

SPORT. ÉDUCATION. FIERTÉ.



**POLICY ON
THE PROTECTION
OF INTEGRITY**

A. PREAMBLE

As part of its mission, the *Réseau du sport étudiant du Québec* (hereinafter “RSEQ”) is responsible for protecting its members, including all participants, by providing a safe, fair, and trustworthy environment at all levels, local, regional, provincial, national, and international.

Accordingly, the RSEQ does not tolerate any violation of personal integrity, including any form of abuse, harassment, negligence, or physical, psychological, or sexual violence toward any individuals involved, directly or indirectly, in its environment. This applies to all programs and activities offered by the RSEQ and its members in accordance with applicable legislation and regulations. Such programs and activities are deemed “sanctioned.”

The RSEQ recognizes the importance of taking reasonable steps to prevent and respond to breaches of integrity—including abuse, harassment, negligence, and violence—when such conduct is reported. It is within this framework that it has adopted this Policy, along with a Code of Conduct that sets out the responsibilities of anyone involved in its sanctioned activities. The Code is a core component of this Policy.

This Policy and the Code of Conduct apply to all RSEQ members, including regional offices, sectors, and participants. Because many members, such as institutions, schools, colleges, universities, sport coordinators, coaches, officials, and administrators, hold positions of authority, the RSEQ has a key role to play in promoting a safe, respectful sport environment.

This Policy on the Protection of Integrity serves as an internal governance tool that applies to all individuals listed in the “Scope” section below. Its purpose is to regulate behaviour to ensure that it always aligns with our mission.

This Policy does not replace or supersede any laws, regulations, or other applicable legal provisions. As such, directives issued by the Integrity Protection Officer in Recreation and Sport are implemented immediately by the RSEQ.

For the purposes of this Policy, the Code of Conduct is included as an appendix.

B. OBJECTIVES

The provisions of this Policy are established by the RSEQ and aim to:

- a) Raise awareness among all persons involved, directly or indirectly, in the student-sport environment that any breach of integrity, including any form of abuse, harassment, neglect, or violence, is not tolerated.
- b) Take reasonable measures to provide a healthy sport environment free from any breach of integrity, namely free from abuse, harassment, neglect, or violence.
- c) Implement measures that promote respect for the dignity and the psychological, physical, and sexual integrity of persons active in the student-sport environment.
- d) Encourage the reporting, as soon as they arise, of any behaviour, words, acts, or gestures of abuse, harassment, neglect, or violence.
- e) Take the administrative or disciplinary measures necessary to stop any breach of integrity, specifically abuse, harassment, neglect, or violence, brought to its attention by any person, including by the Sports Integrity Ombudsman.
- f) Identify resources that a person may contact when they are involved, whether as victim or witness, in a situation involving a breach of integrity, including abuse, harassment, neglect, or violence in the student-sport environment.

C. APPLICATION

This Policy applies to all persons involved in student sport, members, sport coordinators, participants, participants' parents, officials, volunteers, employees, administrators, suppliers, and clients. It covers every breach of integrity as defined by the **Act respecting safety in recreation and sports** and its regulations, notably cases of abuse, harassment, neglect, or violence that may arise during any "sanctioned" activity or program or during any other activity, whether sport-related or not. Directives issued by the Sports Integrity Ombudsman take immediate effect within the RSEQ. Members and participants taking part in an unsanctioned sporting event understand that the RSEQ's ability to act may be limited when non-members are involved.

With respect to integrity protection, this Policy prevails over all other policies, rules, and procedures in force at the RSEQ or at any of its members, regional offices, or sectors, and it is binding on all members, regional offices, sectors, and participants of the RSEQ.

The application of this Policy does not prevent an employer, whether the RSEQ or one of its members, from enforcing its own internal harassment policy with respect to its employees and from conducting its own administrative investigation, taking any measure it deems appropriate with regard to an alleged victim and the alleged perpetrator of abuse, harassment, neglect, or violence, even if that person is also a member of the RSEQ.

D. RESPONSABILITIES AND RIGHTS OF PERSONS INVOLVED IN STUDENT SPORT

The RSEQ reminds everyone that, under the Youth Protection Act, any person who has reasonable grounds to suspect sexual abuse or any physical abuse of a minor, regardless of the alleged perpetrator or the measures taken by the parents to end the situation, must report it to the Director of Youth Protection (DYP). This duty to report also applies where a minor suffers bodily harm or is subjected to unreasonable educational methods or supervision.

All persons involved in student sport must uphold and promote standards of conduct that keep the environment free from any breach of integrity, namely abuse, harassment, neglect, or violence, in accordance with the RSEQ Code of Conduct.

The RSEQ expects everyone's cooperation and encourages any person involved in student sport:

- To express disapproval of behaviour they deem inappropriate, by relying on this Policy or by filing a complaint or report with the Sports Integrity Ombudsman under the Act respecting safety in sports and recreation.
- To report to the Integrity Sports Integrity Ombudsman any sexual abuse, harassment, or violence committed against another person involved in student sport, whether that person is a minor or an adult.
- To report to the Integrity Sports Integrity Ombudsman any breach of a person's integrity, specifically any abuse, harassment, neglect, or violence of a non-sexual nature, whether the person is a minor or an adult.

E. COMMITMENT OF RSEQ MEMBERS

All RSEQ members must make this Policy available to their own members and to persons involved in student-sport activities and programs upon joining, notably by informing them in writing of its existence and by publishing it on their website.

All RSEQ members must comply with, and where applicable implement, the appropriate measures to carry out the decisions rendered by the RSEQ, by the Sports Integrity Ombudsman, or by the Minister acting under the powers conferred by the Act respecting safety in recreation and sports.

Failure to comply with such decisions and to implement the required measures exposes any member to disciplinary or administrative action.

F. UPDATES

This Policy was updated in June 2025. It will be reviewed at least every three years or sooner, if necessary, to ensure its relevance and effectiveness.

APPENDIX

CODE OF CONDUCT DEFINITIONS

As stated in the preamble, the Code of Conduct is an integral part of this Integrity Policy and is binding on the RSEQ and all its members.

Accordingly, each RSEQ member institution, whether a school, college, or university, is responsible for informing its members and participants of the Policy and Code of Conduct. Each individual must sign a declaration confirming they have read and accepted the contents of both documents.

Through this acknowledgement, each institution must also inform its members and participants that any breach of the obligations set out in the Integrity Policy and Code of Conduct may result in sanctions imposed by the RSEQ Disciplinary Committee or Board of Directors.

PART 1 , CODE OF CONDUCT FOR ADMINISTRATORS

Decision-making power rests with administrators, who bear ultimate responsibility for the quality of sport and recreation activities. The local, regional, or provincial administrator must ensure that every activity reflects educational and social values. To fulfil this role, the administrator must:

- a. Recognise the participant as the central focus guiding all decisions and actions.
- b. Ensure that every participant has an equal opportunity to take part in activities, regardless of age, sex, or skill level.
- c. Ensure that participants are supervised by competent personnel who respect the principles promoted by the organisation.
- d. Promote sportsmanship, social and civic engagement, and solidarity.
- e. Encourage all volunteers to participate in training or professional-development courses.
- f. Take all necessary measures to value and demand respect for officials.
- g. Take all necessary measures to safeguard the participant's safety and integrity.
- h. Ensure that venues, facilities, equipment, and rules of play meet the participant's interests and needs.
- i. Maintain good relations and communication with the media, the public, and all bodies or persons connected with the organisation.
- j. Plan activities so that no staff member (coach, administrator, therapist, volunteer, official, etc.) is ever alone with a participant or any person involved in student sport in a closed private space, whether physical (room, dormitory, locker room, car) or virtual (messaging, social network).
- k. Familiarise themselves with the guidelines available at www.sportbienetre.ca.
- l. Use social media, the internet, and other electronic media ethically and respectfully toward colleagues, coaches, and leaders, and refrain from using these platforms to provoke opponents or any other member or participant.
- m. Abstain from consuming alcoholic beverages or drugs while performing their duties.
- n. Ensure everyone is treated with respect and fairness.

PART 2, CODE OF CONDUCT FOR COACHES

The coach must first be aware of the importance of their role and the significant influence they have on participants and those around them. They must fulfil an educational mission that promotes the physical, moral, and social development of participants and conduct themselves in a manner worthy of this responsibility. They must prioritise the well-being and interests of their participants over results. Sport and recreation should be viewed not as ends in themselves but as educational tools. To carry out their duties successfully, the coach must:

Physical Safety and Health of Participants

- a. Ensure that training, competition, and activity venues are safe at all times.
- b. Be ready to intervene quickly and appropriately in an emergency.
- c. Avoid placing participants in situations that pose unnecessary risks or are unsuitable for their level.
- d. Strive to protect the present and future health, safety, integrity, and well-being of participants.
- e. Obtain parental consent before driving a minor participant to or from a practice, competition, or activity.

Responsible Coaching

- a. Use authority wisely and make decisions that serve the best interests of participants.
- b. Foster the development of participants' self-esteem.
- c. Avoid deriving personal benefit from any situation or decision.
- d. Recognise the limits of one's knowledge and skills when making decisions, giving instructions, or acting.
- e. Honour commitments, promises, and agreed-upon objectives. Maintain the confidentiality and privacy of personal information and use it appropriately.
- f. Use social media, the internet, and other electronic media ethically and respectfully toward colleagues, coaches, and leaders, and refrain from using these platforms to provoke opponents or other members.
- g. Refrain from consuming alcoholic beverages or drugs while performing duties and educate players about the issues related to their use and to doping in sport.
- h. Ensure everyone is treated with respect and fairness.

Acting with Integrity toward Others

- a. Avoid situations that could compromise the objectivity, impartiality, or integrity of coaching duties.
- b. Refrain from any behaviour constituting abuse, harassment, neglect, or violence, or from any inappropriate relationship with a participant.
- c. Plan all activities so that a coach is never alone with a participant or any person involved in student sport in a closed private space, whether physical (room, bedroom, locker room, car) or virtual (messaging, social network).

More specifically:

- Electronic communications between a participant and a coach must include the participant's parents if the participant is under 18 years of age.
 - Group electronic messages must be favoured over private messages.
 - The coach must request the presence of another adult when a participant visits the coach's office or workspace.
 - The coach must not drive participants under 18 years of age to or from an activity (practice, game, competition, or other) without parental consent; parental authorisation is required for any exception.
 - On overnight trips, the coach must ensure that chaperones stay in a room adjacent to the participants' rooms.
 - The coach must limit hotel-room visits to visitors of the same sex.
 - The coach must ensure that room checks are carried out by trained adults, preferably in mixed pairs.
- d. Ensure that participants understand that abuse, harassment, neglect, violence, or any inappropriate behaviour are never tolerated, and encourage them to report such conduct.
- e. The coach must review the guidelines available at www.sportbienetre.ca.

Respect

- Ensure that everyone is treated equally, regardless of age, ancestry, colour, race, citizenship, ethnic origin, place of origin, language, creed, religion, athletic potential, disability, family status, marital status, gender identity, gender expression, sex, or sexual orientation.
- Preserve the dignity of every person during interactions with others.
- Respect all applicable principles, rules, and policies.

Honour in sport

- a. Observe and ensure strict observance of all regulations.
- b. Seek to compete against opponents fairly.
- c. Maintain dignity in all circumstances and demonstrate self-control.
- d. Respect all officials and accept their decisions without doubting their integrity.

PART 3 , CODE OF CONDUCT FOR OFFICIALS

No competition can run smoothly without the presence of officials. Good officiating ensures that the game is enjoyable, the rules are respected, and participants are protected. Yet, officials' decisions are often a source of frustration, as their judgment rarely meets with unanimous agreement.

An effective and competent official must therefore:

- a. Protect the integrity of the competition and the safety of participants.
- b. Know the regulations and their interpretation; comply with the stated rules.
- c. Apply the regulations objectively and impartially, fairly, and with discernment.
- d. Communicate respectfully with participants.
- e. Be physically and mentally fit to perform the assigned task.
- f. Avoid drawing attention to yourself in a way that takes away from the participants' experience.
- g. Plan all activities so that an official is never alone with a participant or any person involved in student sport in a closed private space, whether physical (room, bedroom, locker room, car) or virtual (messaging, social network).

More specifically:

- Electronic communications between a participant and an official must include the participant's parents if the participant is under 18 years of age.
 - Group electronic messages must be favoured over private messages.
 - The official must request the presence of another adult when a participant visits the official's office or workspace.
 - The official must not drive participants under 18 years of age to or from an activity (practice, game, competition, or other) without parental consent; parental authorisation is required for any exception.
 - On overnight trips, the official must ensure that chaperones stay in a room adjacent to the participants' rooms.
 - The official must limit hotel-room visits to visitors of the same sex.
 - The official must ensure that room checks are carried out by trained adults, preferably in mixed pairs.
- h. Review the guidelines available at www.sportbienetre.ca.
 - i. Use social media, the internet, and other electronic media ethically and respectfully toward colleagues, coaches, and leaders, and refrain from using these platforms to provoke opponents or other members.
 - j. Refrain from consuming alcoholic beverages or drugs while performing duties.
 - k. Ensure everyone is treated with respect and fairness.

PART 4 , CODE OF CONDUCT FOR PLAYERS, ATHLETES, AND PARTICIPANTS

To truly benefit from sport or recreational activities, players, student-athletes, and participants are expected to act with genuine sportsmanship and a spirit of camaraderie.

Winning or losing isn't what matters most, it's how the game is played. At all times, participants should remember that it's still a game. To get the most out of the experience, every player, athlete, or participant should:

- a. Play for enjoyment, remembering that sport or recreation is a means, not an end.
- b. Strictly observe the rules of the game and the Charter of Sportsmanship.
- c. Accept and respect officials' decisions at all times.
- d. Respect officials, opponents, and their supporters at all times, recognizing that they are not adversaries.
- e. Maintain self-control at all times.
- f. Behave exemplarily on and off the field, using language free of insults, vulgar expressions, or profanity.
- g. Respect the coach and leaders and follow their instructions when they do not conflict with personal well-being.
- h. Give full effort in play, avoiding discouragement in defeat and vanity in victory.
- i. Respect others' property and avoid theft or vandalism.
- j. Reject and do not tolerate the use of drugs, medications, or any stimulant to enhance performance.
- k. Understand that abuse, harassment, neglect, violence, or any inappropriate conduct is never tolerated, and promptly report any such act against anyone or yourself to the coach or another authority figure.
- l. Review the "Athlete" section of the online platform www.sportbienetre.ca.
- m. Use social media, the internet, and other electronic media ethically and respectfully toward teammates, coaches, and leaders, and do not use these platforms to provoke opponents or other participants.
- n. Ensure everyone is treated with respect and fairness.

PART 5 , CODE OF CONDUCT FOR PARENTS

Parents who are committed to their child’s development should take an active interest in their well-being and understand the values promoted through sport and recreation. These activities are powerful tools for learning and self-expression, and parents play a vital role in ensuring the experience is positive.

To support their child effectively, parents are expected to:

- a. Show respect toward coaches, leaders, and officials.
- b. Maintain good conduct and use appropriate language.
- c. Avoid any verbal violence toward participants and support all efforts to this effect.
- d. Never forget that their child plays sport or engages in recreational activity for their own enjoyment, not for their parents’.
- e. Encourage their child to respect the Charter of Sportsmanship, the rules of the game, and the team or program’s internal regulations.
- f. Recognize their child’s efforts and accomplishments, as well as those of participants on opposing teams.
- g. Help their child seek to improve their skills and develop sportsmanship and camaraderie.
- h. Teach their child that an honest effort is worth as much as victory.
- i. Assess their child’s abilities objectively and avoid projecting unrealistic expectations.
- j. Help their child choose activities suited to their interests.
- k. Never ridicule a child for making a mistake or losing a match.
- l. Lead by example, encouraging their child to respect regulations and resolve conflicts without aggression or violence.
- m. Review the guidelines available at www.sportbienetre.ca.
- n. Use social media, the internet, and other electronic media ethically and respectfully toward peers, coaches, and leaders, and do not use these platforms to provoke opponents or other participants.
- o. Ensure everyone is treated with respect and fairness.

GRADUATION SUCCÈS DISCIPLINE
ÉTHIQUE CONSTANCE DÉFI ENJOY
DÉVELOPPEMENT CONCENTRATION
ÉCOLE RECONNAISSANCE ÉTOILES
RÉSEAU ÉDUCATION ENDURANCE
UNIVERSITÉ VALUES EXCELLENCE
SCHOOL ENTRAÎNEMENT
ATHLETICS ESPRIT DÉFI
PLAISIR ÉCOLE ACTIVITÉ
ESTIME DE SOI VALEURS
VICTOIRE DÉPASSEMENT
ATHLÈTE PERSÉVÉRANCE
GRANDIR FORCE NIVEAU
PRIMAIRE SPORT ETHICS
APPRENTISSAGE VALUES
COMPÉTITION RÉUSSITE
ENDURANCE HONNÊTETÉ
UNIVERSITÉ HONNEURS
APPARTENANCE JEUNES
INTÉGRITÉ GRADUATION
PASSION CHEMINEMENT
VALEURS SCHOOL SANTÉ
PARTICIPATION ÉTHIQUE
EXCELLENCE SUCCÈS RÉALISATION DE SOI
RESPONSABILITÉ DÉPASSEMENT SCOLAIRE
ÉTUDIANT-ATHLÈTE INTÉGRITÉ TRADITION
VALORISATION ENTRAÎNEMENT VIE SAINTE
PASSION VISION CHAMPIONNAT TROPHÉE
DÉVELOPPEMENT DISCIPLINE SELF-ESTEEM

EDUCATIONAL SUCCESS THROUGH SPORT



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