

# Cougar Athletics

## Student-Athlete Handbook

2009-2010



Department of Athletics

**MOUNT ROYAL COLLEGE**  
Calgary, Alberta





Cougar Athletics

Achieving Excellence



**Cougar Athletics Vision:**

*Achieving Excellence*

**Cougar Athletics Mission:**

*To provide the premier student centered  
athletics program in Canada.*

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***“ACHIEVING EXCELLENCE”***

*“To provide the premier student centered athletics program in Canada”*

On behalf of the entire Athletics department staff, congratulations to all new and returning student-athletes who will enjoy the opportunity of wearing the Mount Royal's uniform and carrying on the tradition of excellence in athletics. As a member of a varsity athletic team at Mount Royal, you will be required to make an extensive commitment to your academic pursuits in addition to your sport.

I hope that you will embrace the lengthy history of success and the well earned reputation of the Cougar Athletics program and accept the challenge to maintain or perhaps exceed the standard of distinction that has been established before you.

This Handbook is designed to give you some fundamental information about the policies and procedures under which our athletic program operates. Please take the time to read and understand it. If there is anything that we can do to make your learning experience more rewarding please feel free to contact us.

Once again, welcome to Cougar Athletics, we are thrilled you are part of our family and want to wish you every success on the playing surface as well as in the classroom in the months to come.

Karla Karch  
Athletics Manager

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# 1. BEHAVIOURAL EXPECTATIONS AND GUIDELINES

## ACAC CODE OF ETHICS

### **Guidelines for Student-Athletes**

Student athletes are expected to conform to a higher standard of behavior by exhibiting the following qualities while involved in competitive situations.

- Integrity - respect the rights of other athletes, coaches and the public.
- Competence - strive to perform to the best of your abilities.
- Respect for the Rules - play fair and display respect for your sport.
- Respect for Officials - exhibit respect for referees' and officials' judgments and decisions.
- Refrain from directing criticism towards game officials when speaking to the media.

**Student athletes are expected to adopt the following personal attributes and priorities.**

- Athlete's Interests - act in the best interests of the team foremost.
- Personal Conduct - expect and present the best of one's self at all times.
- Academics - place academic pursuits ahead of athletic ambitions.

## MRC BEHAVIOURAL REQUIREMENTS

Mount Royal College expects all teams, with their head coaches, to establish and discuss team rules. Mount Royal College Department of Athletics requires that all student athletes conduct themselves in accordance with ACAC rules and regulations as well as following the behavioral requirements set out by Cougar Athletics and Mount Royal College.

- You are committed to behavior that will reflect well on the reputation of Mount Royal College, your teammates, opponents, coaches and officials.
- You abide by the rules and regulations set out by the ACAC and the CCAA.
- You conduct yourself in all situations in a manner that would maintain and enhance positive SA/Coach relations.
- You do not willfully damage the property of others which would include, but is not limited to, facilities at MRC and other colleges, as well as transportation vehicles.
- You treat yourself and others with respect and dignity.
- Refraining from sexist, racist, or discriminatory language and/or behavior as prohibited by the Human Rights Code.
- Refraining from the consumption / use of alcohol or illegal / banned substances while on route to the site of athletic events / contests, hotels, competitions or practices. The consumption or possession of these substances while on MRC team transport is strictly prohibited.
- Refraining from hazing/initiation activities of any type. (MRC Cougar Athletics definition of hazing is any action taken or situation created as part of initial or continued membership on a team which 1) produces or could be expected to produce mental discomfort, harm, stress, embarrassment, harassment, or ridicule or 2) which violate MRC Code of Student Conduct, the Student Athlete Code of Conduct or law.

## **ACAC HAZING POLICY**

The ACAC is committed to the dignity, well being and care of the student-athletes and others that comprise its membership. It is the objective of the ACAC to provide a safe environment in which members may pursue their athletic, academic and career goals. The ACAC does not tolerate any form of hazing and undertakes to protect all members from hazing and initiation rites. This will include officers and staff of the Conference and athletic personnel of member institutions such as Athletic Directors, other staff, coaches and sport therapists as well as all student athletes.

### **1. Definition of Hazing**

- Hazing is a broad term encompassing any action or activity which does not contribute to the positive development of a person; which inflicts or intends to cause physical or mental harm or anxieties; which may demean, degrade, or disgrace any person, regardless of location, intent or consent of participants. Hazing can also be defined as any action or situation which intentionally or unintentionally endangers a student for admission into or affiliation with any student organization.

### **2. Categorization of Activities as Hazing**

- Some activities are easily categorized as hazing. Others may not be so easily classified.

#### **To be sure, consider the following questions:**

- Is this activity an education experience?
- Does this activity promote or conform to the values of the ACAC?
- Will this activity increase the respect for the ACAC?
- Do new and initiated members participate equally in this activity?
- Would you be willing to allow parents or administrative officials of the college/university to witness the activity?
- Would you be able to defend this activity in a court of law?
- Does the activity have value in and of itself?

A good rule to follow when deciding whether an activity is hazing is this: ***If you have to ask if what you are doing is hazing, it probably is.***

## **MRC HARASSMENT POLICY**

Discrimination and harassment are prohibited by law in Alberta by the Alberta Human Rights, Citizenship and Multiculturalism Act. In keeping with efforts to establish and maintain an environment in which the dignity and worth of all members of the college community are respected, it is the policy of Mount Royal College that discrimination/harassment of students and employees is unacceptable and will not be tolerated.

**At Mount Royal College the prohibited grounds of discrimination and harassment currently are:**

<b>Race</b>	<b>Color</b>	<b>Family status</b>
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<b>Ancestry</b>	<b>Place of origin</b>	<b>Source of income</b>
<b>Religious beliefs</b>	<b>Gender</b>	<b>Age</b>
<b>Physical Disability</b>	<b>Mental Disability</b>	<b>Sexual Orientation</b>
<b>Marital Status</b>		

For more information, please contact Human Rights Services at:

Room U216 C  
Mount Royal College  
Ph: 403.440.6076

## 2. DISCIPLINARY ACTION

- Any student athlete found to be in violation of the rules or policies as stated in this handbook may be subject to the following disciplinary action as determined by the Athletics Manager in consultation with the coach.

### **Suspension from the Athletic Program**

The period of suspension shall be determined by the Manager of Athletics. Suspension shall imply that the individual, while under suspension, shall not be eligible for the benefits of Cougar Athletics including, but not limited to:

- ◆ Participation in team practices and or games
- ◆ Travel with the team
- ◆ Eligibility for a scholarship or bursary

**Probation** – A student-athlete may be placed on probation for a period of time as determined by the Manager of Athletics. The terms of probation may be modified depending on the circumstances however, basic probationary conditions imply that the student-athlete will be immediately suspended from Cougar Athletics for the remainder of the academic year if he/she violates any Cougar Athletics rule or policy while under probation.

**Ineligibility for Scholarship** – The student athlete's eligibility for a Jimmie Condon, MRC Athletic Scholarship or the Al Bohonus bursary may be revoked.

**Coaches ability to release players** – The Head Coach has the authority to release players from their team for justifiable cause, however every effort must be made to work with the student-athlete to educate and improve on their behaviour.

Any release from a team must be in written form with copies to the student-athlete and the athletic director.

These disciplinary measures will take effect upon written notification from the Manager of Athletics to the student-athlete in question.

They shall remain in effect unless the student-athlete lodges an appeal as described in the following procedures.

### **2. Appeal Procedures**

Upon receiving written notice of disciplinary action taken by the Department of Athletics, the student-athlete may choose to appeal the decision.

- a) Within three days notice of disciplinary action taken, the student-athlete may appeal the ruling in writing to the Executive Director of Student Affairs & Campus Life. Upon submission of the Appeals document, the terms of the discipline shall be lifted pending a decision.
- b) Once notification has been received, the Executive will rule on whether to grant or deny the appeal, which is to be communicated in writing, within three days.
- c) If the appeal is granted the Executive Director will form an Appeals Committee (Executive Director, two student-athletes from the Student-Athlete Advisory Committee (SAAC) and a Faculty member).
- d) If the appeal is granted the Executive Director will attempt to schedule an Appeals Hearing within five working days of receipt of the Appeal document.
- e) The Hearing may proceed when the Appellant, any witnesses and Manager of Athletics are in attendance. The Hearing may also proceed if the Appellant fails to attend. The Executive's decision will be based upon written and oral evidence presented at the Hearing.
- f) The Executive Director may disband the Hearing if the Appellant fails to attend, or deny the Appeal.
- g) The burden of proof in a disciplinary Appeal rests with the Appellant, who must make a case to convince the Appeals Committee to decide in the Appellant's favour.
- h) The Appeals Committee will rule on the appeal immediately following the hearing.
- i) The Executive Director will prepare a Decision Letter conveying the decision concerning the appeal; will provide a copy to the Appellant and to the Athletics Manager within five business days of the appeal hearing.
- j) The Executive Director's decision is final, not subject to appeal and is in effect upon the date of the Executive's Decision Letter, unless otherwise specified.

**3. Grounds for an Appeal**

- a) Manager of Athletics fails to follow outlined procedures.
- b) Alleged and reasonable apprehension of bias by the Manager of Athletics in rendering the decision.
- c) Substantive new evidence which could not have been available to the Manager of Athletics during decision making process.
- d)

### **3.CCAA - DRUG EDUCATION AND DOPING CONTROL**

**Section 1 Position Statement**

1.1 The Canadian Colleges Athletic Association (CCAA) is unequivocally opposed to the use of prohibited substances or prohibited methods that enhance sporting performance, risk health and or are contrary to the spirit of sport. In its sports, volleyball, basketball, badminton, soccer, golf, cross country running and in QSSF football the CCAA is similarly unequivocally opposed to the use of these substances or methods.

1.2 Those persons who counsel or assist an athlete in the use of prohibited substances and methods for the purpose of performance enhancement must be considered as much at fault as the athlete using the substance or method, and may, in some cases, be more so. In particular, the CCAA can not and will not, tolerate any encouragement of the use of such substances or methods by those in positions of leadership or influenced over intercollegiate participating athletes, such as administrators, coaches, trainers, managers, medical and paramedical practitioners, sport scientists, and indeed other athletes.

1.3 Fair and equal competition is an essential ingredient of sport. Doping control (testing for the use of banned and restricted substances and methods) is a means of attempting to ensure that such is the case.

1.4 With a view to promulgating this aspect of fair play in athletic competition, the CCAA will ensure that all of its representatives in a position to do so will use their best efforts to see that effective national anti-doping education and doping control programs are in place.

## **Section 2 Objectives of Program**

2.1 To make aware and educate CCAA athletes and coaching staffs of the hazards and consequences of the use of IOC banned or restricted substances (performance enhancing drugs) or methods, as provided by the Canadian Center for Ethics in Sport (CCES). The education program will also include a discussion on ethics in sport.

2.2 To establish an unannounced doping control program in accordance with the Canadian Policy on Doping in Sport and the Canadian Anti Doping Program.

For a copy of the Canadian Anti Doping Program and/or the Canadian Policy on Doping in Sport, please Consult:

a) <http://www.cces.ca>

b) Canadian Centre for Ethics in Sport (CCES)

Tel. 1-800-672-7775

Fax: 613-521-3134

Email: [info@cces.ca](mailto:info@cces.ca)

The Canadian policy on Doping in Sport was first adopted by National Sport Governing Bodies, including the Canadian Colleges Athletic Association, in 1991. Expanded and revised versions of the policy have been adopted by the CCAA in 1994 and in 2000. The CCAA formally adopted at its 2004 Annual General meeting the 2004 Canadian Anti-doping Program, encompassing General Principles and associated Rules and Standards, to take effect June 1, 2004.

Revised July 2008 CCAA OPERATING CODE ARTICLE 6 – Drug Education & Doping Control OP/page 39

## **Section 3 Education**

### **3.1 Member Institution Responsibilities**

The responsibility of informing athletes of the CCAA Drug Education and Doping Control program rests with the CCAA member institution. CCAA members are required to present educational information to their student-athletes on drug use and doping control in CCAA sport.

3.1.1 It is recommended that the educational information be presented to each team individually. This requires more time to organize and implement, but the benefits are worth it. Not only is it easier to tailor the session to meet each team's specific concerns, but the athletes often feel more comfortable asking questions.

3.1.2 It is strongly recommended that the coach attend this session with their athletes. Having the coach present brings more order and importance to the meeting.

### **3.2 CCAA Responsibilities**

CCAA in conjunction with the CCES will provide member institutions with relevant and up to date education materials resources .

3.2.1 CCAA will ensure that members are informed of any changes or revision to the Canadian Anti-Doping Policy or Procedure and addition and deletions of banned substances from the prohibited list.

3.2.2 Represent CCAA members concerns and positions to the CCES.

3.2.3 Provide information to members on the number of tests that have been conducted on a regular basis.

### **3.3 Timing of Seminars**

CCAA members shall conduct and/or distribute the drug education information prior to or within the first two weeks of the competitive season. The competitive season is considered

to start with the first exhibition game or tournament, with the exception of fall sports where the season starts with the first league game. .

#### **3.4 Data Required for Doping Control**

There is no longer a requirement to submit Drug Education Seminar Attendance Forms to the CCAA, but members are required to indicate on the CCAA eligibility form whether or not the athlete has received the seminar. Only those student-athletes who have participated in the CCAA Drug Education Program offered by their institution athletic departments will be considered eligible to participate in the CCAA National Championships.

3.4.1 The most important piece of information to complete and submit to the CCES immediately is an Abbreviated Therapeutic Form (formerly the medical declaration form).

These forms are completed when an Athlete is prescribed a medication that is on the banned substances list. By completing this form this may mean the difference between a positive and a negative test. Forms can be found on the CCES website [www.cces.ca](http://www.cces.ca).

3.4.2 The traditional requirement of submitting information on each athlete to the CCAA has been revised. All CCAA athletes continue to be subject to both announced and unannounced testing. The vast majority of tests are unannounced, which are conducted on short-notice or no-notice basis. In order to facilitate the unannounced testing program institutions are required to produce their athlete and provide the information immediately upon request. EXCEPTION are the Football schools in Quebec who will need to continue to supply the CCAA with Member Profile forms, rosters, training camp and pre and off season schedules. Each football institution is required to send the required information to the CCAA by **June 30**.

Revised July 2008 CCAA OPERATING CODE ARTICLE 6 – Drug Education & Doping Control OP/page 40

#### **Section 4 Scope of Policy**

4.1 This Policy shall apply to all individuals who are members of the CCAA, regardless of where they reside or are situated; all individuals who comprise the membership of the CCAA's affiliated members, clubs, teams, associations or leagues; and all individuals who participate in any capacity in any activity organized, held, convened or sanctioned by such bodies.

4.2 The Policy shall apply to any individual who seeks to become a member of, or who seeks to participate in any activities of the CCAA. If any such individual is found to have committed a Doping or Doping-Related Infraction, the penalties of this Policy shall apply.

4.3 An individual sanctioned under this Policy remains subject to this Policy throughout the duration of the sanction regardless of that individual's membership status in any Sport Governing Body or Sport Organization, and this shall include remaining subject to doping control testing.

#### **Section 5 Doping Control Program**

5.1 The CCAA's Doping Control Program for its member college athletes will consist of:

5.1.1 "Announced Doping Control" being scheduled tests which are administered at provincial or national competitions, and;

5.1.2 "Unannounced Doping Control" being unscheduled tests, which are administered at any time on a "short" or "no-notice" basis. Short notice testing requires that an athlete provide a urine sample not later than 36 hours after notification to the athlete that a sample is required of the athlete. No notice testing requires that an athlete be accompanied by a designated individual from the time he or she is notified that a urine sample is required until the sample is collected.

5.2 Announced and Unannounced Doping Control will be administered by the Canadian Centre for Ethics in Sport (CCES) in cooperation with the CCAA in all CCAA Sports during a twelve month period from September 1st to August 30th.

5.3 The CCAA Doping Control Program will be conducted in close cooperation with CCES and shall be governed by and conducted in accordance with the Canadian Anti Doping Program.

5.4 The authority for Doping Control Procedures in Canada is based upon the contractual relationship, which exists between Sport Organizations and their members. The CCAA is committed to drug-free sport and has adopted the CCES Policy as part of its governing documents and thus as part of the rights and obligations established in its contractual relationship with members. In so doing, these bodies collectively delegate to the *Canadian Centre for Ethics in Sport (CCES)* the authority and responsibility for carrying out Doping Control Procedures in Canada, and the members of these bodies accordingly recognize this authority and responsibility.

5.5 More specifically, the role of CCES is to coordinate and implement policies and programs for drug free sport, including identification and notification of individuals to be tested, sample collection, laboratory analysis, research, education, appeals and reinstatements. CCES' authority to carry out these activities arises out of the adoption of this Policy by Sport Governing Bodies and the corresponding delegation of this authority to CCES.

5.6 In administering Doping Control Procedures, CCES operates independently of Sport Governing bodies and the provincial, territorial and federal governments that contribute to the funding of sport in Canada. CCES may delegate to another authority any of its responsibilities in administering Doping Control Procedures, provided such independence is maintained.

5.7 Where CCES is a party to, or has intervener status in any adjudication or arbitration under this Policy, an independent authority shall have the responsibility for appointing adjudicators and arbitrators, managing and coordinating adjudications and arbitrations, and providing administrative and logistical support to adjudicators and arbitrators, as required. Revised July 2008 CCAA OPERATING CODE ARTICLE 6 – Drug Education & Doping Control OP/page 41

#### **Section 6 Determination of Infractions**

6.1 A Doping Infraction shall be determined on the basis of a Positive Test Result in accordance with the regulations. Such an Infraction shall give rise to sanctions unless overturned by the findings of a "B" sample examination and analysis, or a successful protest or appeal.

6.2 A Doping-Related Infraction shall be determined in accordance with the Regulations.

6.3 Doping and Doping-Related Infractions shall not be deemed to have occurred when an individual takes a substance which is required for treatment or control of a medical condition and for which an exemption has been granted, in writing, by CCES.

#### **Section 7 Penalties for Infractions**

##### **7.1 Athletes**

7.1.1 The period of ineligibility imposed for an AntiDoping Rule Violation by an Athlete are:

**First Violation** – two (2) years Sport Ineligibility and permanent ineligibility for Federal Sport Funding

**Second Violation** -- permanent Sport Ineligibility and permanent ineligibility for Federal Sport Funding.

However, the Athlete shall have the opportunity in each case, before a period of ineligibility is imposed, to establish the basis for eliminating or reducing this sanction for exceptional circumstances.

**7.2 The Prohibited List** identifies specific substances, which are particularly susceptible to unintentional anti-doping rules violations because of the general availability in medicinal products or which are less likely to be successfully abused as doping agents. When an athlete can establish that the use of such a specified substance was not intended to enhance sport performance that the Use of such a specified substance was not intended to enhance sport performance, the period of ineligibility shall be:

**First Violation:** At a minimum, a warning and reprimand and no period of ineligibility from future

Events, and a maximum, one (1) year ineligibility

**Second Violation:** Two (2) years ineligibility

**Third Violation:** Lifetime ineligibility

However, the Athlete shall have the opportunity in each case, before a period of ineligibility is imposed, to establish the basis for eliminating or reducing (in the case of the second and third violation) this sanction for exceptional circumstances.

### **7.3 Scope of Sanction**

7.3.1 Individuals sanctioned under this Policy shall be ineligible to participate in any role or in any activity organized, convened, held or sanctioned by a Sport Governing body or a Sport Organization, for the duration of the sanction, subject only to the results of a "B" sample examination and analysis, protest, appeal or reinstatement. Such penalties shall be respected by all Sport Organizations and any other authorities or agencies that have adopted this Policy.

7.3.2 Where an individual sanctioned under this Policy participates in sport in one or more roles (for example, as both Athlete and coach), the role that the individual was performing at the time of the Infraction shall be the role for which this Policy shall apply.

Revised July 2008 CCAA OPERATING CODE ARTICLE 6 – Drug Education & Doping Control OP/page 42

#### **7.3.3 Removal of Awards/Records**

Once a doping or doping related infraction has been confirmed, any CCAA record or title awarded to the athlete or individual in question shall be rescinded retroactive from the date of the sample collection or in case of a doping related infraction, the date of infraction. In case of a team sport, team to which the athlete belongs will not be penalized and any record or title shall remain in place.

#### **7.3.4 Eligibility**

An athlete will forfeit one (1) year of eligibility for each year he/she is suspended for a doping violation. In the case of a three (3) month suspension (refer to Reinstatement), the athlete will forfeit one (1) month of eligibility for each month he/she is suspended. If the suspension occurs at the end of the season, the athlete will forfeit the three (3) months of competition in the next competitive season, and shall include that time during which training camps take place.

#### **7.3.5 Appeals**

7.3.5.1 Infractions determined under this Policy may be appealed in accordance with the regulations.

### **Section 8 Time and Commencement of Penalty**

8.1 The penalty for a Doping Infraction determined by a Positive Test Result is calculated from the date of sample collection. In all other cases, a penalty is calculated from the date of the decision of the Doping Control Review Board rendered in accordance with CCES Regulations. .

8.1.1 A doping infraction, which results from a test during a CCAA event and receives a three-month CCES suspension by the CCES, will be applied by the CCAA in the following

manner. The sanction will be served during the competitive season of that sport with the following modification:

Soccer will be a one month suspension Basketball, badminton and volleyball will remain as three-month suspensions.

#### 8.2 Interpretation:

Positive tests, which occur at the end of the competitive season will have the sanctions applied during the subsequent season as follows:

Soccer – September 1-September 30

Basketball and Volleyball – October 1 – December 31

Badminton – subsequent season as per conference start dates

Athletes under sanction are not permitted to take part in any activities of any CCAA sport i.e. practices, games, team activities

A sanction, which is partially served during a competitive season, shall be completed beginning on the dates indicated above at the start of the subsequent season.

8.3 Penalties for Doping-Related Infractions are calculated from the date of refusal to be tested or failure to comply with Doping Control Procedures or, in all other cases, from the date of the decision of the Doping Control Review Board rendered in accordance with CCES Regulations.

### **Section 9 Confidentiality**

9.1 Doping Infractions and Doping-Related Infractions are a matter of public record.

However, information concerning a Doping Infraction shall not be disclosed until the Athlete has been notified.

9.2 Notwithstanding 9.1, if after ten (10) days, reasonable attempts to notify the Athlete are unsuccessful, CCES and/or CCAA may disclose information concerning a Doping Infraction if it deems such disclosure to be in the interests of drug-free sport.

Revised July 2008 CCAA OPERATING CODE ARTICLE 6 – Drug Education & Doping Control OP/page 43

9.3 An Accredited Laboratory may forward a Positive Test Result to the International Olympic Committee (IOC) or to the relevant international sport federation.

9.4 No breach of confidentiality by any party shall invalidate the findings of a Positive Test Result or the declaration of an Infraction unless such breach can be shown to cast doubt on the validity of such findings.

### **Section 10 Reinstatement**

10.1 Individuals sanctioned under this Policy may request reinstatement of sport eligibility and, in some cases, reinstatement of eligibility for Federal Sport Funding. Reinstatement may be granted only in these situations, in accordance with the Regulations:

**Category I** – where the Infraction is a first Doping Infraction involving Banned Substances in

the stimulant class when administered for medical purposes or ingested as part of a nutritional product;

**Category II** – where exceptional circumstances surrounding the Infraction have been proven;

**Category III** – where the requirements for sport reintegration have been met; or

**Category IV** – upon completion of a penalty.

#### 10.2 **Category I Reinstatement**

10.2.1 Where the Infraction is a first Doping Infraction involving Banned Substances in the stimulant class when administered for medical purposes or ingested as part of a nutritional product, reinstatement of sport eligibility and eligibility for Federal Sport Funding may be requested in accordance with the Regulations. Such reinstatement shall take automatic but not retroactive effect three (3) months after the date of the Infraction.

#### 10.3 **Category II Reinstatement**

10.3.1 An individual who has committed an Infraction may request reinstatement where there exists exceptional circumstances surrounding the Infraction, in accordance with the Regulations (see Appendix xiii). The onus of proving exceptional circumstances rests with the sanctioned individual and all requests for reinstatement for exceptional circumstances shall be heard by an independent adjudicator whose decision shall be final and binding.

10.3.2 A request for Category II reinstatement shall be initiated within three (3) months of the date of the Infraction, and may be made only once per Infraction. In the event that reinstatement is granted, reinstatement of eligibility for Federal Sport Funding shall take immediate but not retroactive effect.

#### **10.4 Category III Reinstatement**

10.4.1 An individual who has committed an Infraction may request reinstatement for sport reintegration, in accordance with the Regulations (see Appendix xiii). The onus for meeting the requirements for sport reintegration rests with the sanctioned individual and all requests for such reinstatement shall be heard by an independent adjudicator whose decision shall be final and binding.

10.4.2 A request for Category III reinstatement may be made only once by an individual, only for a first Infraction, and only after two (2) years of the penalty have been served. In the event that such reinstatement is granted, reinstatement of eligibility for Federal Sport Funding shall take immediate but not retroactive effect.

#### **10.5 Category IV Reinstatement**

10.5.1 Unless otherwise reinstated, an Athlete who has committed an Infraction with a four-year Sport Ineligibility penalty shall be reinstated to sport eligibility upon the completion of the penalty, in accordance with the Regulations.

Revised July 2008 CCAA OPERATING CODE ARTICLE 6 – Drug Education & Doping Control OP/page 44

10.5.2 An Athlete reinstated upon completion of a penalty shall not be eligible for Federal Sport Funding.

### **Section 11 Doping Control Review Committee**

11.1 The CCAA Doping Control Review Committee (the "Committee") is composed of:

- CCAA President
- CCAA V.P. Governance
- CCAA Executive Director
- CCAA Member at Large

11.2 **Three (3)** or more members of the Committee constitute a quorum, and all decisions of the Committee require the vote of a majority of the members of the Committee present at the meeting.

11.3 The Committee shall be responsible for reviewing all matters pertaining to the implementation of the CCAA Policy, such as but not limited to: public disclosure, reinstatement position, educational programming.

## **4. ACADEMIC POLICIES AND PROCEDURES**

### **ACADEMIC DISQUALIFICATION POLICY**

Mount Royal College is committed to maintaining high standards, encouraging academic success and indicating to students when their current program of study may be inappropriate or their academic performance may be inadequate. In keeping with these goals, the College reserves the right to warn students regarding their academic status and also to disqualify students from further registration in credit courses at the College for a period of one full

academic year (Fall, Winter and Spring semesters) if their academic performance fails to meet the minimum academic standards outlined below.

Academic standards, as defined in this policy, are College-wide and relate to a student's eligibility to continue to register in credit courses at Mount Royal College. Students should be aware that specific programs of study may require conditions in addition to these minimum College-wide standards; failure to meet such program-specific standards can result in the student being required to withdraw from the program to which he/she was initially admitted and in which he/she is currently enrolled. Information concerning program-specific requirements is available in the College Calendar and in departmental policies and procedures. The responsibility for being familiar with and fulfilling these program-specific requirements rests with the student. In particular, students enrolled in the Calgary Conjoint Nursing Program should be aware that they are subject to the academic performance regulations established jointly by the Centre for Health Studies at Mount Royal College and the Faculty of Nursing at The University of Calgary.

#### **PROCEDURE**

The academic records of all credit students enrolled at Mount Royal College will be reviewed only once in any given academic year for purposes of determining academic eligibility to continue their studies at the College. This review will take place at the end of the Winter Semester for those students who do not take any credit courses in the immediately following Spring Semester and at the end of the Spring Semester for those credit students who have registered in Spring Semester courses.

#### **ACADEMIC PROGRESS CRITERIA**

1. Students must have attempted a minimum of 18 credits before their academic record will be reviewed at the end of any given academic year. Students who have accumulated fewer than 18 credits will be deemed eligible to continue their studies until such time as they have attempted at least 18 credits.
2. Those students who have attempted at least 18 credits (including courses from which they withdraw) will be considered ineligible to continue their studies at the College and will be academically disqualified if their cumulative grade point average at the time of the annual academic progress review is less than 1.50.
3. Students may request the Office of the Registrar to perform a manual recalculation of their cumulative grade point average to include only the highest grade awarded for repeated course work and to exclude grades in any courses that were taken more than six (6) years previously. If, as a result of this manual calculation, the revised cumulative grade point average exceeds 1.50, the student will not be academically disqualified and will be permitted to continue his or her studies at the College.
4. Students who are registered in credit courses at the time of their disqualification will have their registration cancelled; any tuition and mandatory fees that have been assessed and paid for those courses will be refunded.

#### **ACADEMIC WARNING**

The office of the Registrar will issue an official academic warning to those students whose cumulative grade point average at the end of any semester of study is less than 2.00. Students who are issued an official academic warning are strongly encouraged to meet with their academic advisor and/or a College counsellor to review their academic standing and how best it might be improved in the following semester of studies.

#### **LENGTH OF ACADEMIC DISQUALIFICATION**

Students who are academically disqualified will not be permitted to resume their studies at the College for a full academic year (the Fall, Winter and Spring semesters immediately following their disqualification).

### **READMISSION AFTER ACADEMIC DISQUALIFICATION**

Students who have been academically disqualified must apply for readmission in accordance with the application deadlines for new students that are specified in the "Academic Schedule" published in the College Calendar.

Prior to making application for readmission, disqualified students must meet and consult with a College counsellor regarding their academic plans. The counsellor will indicate to the Office of the Registrar when this consultation has occurred in order to complete the student's application procedure.

Under exceptional circumstances involving documented medical reasons or serious domestic affliction, a student may request that the Registrar waive a second or subsequent disqualification if s/he withdraws from all courses during the academic year to which s/he has been readmitted and if, as a consequence, his or her cumulative grade point average at the time of the annual academic review falls below 1.50. The request for consideration of a waiver and the exceptional circumstances must have occurred prior to the end of the student's final examination period.

### **COUGAR ATHLETICS ACADEMIC ELIGIBILITY STANDARD - change**

In support of Cougar Athletics' emphasis on the academic success of its student-athletes, an academic standard for continuing participation in the athletic program has been established. Any student-athlete who does not achieve a minimum 1.5 grade point average in each semester of attendance, will be suspended from participating in any Cougar Athletics activities, including team practices or games, for one full semester while their sport is in play. Reinstatement will only be granted provided that the student-athlete continues full time attendance and achieves a grade point average above 1.5 in the academic semester subsequent to suspension.

Any student-athlete subjected to this academic suspension shall be granted the opportunity to appeal his/her suspension to the Eligibility Committee. The appeal shall be made in writing by the Athlete and/or Coach and shall clearly explain the justification and/or extraordinary circumstance which warrant special consideration. A meeting involving the student-athlete, coach and Eligibility Committee shall be held thereafter at the earliest possible time. The Eligibility Committee reserves the sole authority to grant or deny the appeal.

### **ATHLETE ACADEMIC SUCCESS**

#### **1. ACADEMIC MONITORING – INSTRUCTOR AWARENESS**

It is the objective of the Athletic Department to make every instructor of every varsity athlete aware of the presence of student-athletes in the class. Further, the instructor will be requested to pay particular attention to the academic performance of student-athletes and if difficulties are observed and/or anticipated, to alert the Athletic Department. If detected early enough, the Athletic Department will introduce interventions to assist the student-athlete to improve his/her academic performance. Any student-athlete, whose academic performance is drawn to our attention by any instructor, will be requested to make an appointment with the Academic Support Program Co-ordinator. The purpose of this appointment is to determine where the academic difficulties lie and whether any assistance can be provided.

## 5. ACAC RULES & REGULATIONS

### ACAC Rules of Eligibility

#### 1. Principles of Eligibility

The ACAC acknowledges the following principles regarding the rules of student eligibility:

- to encourage inclusiveness of student participation in athletic opportunities.
- to remain sensitive to the ramifications of student eligibility regulations as they may impact other post-secondary athletic unions (eg. CCAA, CIS, etc.).
- to remain cognizant of the fundamental right of each ACAC member institution to establish their own academic eligibility standards.

As such, the rules of eligibility shall be as follows:

Student-athletes ruled ineligible by the CCAA eligibility rules shall not be allowed to compete in the ACAC. The ACAC eligibility rules shall match or may be more stringent than the CCAA eligibility rules with the exception of men's hockey as it pertains to the professional rule.

#### 1.1 Academic Load and Status

**1.1.1 Full-time Status:** A student-athlete shall be considered a full-time student if he/she is officially registered in a minimum of 60% of a full course load in an accredited program of study (currently in progress) as defined by the institution for which he/she is competing (e.g. 9/15 credits or 18/30 credits or 60/100 credits).

**1.1.1.1** In the case of the ACAC Golf Tournament which takes place before an ACAC member institution's registered classes are to begin in that semester, a student athlete who has been officially accepted by a member institution, paid all necessary tuition and associated fees, and officially registered in the required member of courses to be eligible as a full-time student, be considered eligible to compete in the ACAC golf tournament.

**1.1.1.2** In the case of apprenticeship students who are enrolled and attending full time classes, they will be eligible to compete during their time in class as well as to the end of that semester. Apprenticeship students are not eligible to compete until they are attending full time classes. *(Added May 2008)*

#### **1.1.2 Academic Qualification: Insofar as:**

- the ACAC acknowledges that the goal of education is the total development of the individual (academic, personal, social, etc.);
- that an athlete's experience can and should contribute to the participant's education and personal development;
- that athletics is only part of the total development which cannot stand alone;
- and that each ACAC member institution has the right and responsibility to determine a standard of academic eligibility for its student-athletes;
- a student athlete must be considered to have attended full-time (postsecondary) in an accredited program of study in the semester in which they participated. *(Amended December 2007)*

Each individual member institution shall determine what constitutes a fulltime (post-secondary) student and what constitutes a passing GPA for their respective student athletes. Each member institution will file its academic criteria for the eligibility of student-athletes with the ACAC office on September 1 of each academic year. The standards shall be in the form of a Grade Point Average (G.P.A.) or the equivalent (eg. 1.75 G.P.A. on a 4 point scale).

**1.1.3 Academic Standing:**

**1.1.3.1 Two Semester Participation (participation with no previous post-secondary participation)**

To be a student in good standing, a student athlete must pass eighteen (18) credit hours in an academic year, to be eligible to participate in the subsequent semester.

**1.1.3.2 Two Semester Participation (participation with previous postsecondary participation)**

To be a student in good standing, a student athlete must pass eighteen (18) credit hours in an academic year to be eligible to participate in the subsequent semester and must pass a minimum of six (6) credit hours in the September – December semester to be eligible for the January –April semester.

**1.1.3.3 One Semester Participation**

To be a student in good standing, a student athlete must pass a minimum of three courses and/or nine (9) credit hours during the academic semester in which they participated.

A student athlete, who begins playing for a CCAA team in January, must pass three courses or nine credit hours before the beginning of the next academic year in order to be eligible for participation in the subsequent semester.

**1.1.4 Re-instating Academic Eligibility:**

A student athlete not in good standing may only practice and may not compete in any non-conference, league or championship events.

To re-establish student in good standing status, the student must conform to one of the following:

**1.1.4.1** The student athlete did not play at a postsecondary institution in the twelve (12) months immediately prior to the date of current registration.

**1.1.4.2** The student athlete has completed one (1) academic semester at her/his current institution with a minimum of nine (9) credits passed in a single semester to be eligible to participate in the subsequent semester.

**1.1.5 Conjoint Programs of Study:** Students registered in conjoint/co-offered programs between or among institutions or students registered in more than one institution simultaneously shall be free to choose the institution for their athletic participation. The student must declare an institution as their "home campus" for athletic participation purposes prior to the first scheduled Conference competition at either institution. It is understood that the student's registration status is full-time at all institutions involved in this program.

*Note:* Students in conjoint programs may not be insured by all institutions from a liability point of view.

**1.1.6 Attendance at Multiple Institutions:** Students who are registered in programs that require attendance at more than one institution will be eligible for athletics participation at the institution where the student is physically attending on a full-time basis.

**1.1.7 Non-Academic Courses:** Generally speaking, courses of general interest, community-based courses, hobby-type extension courses and non-career courses, as examples of non-credit courses, shall not be recognized for eligibility purposes. Continuing Education courses where credits are assigned and applied towards a degree or diploma are recognized as acceptable courses in a student's academic program.

**1.1.8 Withdrawal:** An athlete who withdraws or is withdrawn from any postsecondary institution before completing the academic semester and their name appeared on an official athletic Conference eligibility certificate and a game sheet in that semester is deemed to have not established academic credibility. That athlete shall be required to complete an academic semester and meet the academic standard at that institution prior to participating in an ACAC sanctioned sport. Only appeals that are medical in nature and accompanied by a doctor's medical certificate will be considered.

**1.1.9 Spring and/or Summer Upgrading:** Spring and/or summer credit courses leading to an academic program diploma/degree can be utilized by student-athletes to upgrade their

G.P.A. or acquire credits necessary to restore their academic eligibility for the upcoming season.

**1.1.10 Online Correspondence Courses:** The student athlete that does not complete their online correspondence course in the semester that in contributes to their eligibility shall not be eligible to participate in the following semester. In the event a student does not qualify by completing the online course successfully, he/she may become eligible once they have completed the course, provided they are a full-time student in the following semester.

*(Added May 2005)*

**1.1.11 12 Month Absence:** Notwithstanding any other provision of this section a student-athlete who has not attended any post-secondary institution on a full-time basis for a period of at least 12 months is eligible to compete provided they meet the requirement of full-time studies as described in 1.1.1. *(Added September 2005)*

## **1.2 Amateur Status**

A student must have amateur status in the activity in which he/she is participating.

**1.2.1** The provincial and national sport body determination of player amateur status shall be accepted to determine eligibility status of ACAC athletes.

**1.2.2 Ex-Professionals:** ACAC student-athletes shall be deemed ineligible to participate in the ACAC if they previously competed in a professional league within the same competitive/academic season in the same sport. Previously competed shall be interpreted to mean having played more than 3 league games at the professional level in the same season.

**1.2.2.1 Hockey Exception:** For ACAC men's hockey, an athlete who is 21 years of age or younger as of December 31 in his academic year of entry into ACAC competition, may have participated in any league classified as professional and shall:

1. be eligible to participate upon entry
2. not be charged with any years of eligibility

**1.2.3** For ACAC men's hockey, a student-athlete shall not lose eligibility for any years of participation as a professional athlete, effective January 2003.

## **1.3 Years of Eligibility**

**1.3.1** A student shall have a maximum of five (5) years of eligibility in ACAC competition. Participation in any other college or university conference shall be considered equivalent to and deducted from the five years of ACAC eligibility (Exception: Cross-country running for 2002-03). The use of years of eligibility shall be determined by the relevant governing conference. *(Amended September 2007)*

**1.3.2** The student-athlete who has completed four (4) years of post-secondary eligibility, as defined by the CCAA, at the conclusion of the 2005-06 competition year shall be considered to have used all the years of eligibility available. This student-athlete shall not be entitled to a fifth year of CCAA eligibility. *(Added September 2007)*

**1.3.3** The student-athlete who has completed his/her post-secondary eligibility within any non-CCAA four (4) year post-secondary jurisdiction (e.g. NCAA, NAIA) shall not be eligible for a fifth year of participation. *(Added September 2007)*

**1.3.4** A student shall be considered to have used one year of ACAC eligibility if he/she has participated in one scheduled ACAC contest. The appearance of the student-athlete's name on a game report \* shall be interpreted as indicating participation in that game. (\* Not to include pre-season contests.)

**1.3.4.1** The use of year-end statistics for basketball, hockey, soccer and volleyball shall be a method used to determine which athletes have used a year of eligibility.

**1.3.4.2** Annual participation summaries noted in ConFLink shall be compiled by the ACAC Office on the basis of annual statistics to determine which athletes have used up a year of eligibility (basketball, hockey, soccer, volleyball). *(Added September 2007)*

**1.3.5** A student-athlete who suffers a season-ending injury limiting his/her participation to no more than 30 percent of his/her league schedule, as documented by letter from the

attending physician, physiotherapist, or chiropractor and by letter from the Athletic Director(s) of the institution(s) concerned, shall be regarded as not having played in that year.

*Note: Death or compassionate care of an immediate family member is to be considered in similar terms as a season-ended injury. (Added December 2005)*

**1.3.6** Student-athletes who compete at any official ACAC tournament (i.e. Regionals, Championships) excluding Grand Prix events shall be charged with having used one year of eligibility.

*Note: Student-athletes who participated in ACAC sanctioned sports that were scheduled as one time weekend events, including cross-country running, will not be considered as having used a year of eligibility between the years 1995/96 and 2003/04. (Original 1.3.6 (4) deleted September 2004 and new 1.3.6 (4) added December 2004)*

#### **1.4 Outside Competition**

**1.4.1** A student participating in a sanctioned ACAC league sport shall not be allowed to participate concurrently in organized competition in the same sport outside of the institution in which he/she is registered. "Concurrently" shall be interpreted as to include only the term(s) or semester(s) of the institution in which the student is registered and shall exclude specifically the period of Christmas recess for the appropriate program as defined the academic calendar of the institution in question.

"Organized competition" shall be interpreted as one for which a card or contract must be signed (e.g. Hockey Alberta, Hockey Canada, Basketball Alberta, AVA card).

**1.4.2** ACAC commitments shall at all times receive priority.

#### **1.5 Transfers**

*Note: ACAL Exception: For purposes of determination of eligibility, any student-athlete*

*who has participated at an Alberta Colleges Athletic League (ACAL) institution prior to the fall of 2005 will not be considered to have used post-secondary eligibility. Institutions receiving these students will, however, be required to submit ACAC Universal Transfer Forms prior to ACAC competition in order to ensure that all other academic eligibility criteria be met. (Added May 2005)*

**1.5.1** Immediate Eligibility: A student-athlete transferring to an ACAC member institution from another post-secondary institution will be immediately eligible if he/she complies with one of the following:

**1.5.1.1 Academically Eligible at Sending Institution:** The transferring student-athlete has demonstrated that:

(1) he/she is deemed eligible for participation in the current season at/by their previous institution, or

(2) in the event the sending institution indicates the student-athlete would not be eligible to compete at that institution, that he/she has passed 9 credits (or equivalent) during the last semester of fulltime attendance at the institution from which the student-athlete is transferring.

In the case of (2), it is incumbent upon the student-athlete to demonstrate to the satisfaction of the receiving college and the ACAC Office by providing an official transcript, he/she has successfully completed credits equal to full-time status as defined by his/her sending institution.

*(Amended September 2006)*

## **ACADEMIC APPEALS AND GRIEVANCES**

### **A. Introduction**

## **1. General Principles Governing Marks Appeal and Grievance Procedures**

When approached with matters of appeal or grievance, all officers and faculty of the College should refer students to the complete policy outlined in the Mount Royal College Calendar.

Students have the right to fair and equitable procedures for the lodging, hearing, and resolution of matters involving final grades, academic standing, and other complaints. Complaints may arise from disputes regarding grading of course work or from implementation of College regulations, policies, and actions that affect students directly.

The basic principles governing the hearing of student appeals and grievances are as follows:

- a)** that fairness will be applied to all parties in procedures and decisions;
- b)** that sound academic decisions will not be set aside on the basis of minor irregularities in procedures;
- c)** that academic decisions should be made as close as possible to the level on which the academic competence resides;
- d)** that all members of a committee hearing an appeal should be free of bias;
- e)** that students may wish to consult with the Students' Association at any stage of the process;
- f)** that all parties have the option of having a third party present during any stage of this process, this third party being a peer or colleague chosen by the individual.

It is not intended that any appeal or grievance hearing shall be conducted on an adversarial basis or like a trial in law. In keeping with the spirit of this policy, the College does not permit representation by legal counsel at appeal and grievance hearings.

**\*\*\*It is the responsibility of the student athlete to familiarize themselves with the College's policy on Academic Appeals and Grievances. It is also their responsibility to lodge and attempt to resolve all appeals and grievances they may have. It is not the responsibility of their coach or the Athletics Manager.**

### **ACAC ACADEMIC-ATHLETIC AWARD**

All student-athletes are eligible to be nominated for an ACAC Academic Athletic Award. To be eligible to receive this award, the student must earn eighteen or more credit hours in an academic year with a cumulative grade point average of 3.50 or higher. This is a non-monetary award. Recipients will receive an attractive framed certificate commemorating this achievement.

## **6. SCHOLARSHIP INFORMATION**

### **JIMMIE CONDON ATHLETIC SCHOLARSHIPS**

OBJECTIVES:

1. To encourage and reward the pursuit of academic excellence in the field of athletics at the university, college and technical institute level.
2. To encourage Albertans to pursue their legitimate athletic and academic aspirations at Alberta Universities, Colleges, and Technical Institutes.
3. To provide a financial incentive to student-athletes who, because of the tremendous time commitment required for high level competition, do not have the opportunity to maintain employment while pursuing post-secondary studies.

**CONDITIONS:**

1. The student-athlete is an Alberta resident, i.e. a Canadian citizen or landed immigrant who has maintained residence in Alberta for 12 months, or whose parents or guardians have maintained residence in Canada for 12 consecutive months and are residents in Alberta. Notwithstanding the above, an individual who is a Canadian citizen or a landed immigrant and who has been in full-time attendance at an educational institution in Alberta in the preceding year, may be considered eligible in his current year.
2. The student-athlete is a member of a designated team selected by the Heritage Scholarship Board. (i.e. Badminton, Basketball, Soccer, Volleyball, Hockey).
3. The student-athlete is maintaining satisfactory academic standing as of the date of the nomination (minimum 2.0 gpa).
4. The student-athlete is maintaining or has maintained a practice and training program acceptable to the coach and Athletics Manager and is not under suspension for any reason by the MRC Department of Athletics.
5. The student-athlete is enrolled full-time as defined by the institution and maintaining a successful academic standing and progressing in the normal fashion toward the completion of each year leading to a degree, diploma or certificate. Mount Royal College requires the student-athlete to be enrolled in a minimum of three Mount Royal College courses totalling nine credits or more. Subsequently, the athlete must be successful at the end of the semester in nine credits or more and achieve a 2.00 GPA or greater.
6. The scholarship shall consist of \$1,800 and is payable in two instalments (December and April). The recipients shall only be entitled to the second instalment if, at the time the second instalment becomes payable, the aforementioned criteria are still being fulfilled.
7. Scholarships are assigned in the following allotments:
 

Badminton 8	(4 Men/4 Women)
Basketball 24	(12 Men/12 Women)
Soccer 36	(18 Men/18 Women)
Volleyball 24	(12 Men/12 Women)
Hockey 40	(20 Men/20 Women)

**MOUNT ROYAL COLLEGE AI BOHONUS SCHOLARSHIPS**

**CONDITIONS AND PROCEDURES:**

The conditions and procedures for applying for this award are exactly the same as the Jimmie Condon Scholarship with the following exceptions.

1. The award is available to all student-athletes.
2. Applicants will be required to fill out a Mount Royal College AI Bohonus Bursary application form.
3. Team coaches shall nominate recipients and identify the amounts of each award.

4. ACAC financial aid regulations must be taken into consideration when selecting the amount of a particular Bursary.

## **OTHER ATHLETIC SCHOLARSHIPS**

### **James S. Atkinson Memorial Scholarship**

**Value:** Variable

**Number:** 1/ year

**Eligibility:** For a full-time student enrolled in any year of any program who is competing in the Men's Cougar hockey team.

**Criteria:** Academic proficiency, athletic ability, demonstrated sportsmanship and leadership within the hockey team.

**Application:** Not required (Coach nominated).

### **Al Bohonus Memorial Scholarship**

**Value:** Variable

**Number:** 2- (one male, one female)/ year

**Eligibility:** For full-time students enrolled in the second-year of any program who are competing on a varsity Cougar team.

**Criteria:** Demonstrated academic proficiency, athletic leadership and community involvement.

**Application:** Not required (Coach nominated).

### **Calgary Booster Club Athlete of the Year Scholarship**

**Value:** \$500

**Number:** 2 – (one male, one female)/ year

**Eligibility:** For students in any year of any program who participate on at least one of the Cougar Athletic teams.

**Criteria:** Awarded to students who best exemplifies the qualities of sportsmanship, leadership, integrity, scholastic excellence and athletic ability.

**Application:** Not required (Determined through selection committee).

### **Calgary Booster Club Rookie of the Year Scholarship**

**Value:** \$500

**Number:** 2 – (one male, one female)/ year

**Eligibility:** For first-year students who participate on at least on of the Cougar Athletic teams who have no previous collegiate or professional athletic experience.

**Criteria:** Awarded to students who best combines the qualities of sportsmanship, athletic ability, leadership, and scholastic achievement.

**Application:** Not required (Determined through selection committee).

**Andrea Eirikson Memorial Scholarship**

**Value:** Variable

**Number:** 1/ year

**Eligibility:** For a full-time female student in any year of any program who is a member of the Cougar women's basketball or volleyball program.

**Criteria:** Demonstrated athletic ability, sincere love of sports, professional attitude, zest for life, contribution to the athletic program, campus life, and financial need.

**Application:** Not required (Coach nominated).

**Solex Hockey Bursary**

**Value:** \$1000

**Number:** 2/ year

**Eligibility:** Full-time student who will be enrolled in any program , in his 2<sup>nd</sup> or subsequent year of study.

**Criteria:** Academic proficiency, financial need, and member of men's hockey team.

**Application:** Required

**Solex Hockey Scholarship**

**Value:** Variable

**Number:** 1/ year

**Eligibility:** Full-time student who will be enrolled in any program , in his 2<sup>nd</sup> or subsequent year of study.

**Criteria:** Academic proficiency and member of Men's Hockey team.

**Application:** Nominated by Hockey Coach

**Jack Kenyon Memorial Basketball Scholarship**

**Value:** Variable

**Number:** 1/ year

**Eligibility:** Full-time student who will be enrolled in the 1<sup>st</sup> year of any program, an Alberta resident, and a member of the varsity basketball team.

**Criteria:** Academic merit, previous experience on a competitive secondary school basketball team.

**Application:** Nominated by coach.

**Neil Kennedy Memorial Scholarship**

**Value:** Variable

**Number:** 1/ year

**Eligibility:** An Alberta resident who will be in 2<sup>nd</sup>, 3<sup>rd</sup>, or 4<sup>th</sup> year of any program, and a member of the golf team.

**Criteria:** Academic merit, evidence of leadership.

**Application:** Nominated by Coach.

**JJ Stouffer Memorial Basketball Scholarship**

**Value:** Variable

**Number:** 1/ year

**Eligibility:** Member of men's basketball team who will be enrolled in 2<sup>nd</sup>, 3<sup>rd</sup>, or 4<sup>th</sup> year of any program.

**Criteria:** Academic merit, evidence of leadership and character.

**Application:** Nominated by Coach/Manager of Athletics.

**Nathan Bennor Memorial Scholarship**

**Value:** Variable

**Number:** 1/ year

**Eligibility:** Member of men's Volleyball team who will be enrolled in any year of any program.

**Criteria:** Athletic ability and sincere love of sports, professional attitude and zest for life. Extracurricular activities, contribution to program, financial need, academic proficiency.

**Application:** Required

**Roger G. Hawkins Scholarship**

**Value:** Variable

**Number:** 1/ year

**Eligibility:** Cougar athlete (preferably soccer), who will be enrolled in 2<sup>nd</sup> year of applied business administration- Accounting program or BCOM- UT

**Criteria:** Academic proficiency and financial need.

**Application:** Required

**Calgary Women's Soccer Association Scholarship**

**Value:** \$1,250

**Number:** 2/ year

**Eligibility:** Member of women's soccer team who will be enrolled in any year of any program.

**Criteria:** Academic merit, resident of Alberta, evidence of leadership.

**Application:** Nominated by coach.

**Mount Royal Cougar Women's Basketball Scholarship**

**Value:** Variable

**Number:** 1/ year

**Eligibility:** Full time student who will be enrolled in any year of any program in the upcoming Fall semester who is a member of the Women's Cougar Basketball team.

**Criteria:** Academic Merit (GPA of 2.7); extracurricular activities; demonstrated involvement in athletics and leadership activities.

**Application:** Nominated by the women's Basketball coach in conjunction with the Manager of Cougar Athletics.

**John and Patricia Donahue Memorial Scholarship**

**Value:** Variable

**Number:** 2/ year

**Eligibility:** Resident of Alberta who will be enrolled in 3<sup>rd</sup> or 4<sup>th</sup> year of any program.

**Criteria:** Academic proficiency, extracurricular activities, love of sport, sportsmanship, zest for life, financial need.

**Application:** Required

**Women's Hockey Scholarship**

**Value:** Variable

**Number:** 1/ year

**Eligibility:** Member of women's hockey team who will be enrolled in 2<sup>nd</sup>, 3<sup>rd</sup>, or 4<sup>th</sup> year of any program.

**Criteria:** Academic merit, extracurricular activities, leadership.

**Application:** Nominated by coach/ Manager of Athletics.

**Cougar Booster Club Badminton Scholarship**

**Value:** Variable

**Number:** 2/year

**Eligibility:** Full time student who will be enrolled in either 2<sup>nd</sup>, 3<sup>rd</sup> or 3th year of full time studies in any facility; member of the badminton team.

**Criteria:** Academic proficiency, extracurricular activities, athletic ability, demonstrated sportsmanship and leadership within the badminton team.

**Application:** Nominated by the Badminton Coach in conjunction with the Manager of Cougar Athletics.

**Cougar Booster Club Women's Basketball Scholarship**

**Value:** Variable

**Number:** 1/year

**Eligibility:** Full time student who will be enrolled in either 2<sup>nd</sup>, 3<sup>rd</sup> or 3th year of full time studies in any facility; member of the women's basketball team.

**Criteria:** Academic proficiency, extracurricular activities, athletic ability, demonstrated sportsmanship and leadership within the basketball team.

**Application:** Nominated by Women's Basketball coach in conjunction with the Manager of Cougar Athletics.

**Cougar Booster Club Men's Soccer Scholarship**

**Value:** Variable

**Number:** 1/year

**Eligibility:** Full time student who will be enrolled in either 2<sup>nd</sup>, 3<sup>rd</sup> or 3th year of full time studies in any facility; member of the men's soccer team.

**Criteria:** Academic proficiency, extracurricular activities, athletic ability, demonstrated sportsmanship and leadership within the soccer team.

**Application:** Nominated with the Men's Soccer coach in conjunction with the Manager of Cougar Athletics.

#### **Cougar Booster Club Women's Soccer Scholarship**

**Value:** Variable

**Number:** 1/year

**Eligibility:** Full time student who will be enrolled in either 2<sup>nd</sup>, 3<sup>rd</sup> or 3th year of full time studies in any facility; member of the women's soccer team.

**Criteria:** Academic proficiency, extracurricular activities, athletic ability, demonstrated sportsmanship and leadership within the soccer team.

**Application:** Nominated with the Women's Soccer coach in conjunction with the Manager of Cougar Athletics.

#### **Cougar Booster Club Men's Volleyball Scholarship**

**Value:** Variable

**Number:** 1/year

**Eligibility:** Full time student who will be enrolled in either 2<sup>nd</sup>, 3<sup>rd</sup> or 3th year of full time studies in any facility; member of the men's volleyball team.

**Criteria:** Academic proficiency, extracurricular activities, athletic ability, demonstrated sportsmanship and leadership within the volleyball team.

**Application:** Nominated with the Men's Volleyball coach in conjunction with the Manager of Cougar Athletics.

**Cougar Booster Club Women's Volleyball Scholarship**

**Value:** 1/year

**Eligibility:** Full time student who will be enrolled in either 2<sup>nd</sup>, 3<sup>rd</sup> or 3th year of full time studies in any facility; member of the women's volleyball team.

**Criteria:** Academic proficiency, extracurricular activities, athletic ability, demonstrated sportsmanship and leadership within the volleyball team.

**Application:** Nominated with the Women's Volleyball coach in conjunction with the Manager of Cougar Athletics

**Harley Hothckiss Hockey Scholarship.**

**Value:** \$1000

**Number:** 3/year

**Eligibility:** Awarded to a full-time student who will be enrolled in the second, third, or fourth year of any program and who is a member of either the men's or women's Cougar Hockey team in the upcoming fall semester. Preference will be given to a student who is well-rounded in academics and athletics.

**Criteria:** Academic achievement; Athletic performance and sportsmanship

**Application:** Nominated – application not required

**Athletics Alumni Scholarship**

**Value:** \$1000

**Number:** 1/year

**Eligibility:** Awarded to a full-time student who will be enrolled in the second, third or fourth year of any program at Mount Royal College and who is a member of any Cougar Athletics team.

**Criteria:** Academic merit; Extracurricular activities – evidence of leadership as demonstrated through team and College community activities and contributions

**Application:** Nominated – application not required

## 7. ATHLETE INSURANCE

As a student in attendance at Mount Royal College, you are covered under the terms of an insurance policy established by the Student's Association through the Canadian Student Health Network which provides coverage in the event of injury sustained as a result of an accident occurring while this policy is in force. The costs of the plans are included in your institutional fees provided you meet the following eligibility enrolment criteria:

- 1) You are a member of the Students' Association of Mount Royal College,
- 2) You are in an applicable program,
- 3) You meet the full-time criteria, 9 credits or more, and
- 4) You are residing in Canada.

For eligible students starting in the Fall semester, coverage begins September 1st and ends August 31st provided there has been no change in your eligibility status from the Fall to the Winter semester. In cases where there has been a status change, coverage may end December 31st. For eligible students starting in the Winter semester, coverage begins January 1st and ends August 31st.

### Health Plan Schedule of Benefits

BENEFIT	REIMBURSEMENT	MAX BENEFIT
<b>DRUG</b> - Based on the National Formulary	80%	\$3,000 per benefit year
<b>VISION</b>	100%	\$40 for eye exam, every 24 months Eyeglasses and contacts are limited to \$40 every 24 months
<b>SUPPLEMENTARY HEALTH CARE</b>		
<b>Physiotherapist</b> (physician's prescription required)	80%	\$20 per visit to \$300 per benefit year
<b>Registered Massage Therapist</b> (physician's prescription required)	80%	\$20 per visit to \$300 per benefit year
<b>Chiropractor</b> (including one x-ray examination per benefit year)	80%	\$20 per visit to \$300 per benefit year
<b>Speech Language Pathologist</b> (physician's prescription required)	80%	\$20 per visit to \$300 per benefit year
<b>Psychologist</b> (physician's prescription required)	80%	\$20 per visit to \$300 per benefit year
<b>Osteopath</b> (including one x-ray examination per benefit year)	80%	\$20 per visit to \$300 per benefit year
<b>Certified Athletic Therapist</b> (physicians prescription required)	80%	\$20 per visit to \$300 per benefit year
<b>Naturopath</b>	80%	\$20 per visit to \$300 per benefit year
<b>Podiatrist or Chiropracist</b> (including one x-ray examination per benefit year)	80%	\$20 per visit to \$300 per benefit year
<b>Dental Accident</b>	80%	See Health/Dental Plan Office for details
<b>Ambulance</b>	80%	Limited to \$250 per occurrence
<b>Orthopedic Shoes and Orthotics</b> (prescription required)	80%	\$150 per foot, per benefit year, provided they are not solely for athletic use.
<b>Trusses, Crutches, Splints &amp; Braces</b>	80%	Braces not solely for athletic use

<b>Artificial Limbs and Prosthetics</b>	80%	
Medical Equipment – wheelchair, hospital-type bed	80%	Reasonable and customary charges Wheelchair repairs limited to lifetime Maximum of \$250
<b>Tutorial</b> -after 15 days confinement due to injury or illness	80%	\$15/hour to \$2,000 per benefit year
<b>OUT OF PROVINCE EMERGENCY</b> (covering maximum 60 day travel period)	100%	\$1,000,000 in a lifetime

### Managed Dental Plan Schedule of Benefits

BENEFIT	REIMBURSEMENT	MAX BENEFIT
<b>ANNUAL MAXIMUM</b>		\$1,000 per benefit year
<b>Select Dental Provider</b>	<b>100%</b>	Includes polishing, one unit of scaling and medically necessary x-rays-once per benefit year. Fluoride for dependent children up to age 15-once per benefit year. Pit & fissure sealants for dependent children up to age 16-one replacement per tooth, per lifetime, on permanent molars only.
<b>Diagnostic &amp; Preventive</b> (annual exam)		
<b>Alternate Dental Provider</b>	<b>80%</b>	Includes polishing, one unit of scaling and medically necessary x-rays-once per benefit year. Fluoride for dependent children up to age 15-once per benefit year. Pit & fissure sealants for dependent children up to age 16-one replacement per tooth, per lifetime, on permanent molars only.
<b>Diagnostic &amp; Preventive</b> (annual exam)		
<b>Minor Restorative</b> (fillings, space maintainers, denture repairs, relining, rebasing and tissue conditioning)	<b>80%</b>	
<b>Oral Surgery</b> (extractions)	75%-simple 50%-Impacted	To a maximum of 4 teeth/patient/benefit year
<b>Endodontic</b> (root canals)	<b>50%</b>	
<b>Periodontal Services</b>	<b>50%</b>	To a max of 7 units of scaling/root planning
<b>Major Restorative</b> (crowns, bridges and dentures)	<b>15%</b>	Limited to once every 5 benefit years

For more information on health and dental benefits or to file a claim, please contact:

**SAMRC Student Benefits Plan Office**

Room Z001, Wyckham House

Ph: (403) 440-6267 Fax: (403) 440-8980

[mrcplan@oanet.com](mailto:mrcplan@oanet.com)

Email:

## **8. ATHLETE RESPONSIBILITIES**

### EQUIPMENT ROOM POLICIES FOR ATHLETIC TEAMS

1. Team equipment (i.e. practice balls, pinnies, etc.) will be signed out and returned by the team's respective manager or designated individual for each practice. Damaged or missing equipment will be reported to the Athletics Manager or Recreation Facility staff.
2. All team uniforms (basketball, volleyball, hockey, soccer) shall be signed out and returned by the team's respective manager or designated individual. "Sign Out" hours are Monday through Friday, 8 am - 4 pm.
3. Teams without designated individuals (i.e. team manager) are responsible individually for equipment sign out (i.e. badminton, golf, cross-country).
4. ACAC rules dictate that home teams are responsible for supplying practice equipment (balls, pucks, etc.); therefore, these items will not be issued for "AWAY"

- games. As towels are not supplied by ACAC home teams, please request towels for your team if you are playing an away game.
5. All team uniforms will be returned the same evening for "HOME" games or the first morning upon return to the College for "AWAY" games.
  6. The team manager and athletic therapist will each be assigned one locker for the storage of team supplies.
  7. Members of the volleyball, basketball, badminton, and soccer teams will be assigned full lockers once the Recreation Facilities staff has received the final team list from coaches. No lockers will be issued prior to the FINAL team selection.
  8. Laundering and/or alterations of all team uniforms will be done by the Equipment Room ONLY! There will be no laundry service on weekends unless prior arrangements have been made with the Recreation Facility staff.
  9. Uniform requests for other than regularly scheduled games (i.e. exhibition) must be submitted to the Recreation Facility Staff a minimum of 24 hours in advance. Uniform request forms are available from the equipment room or athletic office.
- Note: The uniforms and equipment issued are the property of Mount Royal College and must be returned to Mount Royal College. If equipment/uniforms are not returned to Mount Royal College, the marks and transcripts of the athlete(s) involved may be withheld in addition to suspension of scholarships if applicable.**

### FUND RAISING

1. At present, the team athletic budgets cover the costs associated with meeting the league schedule commitment and a limited amount of exhibition travel. Athletes may be asked to assist or participate in limited department fundraising activities.
2. **Adopt-A-Cougar Program**  
Team Head Coaches may require that team members acquire Adopt-A-Cougar Sponsorship to assist with their individual team's budget. Coaches may elect to designate a minimum amount that each student-athlete must generate. Student-Athletes may voluntarily agree to generate more than the designated minimum but this cannot be placed as a condition of team membership. The Adopt-A-Cougar program is a donor solicitation program that provides tangible benefits for student recruited donors. Funds generated are placed in an account designated for each team's specific travel, equipment, scholarship and operational needs. The Athletics Manager reserves the right to approve or decline all proposed Adopt-A-Cougar account expenditures.
3. **Supplementary Fund Raising:**
  - ◆ Each team may conduct their own fundraising projects.
  - ◆ Team fund raising ventures must be approved by the Athletics Manager and be accompanied with a written proposal outlining the following:
    - a) Type of project
    - b) Implementation of project
    - c) Manpower
    - d) Licensing (if required)
    - e) Proposed Budget
    - f) Intended Use of Funds

**Note: All monies collected or expended on projects must be administered through the athletic budgets. Teams may not operate separate bank accounts for the collection or disbursement of funds.**

  - ◆ All projects utilizing the Mount Royal College name must be financially accountable to the College and utilize established cash handling procedures.

## **PRACTICES AND TRAINING SESSIONS**

You must attend all practice and training sessions unless otherwise specified by the coach. The only allowable exceptions are time conflict with a scheduled class or exam, or illness or injury that prevents you from leaving your bed. An incapacitated athlete can still watch, listen and learn!

You are expected to be ready to start practice at the designated time. Changing, taping, etc. are to be completed prior to the start time.

Each athlete is expected to do his/her best to maintain fitness during the pre-season and in-season. Coaches will forward suggested training plans or ideas for acquiring the necessary level of physical conditioning. Weight training sessions and conditioning sessions are considered mandatory practice sessions. The athlete is expected to follow the training routine as outlined by the coach.

## **COMMUNITY SERVICE**

Cougar Athletics has initiated a community service program whereby student-athletes will be expected to donate time towards some type of charitable activity within or outside the college. The program will be operated by the Student-Athlete Advisory Council (SAAC). Expectations regarding your or your team's involvement in the "Cougars Care" program will be communicated to your SAAC team representative(s).

## **9. ATHLETIC THERAPY CLINIC**

Athletic Therapy Clinic for Varsity Athletes

Optimal Therapies is open for varsity athletes at no charge. You DO NOT need a doctor's referral to be treated at the clinic.

You may book an appointment by calling **403.440.6917** (please specify that you are a varsity athlete) or drop by to room **U216** (in the Encana Wellness Centre) and talk to the receptionist to make an appointment with **Tija Westbrook**.

The hours of operation for receiving treatment are:

**Monday & Tues: 1:00-6:30; Wednesday: 10:00-12:00, 1:00-6:30**

**Thursday: 1:00-6:30; Friday: 1:00-6:30**

Please note: Due to the large numbers of missed appointments, a cancellation charge has been implemented. If you **DO NOT cancel** an appointment within **24 hours** before your scheduled appointment time, you will be charged **\$10.00** that will be applied to your student account. Payments for missed appointments can be made at the fees office.

### **Decision-Making Process for Returning Injured Athletes Back to Play**

The decision to return an injured athlete back to play involves four people: the head athletic therapist, the student athletic therapist, the coach and the athlete. If an athlete feels they can compete, the student therapist - in consultation with the head athletic therapist and the

coach - will come to a decision about return to play. If no consensus can be obtained, the decision will lie with a physician and the head athletic therapist.

## 10. **TEAM TRAVEL**

As a member of Cougar Athletics, all student-athletes are required to abide by the following principles and guidelines at all times:

1. **THE CODE OF STUDENT CONDUCT:** Consistent with its aim of fostering student academic success and satisfaction, the College's primary purpose for governing academic and other College related behavior is to promote the personal, educational and social development of our students.

Student members of the College with special responsibilities established by Mount Royal (e.g. student athletes, students participating in international exchanges) may also necessarily be governed by additional policies. In each case, those policies may govern additional behaviors and be administered through processes, and with resulting sanctions, other than those outlined in the Code. Any misconduct review process followed will not encroach on the fundamental rights afforded to a student member of the Mount Royal community. The Code of Student Conduct shall supersede all other policies, rules or regulations to the extent of any overlap.

Behavior that is subject to disciplinary action under the Code includes violations of established civil and criminal statutes; conduct that threatens the safety or well-being of members of the College community; and any other behavior that seriously and adversely affects the College or its educational mission.

Mount Royal reserves the right to apply the Code to off-campus conduct that has a real and substantial link to the College and where:

- i) the conduct gives rise to a reasonable belief that the individual(s) poses a substantial danger to himself/herself or others in the College community; or,
- ii) the conduct gives rise to a reasonable belief that the presence of the individual could seriously disrupt, or adversely, affect the College; or,
- iii) the conduct is prejudicial or likely to be prejudicial to the interests or to the reputation of the College.

2. **DRESS:** All athletes are representatives of the College and should be prepared to present themselves accordingly. You are expected to dress appropriately on all road trips.
3. **DEPARTURE:** For road trips, all members of the travelling group are expected to be at the place of departure at the designated time. The transport vehicles will leave at that time. Those who arrive late will find themselves left behind.
4. **EXPENSES:** All transportation and accommodation expenses incurred on team road trips will be paid by the College. In addition, each athlete is allotted \$15 per day meal allowance broken down as follows: Breakfast \$3, lunch \$4, dinner \$8. Thus, if you were to depart mid-morning for a two-day road trip, your meal allocation would be \$27 (\$12 for the first day and \$15 for the second day).

Incidental expenses in accommodations i.e.: phone calls, room service, in-room movies, etc. are the responsibility of the individual athlete(s) and must be paid prior to the team departure from the lodgings.

5. **SPECIFIC RULES:** There are a number of specific rules which must be adhered to for the protection and benefit of team members and Cougar Athletics.

These are:

- a) The use of illegal drugs by any intercollegiate athlete will not be permitted and will result in immediate dismissal from the athletic program along with written notification to the athlete's parents or guardians.
- b) Alcohol will not be consumed by any intercollegiate athlete while travelling to or from an athletic event.
- c) Alcohol consumption on chartered vehicles (i.e. buses, vans, airplanes) will not be permitted to or from any events.
- d) Alcohol consumption in lodgings will not be permitted.
- e) No alcohol will be consumed in the locker rooms of any institution before, during or after Mount Royal College competition.
- f) Any incidents arising out of the misuse of alcohol, as stated, will result in the immediate suspension from the athletic program of all persons involved, pending further investigation.
- g) No one other than Mount Royal College team members are allowed into your hotel room. You are responsible for ensuring that your hotel room is left in a neat and undamaged state.
- h) No items are to be removed from the hotel rooms other than that which you have brought with you.
- i) When curfews are stipulated by coaches, they are to be strictly adhered to.
- j) All room expenses are the responsibility of the occupants and must be paid for at the time of the checkout, i.e. phone calls, room service, etc.
- k) All team members will travel to and from all contests with the team and are expected to stay with the team at the accommodation provided.

6. **UNIFORMS:** The College provides team uniforms for all sports. Athletes are required to wear the complete team uniform as issued without variations except where provided for by league rules.

Uniforms will be picked up by team managers for the sports of hockey, basketball, volleyball, and soccer prior to games when at home or prior to departure on the road (see Equipment Room Policies for times). Your assistance in returning your complete uniform to the team manager immediately after games is required. This serves two purposes: A) it assists the manager in his/her duties; B) it ensures uniforms are not lost and can be washed and prepared for the next scheduled game.

Golf and badminton athletes are required to sign out their respective uniforms/equipment individually. The uniforms and equipment are to be returned no later than 48 hours after the last scheduled competition for the season. A fine of \$5 per day for each day that the equipment is late will be assessed to a maximum of \$50.

## 11. **STAFF AND COACHES DIRECTORY**

**Athletics Manager**

Karla Karch  
Phone: 403.440.7211  
Cell: 403.463.229  
[kkarch@mtroyal.ca](mailto:kkarch@mtroyal.ca)

**Office Administrator**

Courtney Warren  
Phone: 403.440.6050  
Fax: 403.440.8969  
[cwarren@mtroyal.ca](mailto:cwarren@mtroyal.ca)

**Administrative Assistant**

Mandy Parsons  
Phone: 403.440.6516  
Fax: 403.440.8969  
[mparsons@mtroyal.ca](mailto:mparsons@mtroyal.ca)

**Athlete Services Coordinator**

Marc Dobell  
Phone: 403.440.6245  
Cell : 403.923.6272  
[mdobell@mtroyal.ca](mailto:mdobell@mtroyal.ca)

**Events and Communications Coordinator**

Kyle Henry  
Phone : 403.440.6256  
Cell : 403.462.0328  
[khenry@mtroyal.ca](mailto:khenry@mtroyal.ca)

**Game Day Coordinator**

Kimmo Korvela  
Phone: 403.440.7218  
Cell: 403.462.1123  
[kkorvela@mtroyal.ca](mailto:kkorvela@mtroyal.ca)

**Marketing Coordinator**

Brandy Wenger  
Phone: 403.440.6968  
Cell: 403.827.0369  
[bwenger@mtroyal.ca](mailto:bwenger@mtroyal.ca)

**Badminton Coach**

Hayden Kowel  
Phone: 403.540.0084  
[hkhk@shaw.ca](mailto:hkhk@shaw.ca)

**Golf Coach**

Brock Balog

Cell: 403.861.0185  
[bibalog@shaw.ca](mailto:bibalog@shaw.ca)

**Men's Soccer Coach**

Troye Flannery  
Cell: 403.827.3000  
[tflannery@mtroyal.ca](mailto:tflannery@mtroyal.ca)

**Men's Basketball Coach**

Marc Dobell  
Work: 403.440.6245  
[mdobell@mtroyal.ca](mailto:mdobell@mtroyal.ca)

**Women's Basketball Coach**

Joe Enevoldson  
Work: 403.440.7019  
[jenevoldson@mtroyal.ca](mailto:jenevoldson@mtroyal.ca)

**Women's Soccer Coach**

Tino Fusco  
Phone: 403.777.7520 local 2021  
Email: [fuge@shaw.ca](mailto:fuge@shaw.ca)

**Men's Volleyball Coach**

**Academic Advising**  
Shawn Sky  
Work: 403.440.6795  
Email: [ssky@mtroyal.ca](mailto:ssky@mtroyal.ca)

**Women's Volleyball Coach  
Community Outreach Coordinator**

Sandra Lamb  
Phone: 403.530.6317  
Email: [sandra.lamb@telus.com](mailto:sandra.lamb@telus.com)

**Men's Hockey Coach**

**Camps Coordinator**  
Jean Laforest  
Phone: 403.440.6375  
Email: [jlaforest@mtroyal.ca](mailto:jlaforest@mtroyal.ca)

**Women's Hockey Coach**

Scott Rivett  
Phone: 403.440-6259  
Email: [srivett@mtroyal.ca](mailto:srivett@mtroyal.ca)

**Head Athletic Therapist**  
Tija Westbrook  
Phone: 403-440-7759  
Email: kwestbrook@mtroyal.ca

