) Be a member of SAWA
- 4) If selected, had competed for Saskatchewan at the most recent National Championship
- 5) Had competed in the most recent SAWA Provincial Championship

To be eligible for consideration for the **\$1000.00 grant**, the athlete must:

- 1) Meet the above stated criteria.
- 2) Be registered as a full time student at a recognized university or technical institute, in the province of Saskatchewan.

6.1.2 Application

Application forms are available from the SAWA:

- 1) Forms must be completed by athlete and signed by the coach
- 2) Completed forms must be sent to SAWA by an assigned date
- 3) SAWA will recommend athletes for assistance based on the established criteria and the number of applications received
- 4) SAWA will notify the athletes who have been chosen to receive Athlete Assistance awards.

6.1.3 Ranking System

The following system has been designed to decide which athletes are eligible for Athlete Assistance. The dates of the calendar tournaments for carding points shall be September 1 to August 31.

(Note: Must be Junior age class or higher to be carded)

All athletes must be registered with SAWA, at the date of the carding tournament in which they attend, to receive carding points. If they are not registered at the date of the carding tournament, they will not receive their carding points.

AGM 1995:15

Category A - National or International

- 1) Canadian Championships
- 2) Simon Fraser Clansmen Tournament
- 1) Sunkist Open

AGM 1996:16
AGM 1999:30

Points: 1st=7 points; 2nd=5 points; 3rd=4 points; 4th=3 points; 5th=2 points; 6th=1 point.

Points from only one national championship will be counted. Note: Greco Nationals will not count toward carding points.

Category B - Senior/Junior/Junior

- 1) Huskie Open
- 2) Golden Bear Open
- 3) Provincial Championships
- 4) Dinosaur Open
- 5) Guelph Open
- 6) Cougar Open

Points: 1st=6 points; 2nd=5 points; 3rd=4 points; 4th=3 points; 5th=2 points; 6th=1 point.

Senior/Junior/Juvenile wrestlers must attend at least 3 of these tournaments. Points will be counted from four events, with the four best results being used.

Points from only one Provincial Championship will be counted.

Note: To receive full points, you must have had six (6) wrestlers in your category. If less than six, points will be awarded as follows:

# of wrestlers	Points
5	80%
4	70%
3	50%
2	40%
1	25%

The above point system does not apply to the SAWA Provincial Championships or the National Championships. Wrestlers will receive full placement points, 1st through 6th, regardless of the number of wrestlers in their particular weight class.

In addition, since the goal of this program is to produce national and international calibre wrestlers, the category points will be weighted so as to give more importance to national and international tournaments.

Category A x 3
Category B x 2

Except for Canadian Championships, which are as follows:

- Senior x 6
- Junior x 2
- Juvenile x 1

6.1.4 Payment Procedure

Athletes will receive the first half of their funding from SAWA after wrestling in two carding tournaments before Christmas and submitting proof of participation in required competitions to the SAWA office (i.e. submit a list of carding tournaments).

AGM 1999:29

The second half will be distributed by SAWA, after all athletes follow-up forms have been completed and returned, accompanied by receipts, to the SAWA office.

AGM 1997:19

Athletes tied on the Athlete Assistance list will receive the following distribution of funding when full allotments are unavailable:

- 1) Athletes eligible for \$ 1,000.00 will receive two-thirds (2/3) of the available funding.
- 2) Athletes eligible for \$ 500.00 will receive one-third (1/3) of the available funding.

6.1.5 Athlete Assistance Contract

Athletes chose for assistance will be required to sign a contract stating that they understand the procedures and rules for receiving the award. This contract also states the following:

- 1) Commit to a year round training program
- 2) Submit written justification to SAWA if the individual cannot meet condition 1)
- 3) Will follow Provincial Team Code of Behaviour.

6.1.6 Rules and Regulations

Athletes are expected to compete in no less than two tournaments during the first term or first half of training schedule September - December (carding tournaments).

Should the athlete not meet these criteria, then the 1st payment will not be made by the Provincial Association.

Athletes eligible for Athlete Assistance shall receive their second half instalment upon completion of their age group National Championship.

AGM 1996:17

To receive the second instalment, athletes are expected to compete in the National Championships (if selected to the Provincial Team) and two carding tournaments from January 1 - National Championships.

Should the athlete not meet these criteria then the second payment will not be made by the Provincial Association.

Athletes in receipt of a national card (financial assistance) are eligible to receive financial assistance.

Funds not paid out will be re-distributed by the SAWA Executive.

The Athlete Assistance "Funding Trickle Down" cut-off point shall default to the 20th ranked athlete, except by special exemption at the discretion of the Board.

AGM 1995:28

Starting in the 2006-2007 season, a Senior athlete will receive a Provincial Card if he/she wins the Olympic Trials or wins the right to represent Canada at the Senior World Championships provided that they are training and competing for a SAWA club.

AGM 2005:10

6.1.7 Junior Card Program The following program has been accepted, however it will function only if funds are available. The athletes must be in the Junior-age group, or be a SECOND YEAR JUVENILE who has graduated from High School to receive the card in the year that it is awarded. The Junior card is limited to that athlete twice in three years. Therefore points earned will be during the Juvenile years and the Junior first year. AGM 2003:33

Program:

1) In addition to the present carding system, SAWA implement a Junior Card program. 2) A Junior Card would consist of \$1,000.00 support for a male or female athlete. AGM-2008-19 3) Junior Cards would go to the top four athletes as determined by the rank criteria. 4) Ranking to be based on the following carding criteria, with no subjective or injury points being awarded.

Senior Nationals - weighted factor 4X Junior Nationals - weighted factor 3X Juvenile Nationals - weighted factor 2X

Points: 1st=7 points; 2nd=5 points; 3rd=4 points; 4th=3 points; 5th=2 points; 6th=1 point Note: A Junior athlete that qualifies for the Junior World Team acquire the same points as that of Junior Nationals; these points to be acquired in place of Junior National points (this to take affect 2001/2002) AGM 1999:40

Only one National Championship will be counted.

Provincial Championship - Senior, Junior and Juvenile - Weighted factor 1X

Points: 1st=6 points; 2nd=5 points; 3rd=4 points; 4th=3 points; 5th=2 points; 6th=1 point

Only one Provincial Championship will be counted.

Wrestlers will receive full placement points, 1st through 6th, regardless of the number of wrestlers in their particular weight class.

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5) Junior Card funding to be paid out on a monthly basis from November 1 to March 1. 6) An athlete in receipt of a National Card (financial assistance) is eligible to receive a Junior Card. 7) Junior Card athletes must contact the PTC on a monthly basis from November 1 to March 1 for evaluation purposes. Failure by the athlete to make this contact would result in temporary suspension of funds.

NOTE: i. Junior Card can be suspended with one months notice at the discretion of PTC and the athlete's coach. (Remaining funds to be placed in SAWA general funds and not allocated to other athletes during that competitive season). ii. If a Junior Card athlete is injured a physician signed medical certificate will be required to continue payments.

8) The athlete must be a resident for one year before being able to accumulate points for the carding system and therefore the athlete must wait two (2) years in order to receive funding. 9) Junior Card athletes would be required to serve as clinicians/instructors at designated SAWA or Sask First training camps. (No honorarium will be paid, expenses will be paid.) AGM 2003:34

6.2 NCCP Payment Policy

SAWA will reimburse coaches taking an NCCP Level 3 Theory course, or attending a Level 4/5 conference. SAWA will reimburse only one Level 4/5 conference during the fiscal year. All interested coaches must receive pre-approval from the Board. Once pre-approval has been granted, reimbursement will be made upon successful completion of the course or conference, and the submission of course or conference registration receipts. The Board reserves the right to determine the amount of reimbursement based on budgetary considerations.

6.3 Coach and Manager Selection

6.3.1 Head Coach Selection The following criteria shall be used to select the head coach(s) for Saskatchewan out of Province teams.

1) Must hold a current SAWA membership 2) Must have submitted formal applications 3) Must be active in NCCP program 4) Maximum of 2 coaching positions per year (unless no other applications have been submitted) 5) Selection to be based on 100% performance. All performance points come from the Provincial Championships for the previous year. Points to be used; 10-7-5-32-1 (same as CAWA) 6) Selection to be based on age group of athletes. Junior points used for Junior Nationals etc.

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Final Selection: The coach that has applied for a specific age group tournament with the most number of performance points goes as Head Coach.

6.3.2 Manager Selection The following criteria shall be used to select the manager for Saskatchewan out of province teams.

1) Manager to be a developing coach 2) Manager is to be actively coaching 3) Must be a member of SAWA 4) Must have submitted formal application 5) Must be active in NCCP program 6) Maximum of 1 trip per year

The deadline for receipt of managerial applications shall be December 1.

AGM 1997:18

Final Selection: The coach that has applied as Manager for a specific tournament to be selected by Board. By using the above criteria and, if necessary the performance points. The Board will decide the position by vote. The coach with the most votes goes as Manager.

6.4 Senior Tournaments

The following criteria are to be used for wrestlers attending Senior Tournaments.

1) Provincially carded Senior wrestlers should attend all Senior competitions. 2) Provincially carded Junior/Senior wrestlers should attend some Senior competitions. 3) Carded wrestlers attending Senior competitions should do so only with the permission of their individual coaches. 4) All carded wrestlers are eligible to receive Senior travel funding to compete at Senior competitions. 5) Sending club wrestlers who are not carded is the responsibility of the clubs and funds are not provided for such occasions. 6) In order to be considered for funding for the Senior National Championship a wrestler must have competed in at least three Senior tournaments during the season. The Provincial Championships may be included as one of the three Senior tournaments, but the National Championship may not be included. The athlete must also be a Provincial Champion. AGM 1995:31 7) Addition of an athlete to a Provincial Team would be a one time instance only and would in no way affect his/her carded (or non-carded) status. 8) A coach may substitute a non-carded athlete for a carded athlete, only if he/she notifies all of the other senior coaches and receives their approval at least one week prior to departure to the event. 9) If a decision regarding senior travel is to be decided upon by a phone poll of the senior coaches, all coaches must fax their votes, along with the question(s) posed to the SAWA office. 10) Funding to be left up to the Executive and the Executive Director.

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6.4.1 Criteria for funding to Senior National Championships 1) The athlete must have been training in Saskatchewan before January 1, of the present year, or the athlete's club will be responsible for a commitment to cover the cost of the funding if the athlete does not stay in the province for the next season. (If the athlete does not stay the funding would then be turned over to the club whose athlete did not receive funding because the ineligible wrestler did. If this does not fit then the money will be split evenly amongst the clubs who paid to send extra athletes to the Nationals). 2) In order to be considered for funding to the Senior National Championships, a wrestler must have competed in at least three Senior tournaments during the season. The Provincial Championships may be included as one of the three Senior tournaments, but the National Championships may not be included. The athlete must also be a Provincial Champion. AGM 1995:32 3) To be funded to the Senior Nationals, he must compete in the same weight or lower in the Senior National Championships as the weight he competed at in the Senior Provincial Championships. 4) The total number of wrestlers to equal up to the total number of weight classes will be funded. AGM 1999:31 The provincial champion at each weight will attend unless one of the following takes place; i. he/she is not accepted by his personal coach as having proven to be of senior calibre. ii. he/she does not meet above criteria.

6.5 Criteria for funding to Junior National Championships

1) The athlete must have been training in Saskatchewan before January 1, of the present year, or the athlete's club will be responsible for a commitment to cover the cost of the funding if the athlete does not stay in the province for the next season. (If the athlete does not stay, the funding would then be turned over to the club whose athlete did not receive funding because the ineligible athlete did. If this does not fit, then the money will be divided evenly amongst the clubs that paid to send extra athletes to the Nationals). 2) The athlete must have competed in at least three carding tournaments. These may include the Provincial Championships, but not the National Championships. AGM 1995:33 3) To be funded to the Junior Nationals, the athlete must compete in the same weight class or lower at the Junior Nationals as the weight competed in at the Junior Provincials. 4) The total number of wrestlers to equal up to the total number of weight classes will be funded. AGM 1999:31 The provincial champion at each weight will attend unless one of the following takes place: i. he/she is not accepted by his/her personal coach as having proven to be of Junior calibre. ii. he/she does not meet the above criteria.

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6.6. Criteria for Ticket Dropping

Due to various developments an athlete who has qualified by winning a stated tournament or wrestle off for attending a specific event for SAWA (i.e. Nationals, Sask First funding trip, etc.) may decline from attending that event. In such cases the following guidelines shall be implemented to replace that athlete: AGM 1999:32

1) The term ticket dropping shall refer to all modes of transportation. 2) All funded athletes must be SAWA members in good standing and have demonstrated an active participation throughout the competitive year of the event. 3) The ticket shall drop to the athlete who placed second at the stated tournament or wrestle off. If the second place athlete cannot attend, the ticket shall fall to the athlete who placed third at the event. If the third place athlete cannot attend, then the ticket is released and not funded by SAWA. 4) If a Cadet athlete wins a Juvenile weight class at the Juvenile Provincial Championships, and is unable to compete at the Juvenile National Championships, the ticket shall drop to the second place athlete in that weight class. If the second place athlete is unable to compete at the Juvenile National Championships, the ticket will be released and not funded by SAWA. 5) The athlete must compete in his/her weight or one lower in the Cadet/Juvenile National Championships as the weight he/she competed in at the Cadet/Juvenile Provincial Championships. If the athlete moves up a weight class at the Cadet/Juvenile National Championships, he/she will be required to make full payment to SAWA for all prepaid travel arrangements. AGM 1995:34 6) If the coach feels that the athlete is not up to the level of competition at the event he/she can prevent the athlete from attending and the procedure outlined in #3 above would be used to replace that athlete. 7) If any athlete, funded to the National Championships, (all age groups) knowingly tries to conceal a contagious skin condition, such as ringworm, and is subsequently not permitted to compete in the event, he/she will be required to make full payment to the SAWA for all prepaid travel arrangements. The athlete, and his/her coach, may be subject to further disciplinary action on the part of the SAWA Board. AGM 1995:35 8) After the Cadet and Juvenile National Championships, all unfunded and dropped weight class funding shall be allocated to any unfunded national medallist, to a maximum of the funding allocated to the Provincial Gold medallist. AGM 2007:11

6.7 Coaching Code of Ethics

6.7.1 Introduction The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal as well as athletic development of their athletes. They must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches must also recognize that they are conduits through which the values and goals of a sport organization are channelled. Thus how an athlete regards his/her sport is often dependent on the behaviour of the coach. The following Code of Ethics has been developed to aid coaches in achieving a level of behaviour which will allow them to assist their athletes in becoming well-rounded, self confident and productive human beings.

6.7.2 Coaches Responsibilities

- 1) Treat everyone fairly within the context of the sport, regardless of gender, place of origin, race, colour, sexual orientation, religion, athletic potential, political belief, economic status, marital status, age or any other conditions.
- 2) Direct comments or criticism at the performance rather than the athlete. Provide feedback to athletes and other participants in a caring manner that is sensitive to their needs.
- 3) Consistently display high personal standards and project a favourable image of the sport of wrestling and of coaching.
 - i. Refrain from public criticism of fellow coaches; especially when speaking to the media or recruiting athletes.
 - ii. Abstain from the use of tobacco products while in the presence of his/her athletes and discourage their use by athletes.
 - iii. Abstain from drinking alcoholic beverages when working with his/her athletes and discourage their use by athletes.
 - iv. Discourage the use of alcohol in conjunction with athletic events or victory celebrations at the playing site.
 - v. Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties.
- 4) Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment.
- 5) Give athletes the opportunity to discuss, contribute and to agree with proposed training and performance standards. Provide athletes with information necessary to be involved in the decisions that affect them.
- 6) Be responsible for achieving a high level of professional competence through appropriate training. Keep themselves up to date with relevant information on coaching skills and techniques.
- 7) Communicate and cooperate with registered medical practitioners in the diagnoses, treatment and management of their athletes' medical and psychological problems. Consider the athletes' future health and well being as foremost when making decisions regarding injured athletes' ability to continue wrestling or training.
- 8) Recognize and accept when to refer athletes to other coaches or sport specialists. Allow athletes' goals to take precedence over their own.

- 9) Treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of wrestling.
- 10) In the case of minors, communicate and cooperate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development.
- 11) Be aware of significant pressures in athletes' lives, i.e., family and financial, and coach in a manner that fosters positive life experiences. In an educational institution, be aware of the academic pressures on student-athletes and conduct practices in a manner so as to allow academic pressures.
- 12) Honour all promises and commitments, both verbal and written.
- 13) Not exploit any relationship established as a coach to further personal,

political or business interests at the expense of the best interests of their athletes or other participants in wrestling. (i.e. Conflict of Interest).

6.7.3 Coaching Rules

AGM-2008-15

Coaches must:

1) Ensure the safety of the athletes with whom they work. 2) At no time become intimately and/or sexually involved with their athletes. This includes requests for sexual favours or threat of reprisal for the rejection of such requests. 3) Respect athlete's dignity; verbal or physical behaviours that constitute harassment or abuse are unacceptable. 2) Never support, condone or openly encourage abusive "hazing" practices by athletes against their peers. AGM 2005:12 3) Never advocate or condone the use of drugs or other banned performance enhancing substances. 4) Never contribute to the abuse of alcohol or tobacco products by athletes. 5) Behave in a professional manner at all competitions.

If a coach is in violation of the terms of this Coaching Code of Ethics, the coach may be subject to disciplinary action which may include: a reprimand; fine; withdrawal of funding; suspension from the Provincial Team Program; dismissal from the Provincial Team Program; or a combination of such actions; possible infractions and sanctions are not limited to those outlined above.

I have read and understand the above statements and agree to conduct myself in a manner that demonstrates the standards established in the Coaching Code of Ethics.

Date:

Name: Witness:

Signature: Signature:

6.7.4 Coach Identification Policy

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All coaches will be provided a coaching photo identification card, which will include their NCCP number and current certification level. Coaches who are in an athlete's corner must wear their identification card at all provincial competitions. AGM 2005:12

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6.8 SAWA Code of Behaviour

AGM-2008-16

1) Athletes chosen to compete out of province are representatives of SAWA and should conduct themselves in a responsible manner. 2) The drinking of alcohol by minors is illegal and so will not be permitted on any SAWA sponsored trips. 3) The athletes are responsible for being on time for all departures, meetings, etc. and to notify the coaches in advance, in the event of a change in plans. 4)

Team members travel out of province is for the express purpose of competition, and nothing should interfere with the athlete's performance on the mat. 5) The use of illicit drugs is not permitted. 6) Out of province travel is a privilege, not a right, and SAWA may ban from future competition, any person whom the Executive feels has violated this code of behaviour. 7) Prior to the flight, the athlete must sign a contract of behaviour.

6.8.1 In Breach of SAWA's Code of Behaviour Any violation of the Code will be brought to the attention of the Executive Director to be submitted to the Board.

6.8.2 Incident Report Policy within SAWA

6.8.2.1 Incident reports will be filed within the SAWA office after incident has occurred at the event and within 72 hours. Incidents include red cards, ejections and or improper behaviour where an individual has verbally or physically abused or harassed an official. The head official at the event will determine the severity of said incident and remark whether a disciplinary committee will pursue the incident or remain in file. Incident reports will be kept on record permanently for future reference. All reports will be reviewed by SAWA regardless. 6.8.2.2 The disciplinary committee will consist of the current president of SAWA, VP Technical, official's representative, athlete's representatives, and current PTC will observe. Conflict of interest will void person or persons from committee, and replaced by SAWA board members. Decided decisions may include Expulsions for determined amount of time or permanent, suspension from certain events including national events, or may be expressed as a written reprimand. If necessary an emergency meeting will be called for the committee to make a decision on a serious occurrence.

6.8.2.3 This policy is for all SAWA athletes, coaches, officials and spectators. AGM 2005:07

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6.9 SAWA Harassment Policy

6.9.1 Introduction The SAWA is committed to the achievement of equal opportunity including the establishment of a sport environment in which all members have the opportunity to contribute to the sport to their maximum potential.

In keeping with the spirit of this commitment, the SAWA does not tolerate any form of harassment and undertakes to protect all members regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, disability, age, marital status, family status or record of offence, from harassment by other members, officers of the Association, officials, organizers, coaches, clubmates, and any other member of the SAWA with whom they may contact.

This policy is directed towards the protection of members from harassment which may occur:

1) During the course of SAWA business and events, or within a club or affiliate club registered with the SAWA; or 2) Outside of such events or clubs where there may be repercussions in the work or club environment adversely affecting members' wrestling relationships.

6.9.2 Definition of Harassment Harassment takes many forms, but can generally be defined as behaviour including comments and/or conduct which is insulting, intimidating, humiliating, hurtful, malicious,

degrading or otherwise offensive to an individual or groups of individuals. While this applies to all members of the SAWA and any form of harassment, the various provincial human rights codes and the Canadian Charter of Rights and Freedoms collectively prohibits harassment on the following grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed (religion), sex, sexual orientation, disability, age, marital/family status or record of offence.

Harassment may include but is not limited to:

1) written or verbal abuse or threats, 2) sexually oriented comments, 3) racial or ethnic slurs, 4) unwelcome remarks, jokes, innuendoes, or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion, etc., 5) displaying of sexually explicit, racist or other offensive or derogatory material, 6) derogatory sexual, racial, ethnic, or religious graffiti 7) practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance, 8) unwelcome sexual remarks, invitations, requests whether indirect or explicit, or intimidation, 9) leering (suggestive staring), or other obscene or offensive gestures, 10) condescension, paternalism or patronizing behaviour which undermines selfrespect or adversely affects performance or working conditions, 11) unwelcome physical conduct such as touching, kissing, patting, pinching etc. 12) vandalism 13) physical assault.

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6.9.3 Reprisal As part of their right to freedom from harassment, SAWA members are protected from reprisal or the threat of reprisal.

Reprisal may include situations in which a member is: 1) Denied or threatened with denial of promotional, advancement, training, or other related opportunities or benefits (i.e. team selection, etc.), 2) Disciplined or threatened with disciplinary action, 3) Dismissed or threatened with dismissal. 4) On the sole basis of: 5) Rejecting the sexual advances of a person in authority who could or who could be perceived to have influence over wrestling-related decisions affecting the member. 6) Having made a complaint of harassment. 7) Reprisal may also include situations involving another member (s) who, because the member has made a complaint of harassment, continues or escalates the harassment; ostracizes or isolates the member; and /or engages in any behaviour with the intent to intimidate, threaten, humiliate, hurt or adversely affect the performance or working conditions of the member.

6.9.4 Procedure/Responsibility The SAWA is committed to creating and maintaining a supportive sport environment free of all forms of harassment.

Board/committee members, club/affiliated club executives, staff, coaches, athletes, managers and officials of the SAWA are responsible for preventing and discouraging harassment by:

1) Understanding and upholding the principles of this policy, i. not engaging in behaviour contrary to this policy and ensuring that all members are treated fairly and equitably, ii. communicating the Association's objective to create and maintain a harassment-free sport, iii. not allowing or condoning behaviour contrary to this policy, iv. taking all complaints of harassment seriously by investigating complaints in a thorough and sensitive manner and taking prompt action to resolve the situation in accordance with procedures outlined in the following sections.

Any person who has authority and/or ability to prevent or discourage harassment will be held responsible for failing to exercise this authority.

All members of the SAWA have a responsibility not to harass any other member. Members who experience harassment are encouraged to make it known to the harasser that the behaviour is offensive and/or to report the incident (s) in accordance with the following complaint procedure. Members who witness harassment or who become aware that a member is being harassed are encouraged to report the incident in accordance with the complaint procedure which follows.

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6.9.5 Complaint Procedure, Investigation and Resolution – see Dispute Resolution Policy AGM-2008-17

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6.10 SAWA Screening Policy

The following document was passed by the SAWA Executive on February 27, 1998

6.10.1 Commitment to the Duty of Care The Saskatchewan Amateur Wrestling Association (SAWA) owes a duty of care to its members, staff and volunteers. Acceptance of this duty will be reflected in all SAWA programs, services, and activities, as well as in its policies and procedures.

SAWA will take all reasonable steps to ensure that no harm comes to its members, staff and volunteers. SAWA will periodically review and update its risk management audit, will conform to applicable legislation, and will take the necessary steps to enhance the safety of its programs, and the conduct of its staff and volunteers.

During the initial implementation of the policy, it may not be possible to screen all existing individuals in positions of trust.

6.10.2 Staff/Volunteer Screening, General 1) Proper staff/volunteer selection is critical to the success and safety of our programs and services. 2) Staff/volunteers in positions of trust shall be screened at the discretion of the Board/or Executive. A position of trust is defined as one in which an individual is in direct contact with, or provides direct service to vulnerable members, which includes children under the age of 18 years. 3) All prospective/current staff members will be screened by SAWA, as well as all prospective coaches, managers, officials, and chaperones accompanying provincial teams to out of province national championships, according to the procedures current when they apply and appropriate to the position they are seeking. The Board reserves the right to screen any volunteer in a position of trust, noted to be of concern to the membership. 4) The Board/or Executive reserves the right to change these procedures from time to time. The Board/or Executive will approve the basic outline of screening measures before they are put into effect. 5) Screening policies and procedures, including reasons for which an applicant will not be accepted by SAWA, will be appropriately outlined further on within this document. These policies and procedures will be made known to all candidates for positions. 6) For certain positions in SAWA, a current (police records check, driver's record...) may be required as one element of the screening process at the discretion of the Board/or Executive. 7) The list of positions

governed by this policy may change from time, but will include all those positions in which staff, volunteers, or Board members are in direct contact with, or provide direct service to, vulnerable members, in particular, when this contact is unsupervised or takes place off-site. 8) The Screening Officer shall implement the screening measures as outlined further on within this document. He/she shall report to the Board/or Executive within two weeks of completing the screening measures on the designated individual or individuals.

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9) To be acceptable, the report from the Screening Officer must be dated on earlier than two-weeks/one month prior to the date it is submitted by the applicant. 10) If there is a delay in the receipt of the Screening Officer's report, and if for some reason the applicant must start his/her position before it is received, this individual's acceptance or hiring is conditional on the receipt of the report, and subject to current policies regarding acceptance and exclusion of staff and volunteers. 11) Every staff and volunteer is obliged to inform the Screening Officer if he or she is charged, tried or convicted of any offence under the Criminal Code or under other provincial or federal statutes, if that offence is relevant to the position held by the individual.

6.10.3 Confidentiality and Record-Keeping These policies apply to guarding the confidentiality of personal and confidential information gathered during the screening process.

1) Receiving the information: Only the Screening Officer may see personal information, including police checks reports, unless another staff or volunteer needs this information in order to perform his/her duties, or at the request of the Board/or Executive. 2) Sharing the information: Confidential information is shared with others only if it is necessary to the performance of their essential duties, for example, SAWA Clubs. The names of those receiving the information will be recorded in the file. Otherwise, confidential information will only be released with the consent of the individual in question. 3) Using the information: Information received through the screening process will only be used in the process of determining if an applicant is suitable for a specific position. 4) Destroying the information: Confidential information will be destroyed according to a schedule to be developed by SAWA. All relevant personal information should be maintained for a minimum of 5 years after the departure of a staff/volunteer person. 5) Keeping information on file: SAWA will seek to keep a minimum of confidential personal information about staff/volunteers. All pertinent screening information will be kept in an appropriately accessible form and place.

The individual staff/volunteer files will include only that personal information which is essential to the operation of SAWA. SAWA will ensure that as little confidential information is maintained in files as possible, and will take all reasonable precautions to protect confidentiality of that information.

6.10.4 Standard of Care: Positions of Trust, Abuse, and Breach of Trust 1) SAWA accepts its significant responsibilities with respect to its vulnerable members. We accept that, given our vulnerable membership, the standard of care expected from us will be higher than it would be if our members were able-bodied adults of sound mind. 2) SAWA engages individuals in a variety of roles with respect to children. Some of these are positions of significant trust. People applying for and undertaking

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positions of trust will be subject to more intensive initial and ongoing screening and supervision than individuals in placements, which are not positions of trust. 3) The members of SAWA will be treated with respect. SAWA will strive to provide services and programs in an environment free of danger, harassment and abuse, and to protect members, staff and volunteers from these hazards by taking reasonable measures to ensure the safety of programs, by taking appropriate measures in relation to uninvited third parties, and by carefully screening staff and volunteers. 4) SAWA recognizes that abuse and harm can take many forms, including but not limited to the following, and affirms that they will not be tolerated. 5) Bodily harm or physical assault or injury 6) Emotional or psychological deprivation or harm 7) Unwelcome or inappropriate attention, advances, touching, or solicitation; threats of reprisal for rejecting sexual advances 8) Intimidation, unwelcome, negative or taunting comments about individuals 9) Acts of omission, including failure to fulfill our responsibilities 10) SAWA will act quickly to investigate and resolve any complaints of harassment or abuse of any kind, with a view to stopping any wrongdoing, caring for the individuals who have been harmed, taking appropriate action with respect to the wrongdoer, and preventing future occurrences. 11) SAWA will act decisively to ensure that all members, prospective and current staff/volunteers are aware of these policies and procedures and practices that will follow from them.

6.10.5 Acceptance or Rejection of Applicants 1) Acceptance or rejection of an application for a position with SAWA will be based on the demands and requirements of the position. These requirements may include specific skills and competencies and may also include traits of character and temperament. 2) SAWA understands its obligation to obey current legislation, which prohibits defamation of character or invasion of privacy. SAWA as a matter of principle will not practice discrimination against an individual for purposes of employment by reason of one of the prohibited grounds of discrimination. 3) SAWA will not discriminate against any person on the basis of these grounds... (Age, race, sex, marital status, etc.) Unless there is a bona fide reason related essentially and explicitly to the position being applied for, and will do so with due consideration for the need to accommodate applicants where possible. 4) Individuals with outstanding Criminal Code convictions, or charges pending for certain offences will not be accepted for a position of trust with vulnerable members under the age of 18 years where the offences are related to a bona fide occupation requirement or qualification. These offences include, but are not limited to, the following: i. physical or sexual assault ii. current prohibitions or probation orders forbidding the individual to have contact with children under the age of 14 iii. indictable criminal offences for child abuse iv. outstanding convictions or charges pending for any violent offence, whether or not it involved weapons v. outstanding convictions or charges pending for criminal driving offences, included but not limited to, impaired driving

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vi. attached list of Criminal Code convictions vii. Individuals with outstanding convictions, for provincial offences related to a bona fide occupational requirement or qualification may be excluded from a position of trust, depending on the circumstances. viii. Applicants may be rejected as a result of other information gained during the police records check process or through the screening process as a whole, or as a consequence of other factors. The applicant has the right to know why he or she is being refused, and may appeal to the Board in writing.

6.10.6 Discipline and Dismissal 1) All applicants will be asked to read these policies, and, during the course of final interviews, will be asked by the appropriate interviewer if any of these exclusions apply to them. Responses will be kept in the applicant's file. If SAWA learns and it is confirmed as a fact that an applicant lied with respect to an issue, which is germane to the position that he or she has assumed,

the applicant will be disciplined or dismissed immediately. 2) Staff/volunteers who do not adhere to the rules and procedures of SAWA or who fail to satisfactorily perform their assignments is subject to dismissal. 3) Dismissal of staff/volunteers will be a last resort, applied only when other available and appropriate approaches have been attempted and failed. 4) Dismissal, wherever possible, will take place only after consultation among the Screening/ Officer, the Board and the staff/volunteer him/herself. 5) Dismissal of staff/volunteers will normally follow the agency's progressive discipline process that: i. is based on performance standards established for each position, and the results of the performance reviews of all staff/ volunteers ii. includes a sequence of verbal and written warnings iii. can involve progressive disciplinary action iv. can, ultimately, result in the termination of the staff/volunteer's placement with SAWA

Staff/Volunteers have the right to expect:

1) supportive and constructive criticism 2) clear details regarding inappropriate or unsatisfactory performance/behaviour 3) suggestions regarding what and how to improve; time and opportunity to demonstrate improvement after each stage 4) written record of unsatisfactory performance

Staff/Volunteers may be discharged without warning for just cause... Grounds for immediate dismissal may include, but are not limited to:

1) gross misconduct or insubordination 2) being under the influence of alcohol or drugs while performing volunteer assignments 3) theft of property or misuse of agency funds, equipment or materials 4) lies or falsification of records 5) illegal, violent or unsafe acts 6) abuse or mistreatment of members or other volunteers

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7) failure to abide by SAWA policy or procedure 8) failure to meet physical or mental standards of performance 9) unwillingness or inability to support and further the mission of SAWA and/or the objectives of the program.

Staff/volunteers accused of the following improprieties will be placed on immediate suspension, pending the outcome of an investigation to be conducted by the Board:

1) breach of confidentiality 2) physical, emotional, or sexual abuse of members, volunteers or other staff 3) theft 4) libel, slander of members, staff, volunteers, board members 5) lies about a previous record of relevant civil or criminal convictions, or about current, relevant charges pending 6) misrepresentation of credentials, qualifications, references 7) refusal to submit to screening procedures, initial or ongoing, including police records checks, orientation, training, supervision and evaluation sessions, medical checks, etc. 8) Staff/volunteers caught in the act of any of these improprieties will be suspended immediately pending a full investigation. If it is proven to the satisfaction of the Board that an individual has committed any of these improprieties, he/she will be disciplined or dismissed.

6.10.7 Authority for Decision-Making 1) SAWA will strive to develop clear and objective policies and principles with respect to screening. However, the Board accepts that screening is a matter of good management and the exercise of good judgment. The Board authorizes the Screening Officer to exercise his or her judgement with respect to these matters, based on the values and principles of SAWA and established policies. The Board will endeavour to support the decisions of the Screening Officer made

on these bases. 2) The Board recognizes that making personnel/volunteer decisions is the responsibility of the Screening Officer, but will expect a report from him/her of any incident or occurrence related to screening which may cause an individual to appeal to the Board, or which the Screening Officer may present a difficulty for SAWA.

6.11 Screening Measures

The following staff/volunteer positions have been designated for screening by the Saskatchewan Amateur Wrestling Association (SAWA). Corresponding screening measures for each position have been indicated. The SAWA Board/or Executive reserves the right to request a police records check on any individual at its discretion. The cost of the police records check shall be incurred by the individual.

SAWA Screening Officer: The SAWA Screening Officer shall be designated by the Board/or Executive, and must not have/had a personal/professional relationship with the individual (s) he/she is screening.

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1) Coach/Manager/Official/Chaperones: (out of province provincial teams to the national championships) i. An application form must be filled out by the applicant. ii. An interview of the applicant shall be conducted. iii. Personal reference checks of the applicant shall be conducted. iv. Police records check of the applicants may be conducted at the discretion. v. Applicant shall be notified of the selection decision.

2) Individuals of Concern: Those individuals, in positions or prospective positions of trust, such as coaches and officials, noted to be of concern to the membership should be screened accordingly: i. An application form must be filled out by the individual in question. ii. An interview of the individual shall be conducted. iii. Personal reference checks of the individual shall be conducted. iv. Police records check of the individual shall be conducted. v. Individual shall be notified of the decision.

3) Board/Club Volunteer: i. An application form must be filled out by the applicant. ii. Applicant shall be notified of the selection decision.

4) SAWA Staff: i. An application form must be filled out by the applicant. ii. An interview of the applicant shall be conducted. iii. Personal reference checks of the applicant shall be conducted. iv. Police records check of the individual shall be conducted. v. Individual shall be notified of the decision.

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6.12 Dispute Resolution December 2005

Introduction

Section 119 of The Non-Profit Corporations Act provides:

119 The articles or bylaws may provide that the directors, members or any committee of directors or members of a corporation have power to discipline a member or to terminate the membership interest

of a member and, where the articles or bylaws do, the circumstances in which that power may be exercised and the manner of its exercise is to be set out in the articles or bylaws of the corporation.

A person is entitled to a fair hearing before he or she may be disciplined by a corporation. This policy provides a guide to suitable bylaws for discipline procedure. Each organization should ensure that its bylaws provide for a fair hearing in the event that discipline is necessary.

This policy calls for two committees to be established:

The responsibilities of the Investigation Committee are: (a) To gather information relating to disputes; (b) To take any practical steps that may resolve disputes without the need for a hearing; and, (c) When a hearing is necessary, to fairly present all relevant information to a hearing committee by means of evidence acceptable to the hearing committee.

The responsibility of the Hearing Committee is to provide a fair hearing. Characteristics of a fair hearing include: (a) Notice of the hearing; (b) Knowledge of the case to be met; (c) A right to hear or see all information provided to and considered by the arbitrator; (d) An opportunity to provide information and arguments; (e) If an oral hearing is conducted (rather than a hearing based solely on written submissions and documents), the right to question witnesses; (f) Unbiased arbitrators who will hear and consider all relevant information.

Organizations should consider the need to obtain legal advice in preparing bylaws suitable for their needs.

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1. Dispute Resolution Bodies

Two bodies will be appointed to resolve disputes, whether arising from allegations of harassment or other misconduct, team selection, employment or other issues.

1.1 Investigation Committee

1) The investigation committee is established consisting of a chairperson and such other persons as the chairperson may appoint. 2) The board shall appoint the chairperson of the investigation committee. 3) The chairperson may appoint members to the committee from time to time for the purpose of that appointee serving as investigator of a specific complaint. 4) Members of the hearing committee and members of the board are not eligible to be a member of the investigation committee. 5) The complaint must be documented to the president and forwarded to all members of the Board of Directors. 6) The Board of Directors be informed of all results of investigation and material provided. AGM-2009-10

1.2 Hearing Committee

1) The SAWA Executive Director, upon receipt of a report from the investigation committee, which recommends that a hearing be conducted, shall appoint a hearing committee consisting of one or three persons. 2) Members of the investigation committee and members of the board are not eligible to be appointed as a member of the hearing committee. 3) If the SAWA Executive Director considers it appropriate to do so, the SAWA Executive Director shall appoint to the hearing committee a person nominated by each party to the dispute.

2. Misconduct

2.1 Any matter, conduct or thing, whether or not disgraceful or dishonourable, is misconduct if:

1) It is contrary to the best interests of the Sask Amateur Wrestling Assoc or of any participant (player, coach, official or spectator). 2) It is contrary to the bylaws of the Sask Amateur Wrestling Assoc 3) It is

contrary to any Code of Conduct established by the Sask Amateur Wrestling Assoc. 4) It is a failure to comply with an order pursuant to this dispute resolution policy by the Sask Amateur Wrestling Assoc, the board or a hearing committee.

3. Referral and review of complaints and incidents

3.1 Complaints must be made to the SAWA Executive Director promptly and within the time guidelines set by policy of the board.

3.2 The SAWA Executive Director may extend the time for submission of a complaint notwithstanding the expiration of the time set by board guidelines.

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3.3 The SAWA Executive Director shall refer the following matters to the chairperson of the investigation committee:

1) A complaint alleging that a player, team, coach, official, parent/guardian or spectator is guilty of misconduct. 2) On the request of the board, any incident in which misconduct may have occurred. 3) A complaint relating to team selection. 4) Any other request for resolution of a dispute arising from or relating to the activities of the organization.

3.4 The chairperson of the investigation committee may require that a complaint be stated in writing.

3.5 If the chairperson of the investigation committee is satisfied that the complaint is not valid or does not raise an issue of misconduct or is trivial, frivolous or vexatious in nature, the chairperson shall advise the complainant and thereafter shall take no further action in relation to that complaint.

3.6 Where the chairperson has not dismissed a complaint pursuant to 3.5, the chairperson shall appoint one or more members of the investigation committee as investigator of the complaint or incident.

3.7 The chairperson may appoint himself or herself as the investigator or as one of the investigators.

4. Investigation

4.1 The investigator shall:

1) Review the complaint or the request 2) Make such inquiries as necessary to determine the circumstances of the complaint or incident, which may include: a) sending a copy of summary of the complaint to those named in the complaint, those making the complaint or to any witnesses with a request that they respond in writing to the allegations by a date set by the investigator; b) communicating with or interviewing persons involved in the incident or whose conduct is the subject of the complaint; and c) communicating with or interviewing other persons who may have relevant information. 3) Extend the investigation to include misconduct in any other incident that comes to the attention of the investigator in the course of the investigation. 4) When practical to do so, encourage the parties to resolve the dispute directly. 5) With the agreement of the parties, arrange mediation of the dispute.

4.2 On completion of the investigation, the investigator shall make a written report to the SAWA Executive Director recommending:

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1) That the SAWA Executive Director appoint a hearing committee to hear and resolve the dispute or to hear the charges, as the case may be; or. 2) That no further action be taken with respect to the matter investigated because: a) the matter has been resolved between the parties, b) no further action is warranted on the facts of the case.

4.3 The charge set out in a written report may relate to any matter disclosed during the investigation.

4.4 A report signed by a majority of the investigation committee is a decision of investigators

5. Interim suspension of member

5.1 In cases of alleged serious misconduct or if there is a risk of physical or emotional harm to other persons, the investigator may submit written reasons to the SAWA Executive Director recommending that, pending the outcome of an investigation, a player, team, coach, official, parent/guardian or spectator under investigation: 1) be suspended from participation or 2) be allowed to continue participation subject to conditions or restrictions.

5.2 Upon receiving the written recommendations of the investigator, the SAWA Executive Director shall:

1) If satisfied that continued participation is inappropriate in the circumstances, may order suspension of involvement in organization activities or impose other less restrictive conditions pending the recommendations of the hearing committee. 2) If satisfied that continued participation is appropriate in the circumstances, decline the recommendation of the investigator.

5.3 An order of suspension or the imposition of conditions on a member, pending the recommendations of the hearing committee, shall: 1) terminate 30 days after the date of the suspension or imposition of conditions, unless renewed or revised by the SAWA Executive Director upon a further written recommendation by the investigator. 2) be superseded by the recommendations of the hearing committee

6. Acting upon the Investigator's report

6.1 If the investigation committee recommends no further action on a complaint, SAWA Executive Director shall provide a copy of the investigation committee's reasons for that recommendation to the person or person(s): 1) whose conduct is the subject of the complaint 2) who initiated the complaint

6.2 If the investigation committee is of the opinion that a hearing committee should be appointed, the SAWA Executive Director shall appoint a hearing committee.

6.3 The SAWA Executive Director shall report a decision not to appoint a hearing committee to the next meeting of the board.

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7. Hearings

7.1 The hearing committee shall conduct a fair hearing of the charge or dispute reported in the investigation committee's report.

7.2 At the request of the hearing committee, the SAWA Executive Director shall communicate the time and place of the hearing and any other pertinent information to the parties.

8. Hearing Procedure

8.1 In disputes of a nature that the hearing committee considers to be minor, the hearing may be conducted in writing. The parties shall be:

(a) informed that a hearing committee has been established; (b) informed of the charge or dispute to be heard; (c) provided with a copies of the dispute resolution policy; (d) invited, within a time specified by the committee, to make written submissions of any information or arguments relevant to the deliberations of the committee; (e) informed of the findings of the hearing committee;

8.2 If the hearing committee does not consider the dispute to be minor, the parties shall have a right to be heard in person:

1) At least 3 days before the date of the hearing the parties shall be: (a) informed that a hearing committee has been established; (b) informed of the charge or dispute to be heard; (c) provided with a copy of the dispute resolution policy. 2) The hearing committee shall hear the charge or dispute and shall determine whether or not the accused is guilty of misconduct or rule on the issues in dispute. 3) Parties may be represented by legal counsel at their own expense. 4) There is to be full right: a) to examine, cross-examine and re-examine all witnesses b) to present evidence in defence and reply. 5) Where a party fails to attend the hearing, the hearing committee may proceed in his or her absence. 6) If, during the course of a hearing, the evidence shows that the accused may be guilty of misconduct different from or in addition to any misconduct specified in the charge, the hearing committee shall adjourn the hearing for any period that the committee considers sufficient to give the accused an opportunity to prepare a defence to the amended charge, unless the respondent consents to continue the hearing. 7) The hearing committee may accept any evidence that it considers appropriate and is not bound by rules of law concerning evidence. 8) The hearing committee may accept a record of a criminal conviction or the written reasons for a decision imposing discipline by any other organization as evidence of the conduct, giving rise to the conviction or discipline. 9) On its own initiative or at the request of any party, the hearing committee may restrict the public from the hearing. The hearing committee shall exclude the

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public if the committee is of the opinion that an open hearing will unduly violate the privacy of any person. 10) The deliberations of the hearing committee shall be conducted in private, and no person who is not a member of the committee shall be present.

8.3 The hearing committee shall give written reasons for its decisions and for any discipline imposed. Copies shall be provided to the parties and to the board.

9. Disciplinary Powers

9.1 Where the hearing committee finds a person guilty of misconduct, it may make one or more of the following orders, in writing: 1) An order that the person(s) be expelled from the organization 2) An order that the person(s) be suspended from the organization for a specified period 3) An order that the person(s) be suspended pending the satisfaction and completion of any conditions specified in the order 4) An order that the respondent may continue to participate only under conditions specified in the order 5) An order reprimanding the respondent 6) Any other order that the hearing committee considers just.

9.2 In making an order the hearing committee shall take into consideration:

1) The age, experience and maturity of the person(s) 2) The nature of the misconduct; 3) Any information which, in the opinion of the committee is reliable and relevant to the determination of an appropriate order, including; a) previous misconduct of the respondent, regardless of whether or not that misconduct was the subject of discipline b) the character of the respondent

10. Deference to Other Authorities

10.1 Where the SAWA Executive Director, chairperson of the investigation committee or the chairperson of the hearing committee believes that the person(s) whose conduct is being investigated may be guilty of a criminal offence, that person may refer the matter to an appropriate authority.

11. Time for Completion

11.1 The investigation, hearing and decision of the hearing committee shall be completed as soon as practical in the circumstances of the complaint.

11.2 The board may set time guidelines for any matters that the board considers appropriate, including the time for complaints to be made to the SAWA Executive Director, and the time for completion of steps in the hearing process.

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11.3 In deciding an appeal from a decision of the hearing committee, the board may consider the failure to comply with time guidelines.

12. Appeals to the Board

12.1 A person(s) may appeal the decision or any order of the investigation committee or the hearing committee to the organization board by serving a written notice of appeal within 14 days of receipt of the decision or order where: 1) The member has been found guilty of misconduct by the hearing committee; 2) The person is subject to a discipline order; 3) The person(s) who initiated the complaint was advised that no further action would be taken.

12.2 The written notice shall state the grounds of appeal.

12.3 The SAWA Executive Director shall not participate in the hearing of an appeal.

12.4 No board member shall participate in the hearing of an appeal if: 1) The board member has a conflict of interest or is biased 2) If there is any reasonable basis on which it may appear that the board member may have a conflict of interest or may be biased.

12.5 The participation by a board member in any step of the investigation process prior to the hearing of the appeal shall be deemed to create the appearance of a bias.

12.6 The participation by a board member in any step of the investigation or hearing process prior to the hearing of the appeal shall be deemed to create the appearance of a bias.

12.7 If all board members are unable to participate in the hearing, the board shall appoint a committee of not more than three persons to hear the appeal.

12.8 On hearing an appeal the board or the appointed committee may: 1) Dismiss the appeal 2) Quash the finding of guilt 3) Direct further inquiries by the investigation committee or appoint a new investigation committee to reinvestigate the matter 4) Direct a new hearing or further inquiries by the hearing committee or appoint a new hearing committee to rehear the matter 5) Vary the order of the hearing committee.

13. Effect of Expulsion or Suspension

13.1 When a person(s) is expelled or suspended from the organization pursuant to the policy, that person(s) is not eligible to serve any function within the organization or attend any organization activities and all fees/membership dues are forfeited and nonrefundable.

14. Reinstatement

14.1 A person who has been expelled may apply to the board for reinstatement.

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14.2 Subject to the bylaws, on receipt of an application of reinstatement the board shall review the application and, if in the opinion of the board the application disclosed information, which may justify reinstatement, the board may investigate the application by taking any steps it considers necessary.

14.3 On completion of its review, the board may: 1) Where it is satisfied that the person's subsequent conduct and any other facts warrant reinstatement, direct that the person is reinstated under any terms and conditions that the board considers appropriate. 2) Refuse to reinstate the person.

15. Conflict of Interest or Bias

15.1 In the event that any member of either the investigation committee or the hearing committee, other than one nominated by the parties, has a conflict of interest or is biased, that person shall declare the conflict or bias and the SAWA Executive Director shall appoint a replacement.

15.2 In the event of a conflict of interest on the part of a board member, that member shall not participate in the decision of the board.

16. Records and Use of Decisions

16.1 The Sask Amateur Wrestling Assoc shall maintain a record of all decisions of hearing committees and of all decisions of the board on appeal.

16.2 The hearing committee and board may consider the decisions of previous hearing committees and boards, but are not bound by the precedent.

16.3 Decisions of a hearing committee and decisions of the board on appeal are matters of public interest and shall be publicly available without disclosing the names of the individuals involved. Names of persons disciplined may be disclosed to the extent necessary to give effect to any sanction imposed.

16.4 If the committee or board decides that making the decision publicly available will unduly violate the privacy of any person, the committee or board may direct that the decision or part of the decision should be kept confidential.

16.5 Decisions resulting in termination of membership or in a suspension of membership rights for one year or longer shall be reported to the Dispute Management Office of Sask Sport Inc. who may provide information from the decisions to its membership, including the names of persons who have been the subject of the discipline.

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6.13 Official's Criteria

The following is the criteria for Officials involved in the Sport of Amateur Wrestling.

Officials are sanctioned by the following governing bodies;

1) Provincial - Saskatchewan Amateur Wrestling Officials Association (SAWOA) 2) National - Canadian Amateur Wrestling Officials Association (CAWOA) 3) International - Federation International Wrestling Association (FILA)

Each governing body determines rankings for the officials and all officials are required to have a minimum ranking before aspiring to the next level.

Each official must obtain the permission of the Provincial body before attending an event at the National level and the permission of the National body before attending an international event.

The following are the ranking systems of the various organizations;

1) Provincial - Provincial Aspirant, C, B, A, AE 2) National - National Aspirant, C, B, A, AE 3) International - FILA Aspirant, III, II, I, Exceptional

An official must obtain an A ranking before moving on the next level to officiate.

Officials are divided into On Mat Officials and Pairing Masters. The above ranking system applies to both types of Officials.

Membership in SAWOA is based on the following criteria;

1) A sincere interest in furthering the Goals and Objectives in wrestling by participation in the sport as an on mat official or pairing master. 2) A knowledge of the International Rules of Wrestling by either attending a provincial clinic or by working with a senior official during a tournament. 3) A sincere desire to promote the sport of wrestling by creating an impartial environment where athletes can compete to the best of their abilities. 4) A desire to teach the rules of wrestling to young and aspiring athletes. 5) Membership in the Saskatchewan Amateur Wrestling Association.

Officials are promoted by attending recognized provincial clinics and receiving recommended rates. The rates are evaluated and a determination for promotion is made at the AGM.

Officials in the following categories shall be deemed to be able to act in the following capacities;

Pairing Officials: Provincial AE - A senior pairing master with extensive (inter) national experience. A pairing master who has leadership and teaching abilities.

Provincial A - An official who can do any tournament draw in Province or can direct others to do the draw.

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Provincial B - A pairing master who can assist in any provincial tournament draw and who can head Draws of less than 80 wrestlers.

Provincial C - A pairing master who has minimum experience and who can assist at tournaments.

On Mat Officials: Provincial AE - A senior on mat official with extensive (inter) national experience. An official who has leadership and teaching abilities.

Provincial A - An experienced official who is ready for national level tournaments and who can act as a referee, judge or chairman at Provincial competitions.

Provincial B - A competent official who is able to referee and judge at Provincial competitions and who is capable of chairing at local tournaments.

Provincial C - An official with a minimum of one year as an official who has shown knowledge of the rules of wrestling. This official is able to referee or judge at local tournaments.

The following is the criteria for Officials at the National level. Taken from the CAWA rule book.

National AE - This category is reserved for a very few senior officials in Canada who are judged by their peers to be exceptional in the role of Mat Chairman. This official commands respect for his technical expertise and also warrants trust and confidence for his outstanding leadership abilities.

National A - This official now has several years of experience at the senior level. He has demonstrated poise and good judgment in virtually all situations. The official has the confidence and maturity to handle the most difficult matches at the Senior level. The A category means that this official has the CAWOA endorsement to represent Canada at International Tournament. This classification is not easily obtained.

National B - This is a solid official who has by now attended one or more National or Regional Championships; he is able to handle difficult situations but requires more activity at the Senior wrestling level. Most National officials are in this category.

National C - This is an acceptable level of officiating but the person needs much guidance and would not feel comfortable with a pressure filled final match.

6.13.1 Official's Requirements for Provincial Championships The following details the level and number of officials that clubs are required to provide at each provincial championship that they attend: Levels:

1) Elementary Tournaments - Provincial Aspirant 2) Bantam/Cadet Tournaments - Provincial C 3) Provincial Freshie-Bantam - Provincial Aspirant 4) Provincial Cadet/Juvenile - Provincial C 5) Provincial Junior/Senior - Provincial B

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Numbers:

# of Wrestlers	# Required for Tournament	0-5	No Official	6-15	One Official	16-30	Two
Officials 31+	Three Officials						

6.13.2 Official's Fee Schedule Fee schedule for SAWA sanctioned events to be consistent with SAWOA's current fee schedule. AGM 1999:34

6.13.3 Pairing Master Policy

AGM 1995:10/11

The following Pairing Master Policy has been designed to:

1) Develop new people as pairing masters, and to retain existing pairing masters. 2) Protect SAWA legally by providing certified pairing masters at SAWA sanctioned events. 3) Support pairing masters and officials in their desire to act as an association by ensuring guidelines set by SAWA are enforced. 4) Ensure impartiality at SAWA sanctioned and carding tournaments.

Recommendations: 1) SAWA, in conjunction with pairing masters, develops guidelines for hosting pool tournaments. 2) That a deadline be imposed for clubs intending to host tournaments to contact SAWA

regarding the date of their event, as well as the tournament format to be used at their event.(pool, bracket or other) 3) SAWA requires all non pool tournaments utilize officials and pairing masters assigned by SAWOA. 4) SAWOA officials will work pool tournaments with a non SAWOA person doing the draw. That person is identified when the tournament is scheduled, with the person being a member of SAWA at least thirty (30) days prior to the tournament.

6.13.4 Abuse of Officials Policy

AGM 1995:09 The abuse of officials by coaches, athletes and spectators creates an environment which is difficult to attract new officials to the sport, and to keep established officials in the sport. The following recommendations are meant to:

- 1) Ensure a level playing field for athletes to wrestle and officials to officiate without outside influences.
- 2) Ensure longevity of officials to maintain and enhance their expertise.
- 3) Stop the abuse of officials and all participants in the sport.

Recommendations: 1) SAWOA has the authority to implement yellow and red cards at all SAWA sanctioned tournaments, and to use the cards as permitted within the rules.

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- 2) SAWA must identify an individual to be at the site and to respond to requests from officials in dealing with individuals engaged in the abuse of officials.
- 3) SAWA must adopt a policy statement condemning abuse of officials, and defining sanctions outside of the tournament.
- 4) The officials have the right and obligation to red card an individual's continuing abuse of the officials. Such abuse will eliminate a coach from the competitive area. This would also be the case for the athlete.
- 5) SAWA must notify all members of these changes and endorse a goal of minimal tolerance for offenders.

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6.14 Criteria for Hosting a SAWA Sanctioned Tournament

AGM 1995:29

The following rules and regulations shall apply to all SAWA sanctioned tournaments. A SAWA sanctioned tournament shall encompass all in province carding tournaments, Provincial Championships, Bantam Festivals, tournaments which utilize SAWOA officials (excluding SHSAA competitions) and tournaments which have applied to receive a hosting grant from SAWA. The penalty or penalties for failure to abide by the following rules and regulations have been outlined further within the document.

The SAWA Provincial Wrestling Championships will rotate from, Saskatoon & North, to Regina & South of Saskatoon every year. The rotation will start once the 2004 Provincials are awarded at the 2003 SAWA AGM. AGM 2003:21

The a small team award in the provincial freshie to peewee age group will be awarded for teams under 12 total athletes at the freshie to bantam provincials AGM 2004:24

Application Procedure: All requests for a SAWA sanction must be received in the SAWA office at least six weeks prior to the date of the tournament. All requests must be in writing, stating the specific date of the tournament, age group and location.

Tournament Hosting Grant: All requests to receive a Tournament Hosting Grant must be received in the SAWA office by March 31. All requests must be in writing, providing a brief evaluation of the event and stating the number of competitors in attendance at the event. Only tournaments developmental in nature shall be considered.

Entrance Requirements: 1) Each wrestler competing in a SAWA sanctioned tournament must be a registered member of SAWA.

2) Out of province wrestlers competing in a SAWA sanctioned tournament must be a registered member of their provincial, territorial, or state association.

3) To qualify for a tournament subsidy and the grassroots funding tournament-hosting requirement the tournament has to be held on a weekend and the host club has to give Sask Amateur Wrestling Association 40 days notice of hosting the tournament so other clubs are aware and able to attend the tournament. AGM 2006:12 Host Club Duties and Responsibilities: The following duties and responsibilities are to be adhered to during the organization and operation of the tournament.

1) Contact the SAWOA well in advance of the event, to arrange for officials and a pairing master, according to the SAWOA pairing master policy. The SAWA office will be the contact person for co-ordinating and organizing officials for remote tournaments. AGM 2001:24

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All SAWA sanctioned events require a minimum of 1.5 officials per mat.

AGM 2001:25 2) A tournament information sheet must be distributed well in advance of the event. The SAWA office can assist in the preparation and the distribution of the document. 3) A volunteer or volunteers must be present to sell SAWA memberships. An updated membership list, as well as membership forms, shall be made available to the organizing committee to assist in this process. 4) The organizing committee must follow the SAWA Weigh-in policy. 5) The tournament director must assist the Head Official in curtailing the number of wrestlers and spectators congregating around the mat areas. 6) A skin check of all athletes must be conducted prior to the start of the tournament. This can be done before the weigh-in (on site) or prior to the start of the tournament (one half hour prior). A medical doctor or dermatologist qualified to conduct the skin check. 7) Results of the tournament must be submitted to the SAWA office within one month of the conclusion of the competition. For inclusion in the SAWA News or posting to the SAWA website, results must be submitted electronically. AGM 2002:12

Penalties for Non Compliance: The SAWA Board reserves the right to enforce the following penalties in the event a host club does not adhere to the above criteria:

1) The tournament hosting grant may be revoked. 2) If the event is a carding tournament, carding status may be suspended or revoked. 3) The host club may be refused sanction from SAWA for future competitions. 4) The Board may exact further penalties at their discretion.

6.15 Event Subsidies

6.15.1 Developmental Tournament Hosting Grant To be eligible for a Developmental Tournament Hosting Grant a club or affiliate club must apply before March 31 of the fiscal year in which the tournament will be operated.

After all applications have been received the money allocated to this area will be divided up based on the number of participants, with a cap of \$500.00 for each tournament.

For the Club to receive the money they must register with SAWA prior to January 1.

The money will be divided up after the last of the applying tournaments has been completed.

6.15.2 Provincial Championship Travel Grant The Provincial Championship Travel Grant is available to Northern/Aboriginal wrestling clubs to assist in covering travel expenses to compete in the Provincial Championships. A Northern club is defined as being one hundred (100) kilometres north of Prince Albert. The following conditions apply:

1) Be a registered club with SAWA 2) A club may apply for funding for both the Freshie-Bantam Provincial Championships and the Cadet-Senior Provincial Championships. The maximum allotment available per event will be \$250.00. The club applicant must have at least five wrestlers in attendance at the Provincial Championship for which it has applied to receive the travel grant. The amount of the allotments will be calculated based on the number of applications. 3) The grant allotments will be available for the following travel expenses: i. Van Rental/Gas ii. Hotels iii. Registration Fees iv. Meals The allotments will be disbursed once actual receipts have been submitted to the SAWA office. 4) All applications must be received in the SAWA office prior to the date of the Provincial Championship for which the travel grant application has been submitted.

6.15.3 Developmental Wrestling Camp Grant

AGM 1997:15 To be eligible for a Developmental Wrestling Camp grant, a club must apply before March 31 of the fiscal year in which the camp will be operated. SAWA Major Training Centres and Grassroots Development Centres are not eligible for this grant.

After all applications have been received, the funds available in this area will be allocated based on the number of participants, at the discretion of the Board, with a cap of \$ 500.00 for each camp.

For the Club to receive the money they must register with SAWA prior to January 1.

The funds will be distributed at the end of the fiscal year.

6.15.4 Northern Wrestling Camp Grant

AGM 1997:15 The Northern Wrestling Camp grant is available to Northern wrestling clubs to assist in organizing camps, and to assist clubs with their travel expenses to attend camps in Northern Saskatchewan. A Northern club is defined as being one hundred (100) kilometres north of Prince Albert, or at the discretion of the Board. The following conditions apply:

1) Be a registered club with SAWA The grant allotments will be available for the following: Host club expenses, such as: i. Meals ii. Mat Transportation iii. Awards iv. Clinician Honorariums

Visiting Club's Expenses, such as: i. Van Rental/Gas ii. Hotels iii. Camp Fees iv. Meals

2) The allotments will be disbursed once actual receipts have been submitted to the SAWA office.

3) All applications must be received in the SAWA office prior to the date of the camp for which it has been submitted.

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6.16 SAWA Awards

AGM 1999:33

The SAWA Awards are an annual event that was designed to identify and reward those individuals who have contributed to the sport of Amateur Wrestling over the previous year.

6.16.1 Categories Awards shall be given in the following categories:

Most Outstanding Elementary Athlete (male and female) Most Outstanding Cadet Athlete (male and female) Most Outstanding Juvenile Athlete (male and female) Most Outstanding Junior Athlete (male and female) Most Outstanding Senior Athlete (male and female) Most Outstanding Elementary Coach (male or female) Most Outstanding Male Cadet Team Coach (male or female) Most Outstanding Female Cadet Team Coach (male or female) Most Outstanding Male Juvenile Team Coach (male or female) Most Outstanding Female Juvenile Team Coach (male or female) Most Outstanding Official (male or female)

Sixteen awards selected annually.

AGM 2001:17

6.16.2 Criteria for Nomination Must be a resident of Saskatchewan and/or compete for Saskatchewan at the various age group Nationals. Must wrestle in the Sask Opens at their nominated age group. Must be in the appropriate age class to receive that age class award (athlete award only). Must be a member of SAWA in good standing. AGM 1999:33

6.16.3 Nomination Procedure The awards will be based on performance and commitment to the sport. Nominations shall be received by the administration until August 15 annually. The Board of Directors shall vote on the award recipients and the winners notified by September 30 annually. Awards will be presented at a dinner to be held after the AGM. AGM 2002:13

6.16.4 Voting for the SAWA Athlete of the Year. The voting for the outstanding athletes of the year will be done by the coaches. A total of one vote per club shall be accepted. This will cover the elementary and cadet/juvenile age categories.

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6.17 Female Wrestling

The SAWA's policy on female wrestling is based on the International Federation's (FILA) Females shall be allowed to wrestle in the Provincial Championships for all ages and in any SAWA sanctioned event but they shall only wrestle other females. Separate weight classes, weigh ins and bouts shall be developed by the tournament organizer in conjunction with the officials present at the event. There must be sufficient numbers, or around a weight class for safety reasons, to warrant such an occurrence.

6.17.1 Female Wrestling Representative: High Performance Coaches Committee A Female Wrestling Representative shall maintain a voting position on the High Performance Coaches Committee. AGM 1995:21

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6.18 Team Travel Policy

6.18.1 Introduction This policy outlines the requirement for travel to national tournaments and out-of-province tournament and camps. It outlines the responsibilities of athletes, coaches, managers and officials traveling under the sponsorship of SAWA or by an affiliate club of SAWA

6.18.2 Objectives This policy outlines the duties and responsibilities of people attending national tournaments or traveling out of province in representing the SAWA.

SAWA must insure that athletes have every opportunity to perform to the best of their ability at these tournaments. Coaches, managers and others must be knowledgeable in their part in insuring this goal.

To insure that all SAWA members receive the same opportunity at national events, athletes, coaches and the manager shall form the SAWA team. All persons wishing to compete at national tournaments must receive a sanction by SAWA Athletes or their coaches shall notify the SAWA office if they intend to compete at Nationals.

Athletes, Coaches and Managers are responsible to SAWA to follow its policies.

6.18.3 Policy 1) Requirements to Travel: SAWA will not sponsor athletes under the age of 19 years unless accompanied by a certified coach or other person acceptable to the SAWA Board.

SAWA will not sanction an individual as a representative of the province at national or international competitions if he/she has an outstanding debt in excess of thirty days, owing to the Association.

2) Travel to National Tournaments: SAWA shall appoint a Coach and a Manager to accompany all teams attending a National Championship. The selection of the Coach and Manager will be subject to the approval of the Board.

Where clubs send athletes to a National Championship, the club shall appoint a coach to accompany the club athletes. Where a coach is not available, the club may request that an athlete or athletes accompany the team. The athlete is under the direction of the SAWA Coach and Manager. No Saskatchewan athlete may compete without being part of the SAWA team.

Where the club does not send a Coach with their athletes the club shall pay a coaching fee to SAWA. This fee is 7% of the airfare for each athlete. This amount is to defer the cost of additional coach's airfare. If enough coaches are attending, the SAWA Board may return this fee to the club.

SAWA shall maintain a minimum ratio of coaches and athletes of:

Senior Nationals 1 Coach (Manager)/9 athletes

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Junior Nationals 1 Coach (Manager)/9 athletes Juvenile & Cadet National 1 Coach (Manager)/9 athletes Bantam Festival 1 Coach (Manager)/9 athletes

The Board shall select a minimum of one Coach and one Manager for each team. SAWA shall fund and provide transportation and accommodations for these positions.

SAWA will fund an assistant coach from each of the two major training centres to attend both the Junior and Senior National Championships. AGM 2003:26

The Board shall select additional coaches as Assistant Coaches to meet the above ratios. These Assistant Coaches shall be partially funded by SAWA.

All athletes and coaches traveling to National Championships shall be under the direction of the Head Coach and Team Manager. This includes: at the tournament location, team transportation and accommodations.

3) Manager The Manager of a SAWA Team has the overall responsibility for the actions of the team.

He/she is specifically responsible for the following: i. Carrying out the travel and accommodation arrangements made by the SAWA office in preparation for the travel. ii. For making payments or making arrangements for paying any travel, accommodations, entry fees or other related costs specified by SAWA iii. For taking charge of any ground transportation prearranged by the SAWA office. iv. For supervising athletes at the hotel, airport or other location outside the venue. v. For taking any immediate discipline which may be required during the trip. vi. Coaching assignments as determined by the Head Coach.

Where the team is not leaving from one location and SAWA has arranged for transportation, SAWA shall appoint the Head Coach or an Associate Coach to manage part of the team. The designate shall assume the duties of the manager until the team is assembled.

4) Head Coach The success of the team at the competition rest with the Head Coach. He is responsible for the preparation and coaching of the athletes at the tournament. He is responsible for all athletes' performance at the competition.

He/she is specifically responsible to: i. Coach the team during the tournament. ii. Ensuring that all athletes are supported at the mat by a coach. iii. For supervising athletes at the tournament site.

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iv. For representing the Saskatchewan Team at all meetings prior to or during the tournament. v. For ensuring that all assistant and associate coaches receive all information including weigh ins, tournament start times, etc. vi. For assuring that the athletes are on time for weigh ins and matches. vii. For the assignment of Assistant Coaches and Associated Coaches bearing in mind the athlete's normal coach. viii. For liaison with the SAWA officials to insure that all athletes and coaching staff are aware of any changes in rules. ix. For helping the Manager as requested.

5) Assistant Coaches Assistant coaches receive partial funding from SAWA. They are responsible to the Head Coach/Manager for the following: i. Coaching assignments as determined by the Head Coach, ii. The Team conduct as assigned by the Manager, iii. Other related duties as assigned.

6) Associated Coaches SAWA does not fund Associated Coaches. SAWA does sanction the Athletes and Coaches for travel out of province and to National Tournaments. The Associated Coach will take direction from the Head Coach and Manager regarding the tournament and discipline of the SAWA team. The Associated Coach shall be responsible to the Head Coach for the following: i. Coaching assignments as determined by the Head Coach. ii. For informing the Manager if athletes will not be with the team. iii. Other related duties as assigned.

7) Athletes All athletes are part of the SAWA Team. Athletes are responsible to the Manager and the Coaches: i. For informing and getting approval for any deviation to the Manager and Coach's agenda. ii. To observe all requirements of the SAWA Policy and Procedures Manual and the Managers and Coaches rules during the trip. iii. To ensure that their activities reflect positively on SAWA. iv. To ensure that their activities do not hinder the performance of teammates. v. To prepare in advance of the Tournament. Maintain training and motivation. To come to the tournament to wrestle. vi. To tell the Head Coach of all problems that might hinder their performance. Including injury and overweight.

8) Officials Officials shall work with the Manager and Head Coach.

The Officials shall specifically: i. Help in team management and organization by providing the latest rule interpretations and changes.

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ii. Advise coaches and wrestlers in all areas where your knowledge and perspective may assist in their performance.

9) Parents Parents are an important part of wrestling. Their cooperation and enthusiasm are beneficial to the sport. Their cooperation and involvement in trips will only strengthen the Team.

To insure good communication, the parents are asked to: i. Be prepared to allow the child to participate fully in team functions. ii. Get the permission of the Head Coach and Manager if they wish to participate in any capacity other than a spectator. iii. To work with the Manager in determining times when your child will be away from the Team. iv. Be aware that their actions will reflect on SAWA

6.18.4 Chaperone Policy

AGM 1995:22 In order for SAWA to approve funding for a chaperone(s) to accompany the Provincial Team to the National Championships, the following must be fulfilled:

1) Two recommendations and/or references must be submitted to the VP Technical, along with the funding request, at least two weeks prior to the Board meeting preceding the start of the National Championship in question. The recommendations and references must clearly indicate the necessary qualifications by which to competently supervise school age athletes.

Please note that preference shall be given to those applicants who: i. Are active within the NCCP Program ii. Must be the age of majority iii. Have previous chaperone experience iv. Have extensive involvement in community activities or youth/wrestling programs v. Have provided a recent Criminal records check. AGM-2008-18 2) The VP Technical must discuss with the prospective applicant, either by phone or in person, SAWA Team Travel Policy ensuring the prospective applicant understands the expectations for the supervision of school age athletes.

3) The VP Technical, upon concluding the interview of the prospective applicant, may decide to deny the request to chaperone, or recommend to the Board the request be approved. The Board must approve all recommendations.

6.18.5 Request to Travel The following applies SAWA funding to tournaments and camps except funding of Provincial team members to inter-province events (i.e. the Western Canada Summer Games, Canada Summer Games and National Championships). For this policy these events shall be SAWA Sponsored Teams.

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The Board shall select all SAWA Sponsored Teams in cooperation with the athlete's club and coach. The club shall be responsible for nominating the athlete to the team and for insuring that the athlete is in training for the event.

If an athlete withdraws from an event after having been sponsored by his club, the club shall be liable for any losses that SAWA may incur. These losses shall include unused airfare and other travel expenses, unless there is a medical or personal reason.

Additional Requests

All requests for assistance are made in writing to the VP Technical. Requests will only be accepted if received before departure.

6.18.6 Ground Transportation Due to the risk of lawsuit, only those individuals appointed by SAWA shall operate a vehicle rented by SAWA. The Manager and Coach shall operate these vehicles subject to any terms of the rental agreement. The Manager shall determine if additional drivers are required and gain approval from the SAWA office.

6.18.7 Coaching Honorarium All coaches and managers for the Canada Games and Western Canada Summer Games shall receive an honorarium of \$1000 to cover their time and cost for training and the Games themselves. This is retroactive to the 2003 WCSG. AGM 2003:36

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6.19 Sask First Training Centre Criteria

6.19.1 Sask First Major Training Centre Criteria

AGM 1995:14

1) Eligibility: In order to be eligible for funding as a Sask First Major Training Centre, a club must have met all of the Operational Criterion for two consecutive years.

2) Operational Criterion: i. Each Sask First Major Training Centre must: a. Be a full club member of SAWA (Affiliate clubs are not eligible). b. Maintain a coach with an NCCP Level 3 Certification. c. Have all coaches and athletes registered with SAWA. d. Have a minimum of 30 athletes registered with SAWA and competing each year. e. Operate a training program at least ten months over the competitive season (September to August), open to all SAWA athletes. f. Have a minimum of ten athletes compete at the Provincial Championships. g. Host a SAWA or CAWA sanctioned tournament once every two years. h. Have a minimum of five athletes in each of the following age groups: Senior (20 and older) Junior (19-20 years) AGM 1997:15 Juvenile (17-18 years) AGM 1997:15

3) Selection: i. Should more than two clubs meet the eligibility criteria, priority shall be given to clubs in the following order: a. National Regional Training Centres. b. NCCP Coaching Level 4 or greater. c. Number of carded athletes. d. Number of registered athletes in the Senior, Junior and Juvenile age groups. e. Other criteria at the discretion of the Board.

4) Distribution of Funds: i. Funding will be provided to a maximum of two Sask First Major Training Centres at 50% of the budgeted funds each. Any remaining funds shall be allocated to other high performance programs such as training camps, tournaments, travel, guest coaching, and etc., at the discretion of the Board.

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6.19.2 Grassroots Development Centres

AGM 1996:12

1) Eligibility:

i. In order to be eligible for funding as a Grassroots Development Centre a club must have met all of the Operational Criterion for two consecutive years.

2) Operational Criterion: i. Each Grassroots Development Centre must: a. Be a full club member of SAWA (Affiliate clubs are not eligible). b. Maintain a coach with a NCCP Level 2 Certification. c. Have all coaches and athletes registered with SAWA d. Have a minimum of 20 athletes registered with SAWA and competing each year. e. Operate a training program at least six months over the competitive season (September to August), open to all SAWA athletes in the Grassroots target age groups. f. Have a minimum of fifteen athletes compete at the Provincial Championships. g. Host a SAWA sanctioned tournament once every two years. h. Have a minimum of five athletes in each of the following groups: Juvenile AGM 1997:15 Cadet Elementary (which includes Freshie, Novice, Peewee, and Bantam; note five athletes are required in the four age groups combined)

3) Distribution of Funds: i. There is no limit to the number of eligible clubs. Budgeted funds shall be distributed equally amongst all eligible clubs to a maximum of 1/3rd of the total funds. Any remaining funds shall be allocated to other grassroots developmental programs such as training camps, tournaments, travel, and guest coaching, at the discretion of the Board.

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6.20 SAWA Weigh - In Policy

All tournaments that are sanctioned by the SAWA (Provincial Championships, carding tournaments and tournaments in receipt of a Developmental Tournament Hosting Grant) shall conform to these policies unless specific permission is received prior to the event from the SAWA Board.

The weigh-in is as much as part of the tournament as the actual wrestling itself. It must be treated as such and conform to the following rules and policies:

1) Weigh-ins shall be conducted on the evening prior to the event taking place. (Exceptions shall be SHSAA events where weigh-ins begins at noon and wrestling commences at 3:30 p.m. that same day.)

If phone-in weigh-in is to be used, the club must notify the tournament director of its intention and adhere to the following conditions:

i. A provincially ranked official from the club's provincial association must be present to conduct the weigh-in. ii. Once the weigh-in has concluded, the official present must sign the weigh-in sheet and fax it immediately to the SAWA office and to the tournament director.

2) Weigh-ins shall be for a maximum one hour time limit per team at SAWA sanctioned tournaments, or whatever is specified within the tournament information package. The weigh-ins at the Provincial Championships will last for only one half (1/2) hour per age class. If a club contacts the tournament director and makes special arrangements due to extenuating circumstances (distance of travel, exams, medical reasons, etc....) they may be allowed to weigh-in at a different time. The tournament director must contact the head official of the event to make the proper arrangements and may be charged accordingly.

3) Weigh-ins shall be conducted by a certified official of the SAWOA. Part of the officials' fees for the tournament includes taking part in the weigh-ins. Any discrepancies are to be reported to the head

official. The head official in conjunction with a SAWA representative, has the final word in regards to any problems that arise from the weigh-ins (not the tournament director).

4) In the absence of medical personnel at the weigh-ins, an athlete with an apparent contagious disease can weigh-in, but will not be allowed to wrestle in the tournament unless a doctor's note (on official letterhead) can be produced prior to the start of the tournament to ensure that the condition is not considered contagious. Any member of the SAWA who knowingly wrestles or permits an athlete to wrestle with a contagious disease shall be censured.

5) For on site weigh-ins, lot numbers shall be drawn immediately after the athlete has made weight. No one is allowed to look at the weight division until completion of the weigh-ins.

6) The weights must be certified by someone other than a coach, official or parent that is involved with the club. The weights can be emailed to the tournament but the certified signature must be brought to the tournament before it begins.

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AGM 2005:11

For phone-in weigh-ins, it is up to the discretion of the draw master to randomly select the wrestlers for creation of the pools or placements in the bracket draw.

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6.21 SAWA Annual General Meeting AGM Policy
AGM 1997:23

The SAWA AGM shall set a time limit of two hours after the start of the meeting for registration of voting delegates, after which no new delegates will be allowed to register to vote. The business portion of the meeting can start at any time.

6.21.1 Board of Director Nominations

AGM 1997:28 Any member of SAWA wishing to run for the Board is required to sign a nomination form indicating his/her acceptance of the nomination. This form will be circulated with the AGM information package, or posted at the AGM.

6.21.2 Mileage Reimbursement

AGM 1997:16 Mileage reimbursement shall be provided to those SAWA clubs attending the AGM who are not SAWA Major/Grassroots Development training centres.

6.21.3 AGM Rotation

AGM 2003:20

A rotation of the SAWA AGM from Saskatoon to Regina to rural city every year. The rural city needs an adequate hotel, catering and banquet services. The rotation will begin at the 2003 SAWA AGM.

6.21.4 AGM Minutes
AGM 2004:18

Minutes of all SAWA meetings are recommended to come out within 5 working days after a meeting.

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6.22 SAWA Provincial Championships

6.22.1 Competitor Eligibility
AGM 2004:07

The SAWA provincial championships are closed to all competitors who are not a Canadian citizen or landed immigrants of Canada.

6.22.2 Small Team Award
AGM 2004:24 The a small team award in the provincial freshie to peewee age group will be awarded for teams under 12 total athletes at the freshie to bantam provincials.

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6.23 SAWA Tournament Guidelines

6.23.1 SAWA Modified Hip-toss rule
AGM 2004:20

The rule applies to the Freshie, Novice, Pee Wee and Bantam age groups. A standing "hip-toss" (head & arm throw) may be executed a maximum of 2 times in a match by each wrestler. Upon using the hip-toss: - The match is stopped, with no possibility of a pin, - Points (3) are awarded for the throw. - The match is restarted in the standing position. - Should a wrestler use the hiptoss a third time in a match, the official should warn the offending athlete. If the wrestler continues to use the hiptoss after a warning, a caution may be given and points awarded to the other wrestler at the discretion of the official.

6.23.2 SAWA Rules for Freshie to Bantam Age Groups
AGM 2004:20

1. No Backward bending throws. 2. No West-Point 3. No body slams 4. The Clinch rule is not applied.

6.23.3 SAWA Rules for Freshie Age Group Events

AGM 2004:23 For Freshie age-group tournaments, SAWA recommends eliminating pins to end the match, score keeping, defining winners and losers. Freshie wrestlers should be allowed to wrestle the full match time. SAWA recommends this be used during the season, but regular wrestling rules will be used at the SAWA Provincials.

6.23.4 SAWA Rules for Multi-Sport Team Selection

The SAWA will hold a tournament, in the late fall of the year prior to the Games, at a site decided upon by a bid process at the Annual General Meeting in the year prior to the tournament. This tournament will set the ladder for the team selection trials, which will occur in the spring of the year of the Games. The team trials will take place at a site decided through a bid process at the AGM in the year prior to the Games. The team trials will occur no earlier than two weeks after the National Championships and no later than two weeks prior to the date of submission of team names to the Games Organizing Committee/Council for inclusion at the Games. AGM 2007:25

6.24 SAWA 1989 Jeux Canada Games MAT GRANTING CRITERIA

- Club must be SAWA member in good standing at the time of the application and must remain a member in good standing during possession of the mat. - Mats will be placed for two (2) year periods. - Application for mat placement must be made in writing fourteen (14) days before a SAWA Board of Directors meeting. - Application should show relevance as to how mat will help program.