

# Recreation Services



**University  
of Manitoba**

Intramural Sports Handbook

2021-2022

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## I. THE INTRAMURAL PROGRAM

The Intramural Program at the University of Manitoba provides students and staff the opportunity to become actively involved in a variety of organized sports. Intramural sports are structured to provide students an opportunity to meet friends, learn new sports, test your physical ability, and relieve the stress of school and work. Most activities allow you to select the days and times you play, as well as the people on your team.

Recreation Services Intramural programs are dedicated to offering you a more rewarding university experience. Many job and volunteer opportunities exist within the program for full-time students, which provide quality training in sports officiating, supervision, and office management. Intramural sports are your program and we welcome your suggestions and comments regarding activities, facilities, and personnel. A determined effort is made to provide services that are responsive to your recreational interests.

This handbook describes policies and procedures that establish a framework for reasonable decision-making regarding the administration of the program. We ask that all participants read this handbook and agree to be governed by its rules and regulations.

## II. ADMINISTRATION

### **Intramural Office**

156 Frank Kennedy University of Manitoba Winnipeg, MB, R3T 2N2  
[www.uofmactiveliving.ca](http://www.uofmactiveliving.ca)

### **Intramural Coordinator**

Matt Gerardy (204) 474.6621  
Matthew.gerardy@umanitoba.ca

### **Recreation Services Office**

145 Frank Kennedy University of Manitoba Winnipeg, MB, R3T 2N2  
(204) 474.6100

### **Customer Service Desk**

Active Living (204) 474.6100  
Max Bell (204) 474.8634

### **Campus Police/Emergency**

#555 (on campus LAN line or Rogers and MTS cell phones)

### III. LEAGUE STRUCTURE

The Intramural Program is designed for the variety of ability levels of all participants in a number of team sports. The season generally consists of 6 weeks of modified round-robin format, and 2 weeks of playoffs which are either single-elimination or double-elimination formats depending on available facility space. Games are not played during student reading weeks.

### IV. LEAGUES OF PLAY

Leagues are classified as Open, Co-ed or Women's. Individuals shall select the league of play in which they feel the most comfortable according to their gender identity.

- A. Open                                      Teams in this league may consist of any combination of male and/or female students, faculty, and staff members who meet the specific eligibility requirements of intramural play.
  
- B. Co-ed:                                      Teams in this league must consist of a minimum of 2 players of each gender playing at all times. Open to all students, faculty, and staff members who meet the specific eligibility requirements of intramural play.
  
- C. Women's:                                      Open to all who identify as female students, faculty, and staff members who meet the specific eligibility requirements of intramural play.

With the exception of our open leagues, some of our intramural leagues specify gender-based roster requirements, including a minimum number of women or men. For the purposes of our program, the terms 'men' and 'women' are inclusive of trans, gender-fluid, and gender members of our community. We have trained our staff to understand gender as a spectrum and encourage participants to take part in the programs that best represents their gender as they identify. We encourage participants to play where they feel comfortable.

### V. ELIGIBILITY REQUIREMENTS

- 1. Student:                                      University of Manitoba Students or International College of Manitoba (ICM) Students, who have been assessed the Sports & Recreation Fee during the term in which they wish to participate in Intramurals, must activate their membership to be eligible to participate. Note: St. Boniface University students can only participate if they are currently registered in courses at the University of Manitoba and were assessed the Sport and Recreation Fee.

NOTE: University of Manitoba students not assessed Sport & Recreation Fee but qualify for purchase of a Recreation Services membership at the UofM must purchase membership to participate in intramurals.

- 2. UofM Staff/Faculty:                                      University of Manitoba staff must purchase Recreation Services membership during the Intramural term they wish to participate in.

MUST PRESENT STAFF/FACULTY ID AT TIME OF REGISTRATION.

Registration is open to all sports BUT Hockey.

3. Varsity Athletes: Individuals who are participating in any university varsity level sport are ineligible for intramural competition in their sport during that academic year. EXAMPLE: A varsity basketball player cannot play intramural basketball at any time during the academic year (Term 1 or 2) they competed.
4. Professionalism: Individuals who currently compete in a formal manner without amateur status and/or are receiving any form of compensation are ineligible to participate in that sport.
5. Alumni: University of Manitoba Alumni are NOT eligible to play intramural sports unless they are currently enrolled for classes at the UofM and were assessed the Sport and Recreation Fee.

## **VI. PLAYERS WITHOUT A TEAM... "FREE AGENTS"**

If you don't have a team you can sign up as an individual (Free Agent) online during the intramural player registration period. NOTE: registration for both the fall and winter terms is on a first come first served basis.

## **VII. INTRAMURAL REGISTRATION**

### **Registration dates:**

### **Teams**

Term 1 Fall 2021: Tuesday, August 31, 2021 at 12:00pm – Sunday, September 19<sup>th</sup> at 11:59pm

Term 2 Winter 2022: Wednesday, November 10<sup>th</sup>, 2021 at 12:00pm – Sunday, January 23 at 11:59pm

### **Player & Free Agent**

Term 1 Fall 2021: Tuesday, September 21<sup>st</sup> at 12:00pm – Thursday, September 30<sup>th</sup> at 11:59pm

Term 2 Winter 2022: Wednesday, January 26<sup>th</sup> at 12:00pm – Friday, March 18<sup>th</sup> at 11:59pm

### **Online Team Registration Instructions:**

Team captains register online via the [Sport & Rec Online Registration Portal](#)

1. Claim your account or login the Sport and Recreation registration system
2. Intramural Team Registration is a two-step process:
  - a. Click on the correct sport to reserve a spot (\$0). Availability is first-come, first-serve.
  - b. Click on the button to add the Team Default Deposit to your cart (\$50).
  - c. Proceed to your cart and check out.
3. The Intramural Coordinator for your campus will contact you with further information.

4. Team captains are responsible for attending the mandatory Captains meeting prior to the term season starting. Details will be provided to you by the Intramural Coordinator via email.

#### **Online Player/Free Agent Registration**

All players and free agents are required to register online for their teams in order to sign the waiver.

1. Login or claim your account on the [Online Sport and Recreation registration system](#)
2. Select *Intramural Sports & Clubs* from the menu
3. Select your sport. If participating at the Joe Doupe Recreation Centre, please select *Joe Doupe Intramural Sports*
4. Select your team name to register. Free agents will register for the *Free Agent* team.
5. Register an account on IMLeagues.com using your UofM email address and join your team's roster

#### **In-Person Registration Instructions:**

Due to our new Covid protocols, all registration is now online.

## **VIII. LEAGUE MAINTENANCE**

The Intramural Program a league maintenance website: [IMLeagues.com/umanitoba](http://IMLeagues.com/umanitoba)

Game schedules, statistics, team rosters and more are loaded into [IMLeagues.com/umanitoba](http://IMLeagues.com/umanitoba) and all participants are required to create an account on the site using their UofM email address in order to access their teams' information. Schedules will be posted on the website following the Team Captain meeting.

#### **Create your team (Team Captain):**

Following registration and payment, team captains must create their team and upload their team roster to our league maintenance website.

1. Create a personal account on [imleagues.com/umanitoba](http://imleagues.com/umanitoba) or login if you already have one  
Note: you must use your UofM or ICM email address to create an account on IMLeagues.
2. Create your team in the appropriate sport, league, division.
  - a. Log into your [imleagues.com/umanitoba](http://imleagues.com/umanitoba) account
  - b. Select the sport that you registered your team in
  - c. Select the league you registered your team in (Open, Women's Co-Ed), if applicable for your sport.
  - d. Click the Register/Signup button
  - e. Choose the division you would like to play in (Monday, Tuesday, Competitive, Rec) if applicable for your sport.
  - f. The Intramural Coordinator will approve your team in IMLeagues. The Coordinator will verify that your team has registered and paid on-line or in-person
3. On your team page in IMLeagues, invite your players to join your team roster.

#### **Create your Account (Free Agents):**

Following registration and payment please create an account on our league maintenance program and join the roster for the free agent team in the sport that you registered in.

1. Create a personal account on [imleagues.com/umanitoba](http://imleagues.com/umanitoba) or login if you already have one  
Note: you must use your UofM or ICM email address to create an account on IMleagues.
2. Join the Free Agent team(s) in the appropriate sport, league and division that you registered and paid for.
  - a. Log in to your IMleagues/com account.
  - b. Select the sport, league (open, co-ed, women's) and the division (day of the week and/or competitive/rec) that you registered as a Free Agent in.
  - c. Click the Join Team button next the Free Agent team.
  - d. Complete the sign up page
  - e. The Intramural Supervisor for your sport will approve your request.

## IX. RULES AND REGULATIONS

1. Team Roster: A pre-determined minimum number of players must register with each team to remain eligible for the Intramural program. Following Intramural Registration, team captains will be invited to create their team on Imleagues and add their players to their roster on that website. Team captains will be responsible for approving their own players. Players must appear on the roster at game time to be considered an eligible participant. Any player not on the roster at game time will cause a default for the team.

2. Team Names: When selecting a name please ensure that the name is in good taste, and ensure the name is not offensive to individuals or groups identified in the University of Manitoba Policy on Respectful Work and Learning Environment Policy.

The U of M is committed to an inclusive and respectful work and learning environment, free from: human rights discrimination or harassment; sexual harassment; and personal harassment. Note: The Intramural Program reserves the right to refuse inappropriate names.

3. Roster Additions: A successful roster addition includes:

1. The player creating an account on [Imleagues.com/umanitoba](http://Imleagues.com/umanitoba)
2. The player joining their respective team(s) roster
3. The team captain must approve the player on the team roster on [imleagues.com](http://imleagues.com) **prior** to game time

Players can be added to the team roster until the Roster Addition deadline for each term:

**Term 1 Addition Deadline:** Friday, November 5<sup>th</sup>, 2021

**Term 2 Addition Deadline:** Friday, March 18<sup>th</sup>, 2022

4. Substitute Players: Team Captains must contact their Intramural Supervisor no less than 24 hours in advance of their scheduled game to provide the name of any substitute players participating in that week's game. Substitute players may play once during intramurals free of charge and must sign the Covid waiver prior to playing.
5. Illegal Participation: A person found to be participating in an Intramural sport who is deemed to be an ineligible participant, maybe suspended from further participation for up to one year.

Participation is defined as said individual's name being on the score sheet. All games or contests in which the ineligible individual participated will be forfeited to the opponents, regardless of the outcome. In elimination tournament play, the team will be disqualified from the respective position in the bracket at the time the legal protest is honored.

Example: Player takes part in a game but is not on team roster.

Player takes part in a game but does not have a valid Recreation Services Membership.

A suspended player takes part in a game prior to serving entire suspension.

NOTE: Recreation Services reserves the right to perform random checks of team rosters.

6. Identification: A valid University of Manitoba student or staff card or International College of Manitoba student card is the **only** acceptable identification for participation in Intramural Sports. All team members must have proper student identification prior to each game. Therefore, in order to participate in a game, a valid Student Card must be produced prior to each game.

**No student/staff card = No play**

A player should not assume that their identity will be known to all Intramural Program administrators and officials. Any player found to be using an invalid Membership card or any Membership card not belonging to them will be suspended from all further Intramural participation and subjected to disciplinary action.

7. Pinnies/Jerseys Intramural pinnies and jerseys must be worn by each participant during league play unless your team has their own set.

Intramural officials will handout jerseys/pinnies prior to the start of each game. Intramural participants must produce a valid student card in order to obtain a jersey/pinny. Student cards will be given back to the participants upon return of the pinny or jersey.

**NOTE: Pinnies and jerseys must not be worn on bare skin to protect the health of all Intramural participants and staff. Intramural participants are expected**



**to wear pinnies and jerseys over their own clothing and officials will be asked to enforce this policy.**

8. Additional Teams: A player may compete in as many sports as desired and on one team in each league. Individuals will need to decide which team they will play for if scheduling conflicts arise during the regular season or during playoffs. Therefore, an individual may not play on more than one.

ONCE YOU HAVE PLAYED FOR A TEAM, YOU CAN NOT SWITCH TO ANOTHER TEAM.

Example: A player may play on one co-ed team and one open team in the same sport.

9. Recreation/Competitive: If a sport has a Recreational and Competitive division, participants can only play in one division.

10. Playoff Eligibility: To compete in the playoffs, an individual must have played in at least two (2) regularly scheduled games for the team they intend to represent (full name must appear on the game score sheet and approved to play (i.e. paid and registered). Forfeited games may be counted for the members of the team that did not forfeit. \* \* All playoff teams must be prepared to play at any scheduled time and place during the playoff tournament. Teams may play two, three, or four times a week. Specific day and time requests cannot always be granted. In most cases, play-off games will not be rescheduled.

Only team members who played in the final play-off game are eligible to receive the Intramural Championship T-shirts. Players who participate in multiple sports will need to decide which sport/team to play with if schedules conflict. Request to change game times in this scenario will not be considered.

11. Protest Procedures: Protests may be considered if the following procedures are followed. Any questions which concern the judgment of an official or activity supervisor ARE NOT adequate grounds for protest. A protest will be considered ONLY if it involves a question of proper procedure and/or error in the interpretation of a rule:

- a. During an intramural game, if a question is raised as to the proper interpretation of a rule of that activity, it is the RESPONSIBILITY OF THE TEAM CAPTAIN of the offended team to IMMEDIATELY (before play resumes) ask the officials for a clarification of the issue.
- b. If the clarification does not resolve the issue, it is the RESPONSIBILITY OF THE TEAM CAPTAIN of the offended team to IMMEDIATELY REQUEST the officials in charge of the contest to call an Intramural activity supervisor to the scene to settle the issue.
- c. If an Intramural Supervisor is not available or if the team captain is not satisfied that proper procedures have been followed and/or that a rule has been correctly interpreted, it is the RESPONSIBILITY OF THE TEAM CAPTAIN of the offended team to IMMEDIATELY DECLARE from that point on, the

contest is being played under protest. All pertinent information should then be RECORDED AND INITIALED BY BOTH TEAM CAPTAINS AND OFFICIALS on the back of the game score sheet.

- d. The captain of the protesting team must then submit a formal protest in writing and in person to the Intramural Coordinator within twenty-four (24) hours. A protest fee of \$25 must accompany the protest. The protest fee will be refunded if the protest is upheld.
- e. Decisions rendered by the Intramural Coordinator concerning protests are final. Games in which a protest is upheld will be replayed from the POINT OF PROTEST. In any contest in which there are legitimate double protests, one shall nullify the other and the game will stand.
- f. The Intramural staff reserves the right to handle any eligibility violations and/or rules and regulations compliance without formal protest.

#### 12. Late Arrival/Defaults:

Teams are strongly encouraged to arrive early at the scheduled game site to complete the score sheet, show their ID, and prepare for the game.

#### **The following will occur for teams who arrive late:**

1. For every 5 minutes that a team is late (i.e. not ready to start the game) 1 goal/point will be awarded to the opposing team.
2. If after *15 minutes* a team is still not ready to start the game, the game will be defaulted and the opposing team will receive a total of 3 goals/points and the team captain will be credited with the goals.
3. If the game does start late the number of minutes that it was delayed shall be taken from the total time of the game. **EXAMPLE:** If a game is scheduled to start at 1:00pm and is 60 minutes in length but starts 12 minutes late then the length of the game will be reduced to 48 minutes. Games must end at the scheduled time so as not interfere with games or events that follow.
4. If both teams are late the same rules will apply. **EXAMPLE:** If team A arrives five minutes late and team B is 10 minutes late the game will commence with a score of 2 goals for team A and 1 goal for team B and the total game length will be reduced to reflect the late start.

**NOTE:** Some sports have adapted the late policy to accommodate the uniqueness of the sport. Please refer to sport specific rules for more information.

#### 13. Postponements:

Games postponed due to inclement weather or field conditions will be rescheduled for the next available Intramural playing day. The Intramural Supervisor will email the Team Captains ONE HOUR PRIOR to the start of the scheduled activity if a cancellation occurs. There are no postponements or

rescheduling of regular games due to team or personal conflicts. The only postponements will be due to weather or scheduled by the Intramural Office due to unusual circumstances.

14. Jewelry: No jewelry may be worn during any Intramural Sports activity. All participants are expected to remove all jewelry prior to the start of the contest. Furthermore, the officials and supervisors on duty have the authority to disallow any participant from playing which they feel would endanger his/her opponents. This is a SAFETY rule and applies to ANY and ALL JEWELRY! NO EXCEPTIONS will be made for jewelry that is intended to be permanent or not removable for any reason.

#### **Medical Bracelets/Medical ID Tags**

Any participant required to wear medical bracelets or medical ID tag will be permitted to do so. However, they must be taped to the body with medical data visible.

15. Attire: Each participant must wear athletic-type shoes. For indoor activities, only non-marking, clean court shoes are permitted. Intramural officials will check each player's footwear to ensure that they are clean and non-marking. If the Intramural official deems that footwear is not appropriate, then the player will not be able to participate until appropriate footwear is found.

If participants footwear is found to have damaged or marked the floors the participant may be subject to cover the cost of repair or cleaning.

16. Default Deposit: Team Captains are responsible for providing a \$50 default deposit fee in order to register their team. This default deposit is used in the event that a team fails to appear for a scheduled game, have delayed the start of the game by 15 minutes or more, or fail to follow the cancellation/rescheduling procedure (see above). The default deposit may also be charged for reasons that the Intramural Coordinator deem appropriate.

## **X. FAIR PLAY PHILOSOPHY**

***“Without your opponent you have no game, no contest and no fun. You are indebted to your opponent as they are indebted to you. The spirit of play is based on cooperation. Upholding high standards of integrity and fair play acknowledge this idea of cooperative competition”.***

One of the objectives of Intramural sports programming is to promote social interaction and Fair Play within the campus community. Although everyone is encouraged to play to the best of their ability and to make every effort to win the game, the spirit of fair play and Fair Play is paramount. All participants are expected to adhere to an honesty policy with regard to eligibility, rules interpretation, and administrative procedure. In order to encourage proper conduct and to maintain control during the game, Intramural referees and supervisors shall make decisions on whether to warn, penalize, or eject players of teams.

Fair Play Points: A Fair Play program was introduced in an effort to maintain a safe, fun, and enjoyable atmosphere for all teams involved in Intramurals. At the conclusion of each game, the captains will rank the opposing team on a scale of 1 to 5. The officials will also rank each team and the rankings will be recorded throughout the season.

At the end of regular season play, if a team has an average Fair Play ranking of less than 3.5, the team will not be eligible to participate in the playoffs. Furthermore, each team must maintain an average of 3.5 after each playoff round. If the team falls below a 3.5 Fair Play ranking then that team will be removed from playoffs and the opposing team (as long as their average is above 3.5) will be declared the winner. Note: Final decision rests with the Intramural Coordinator.

Rank	Fair Play Program Points
Level 1	<ul style="list-style-type: none"> <li>• Team demonstrated excessive aggressive and unsafe behavior</li> <li>• Team uncooperative and questioning almost every call.</li> <li>• Excessive penalties, constant verbal abuse and constant game interruptions</li> <li>• Game not enjoyable to play or officiate</li> </ul>
Level 2	<ul style="list-style-type: none"> <li>• One or two players showing aggressive and uncooperative behavior</li> <li>• Some discipline shown by fellow players, but not enough to improve the game</li> <li>• Official(s) had problems controlling the team and the game</li> <li>• Game not enjoyable to play or officiate</li> </ul>
Level 3	<ul style="list-style-type: none"> <li>• The game was border line in both enjoyment and safety</li> <li>• Team for the most part played within the rules but they were constantly pushing the limit of the rules both physically and verbally</li> <li>• In general the game was OK but not too sure whether to officiate this team again</li> <li>• Not sure if this is the team you would like to see in Intramural competition</li> </ul>
Level 4	<ul style="list-style-type: none"> <li>• Except for a few minor incidences, the flow of the game was not greatly disrupted and in general the Fair Play of the team was good</li> <li>• The official was not forced to intervene too much</li> <li>• Play was on occasion more aggressive than called for</li> <li>• Team needs to make a few small adjustments, but overall you would play/officiate them again</li> </ul>
Level 5	<ul style="list-style-type: none"> <li>• Really enjoyed playing/officiating against this team</li> <li>• The competition was great and the play was supportive and fair</li> <li>• This team represents what Intramural competition is all about</li> <li>• Would definitely play/officiate this team again</li> </ul>

## XI. TEAM CAPTAINS

Team captains are a vital link in the communication process between the Intramural Office and the individual participants. Team captains are responsible for obtaining and understanding all Intramural information, passing it on to team members, and regularly checking ongoing activities.

Specific duties include:

A. Pre-Season Duties:

- i. Register and pay for the team's default deposit online during the appropriate registration dates.
- ii. Team captain will receive an email from the Intramural Supervisor or the Coordinator of Intramurals regarding next steps for the team.
- iii. Create your team on IMleagues as per the instructions provided by Recreation Services staff.
- iv. Inform team members to create an account in IMleagues and join your team roster.
- v. Approve players that you want on your team, delete those that you don't.
- vi. Represent their team at the Captain's Meeting. Attendance at the captain's meeting is mandatory. Teams not in attendance at the captain's meeting may be removed from the league and will receive a default. A second default will result in removal from the league or removal from playoff eligibility.
- vii. Advise their team about the rules and regulations of the sport.

B. In-Season Duties:

- i. Inform team members of league and playoff game schedules to ensure enough team members are present at each game to avoid a forfeit.
- ii. Approve names on IMleagues roster and ensure that game sheets are accurate. If names appear to be crossed off, the player is yet to be approved by you.
- iii. Make sure that all members of the team are eligible to participate according to the Intramural Sports.
- iv. Policies & Procedures. Please contact Intramural Supervisor if you feel there are discrepancies with the roster.
- v. Monitor statistics and game played by players on your team on IMleagues to ensure that they have participated in the minimum number games to be eligible for playoffs.
- vi. Contact Intramural Supervisor for playoff information.

C. General Duties:

- i. Control team behavior and accept the responsibility for the conduct of all team members and spectators. Captain's must notify all players and fans that alcohol, tobacco and pets are prohibited at all intramural facilities and that participating under the influence can result in player or fan ejection, team disqualification and further disciplinary actions.
- ii. Maintain a cooperative attitude with all Intramural referees and managers; serve as an example of good sportsmanship for others to follow.
- iii. Be familiar with the rules of all sports entered.
- iv. Accommodate players without teams by inviting "Free Agents" to play on your team.
- v. Ensure that all team members are wearing proper athletic attire and that athletic shoes are clean and will not damage facility flooring.
- vi. Team captains need to assist in the clean-up of their bench or playing area after the completion of their contest.

NOTE: Failure to clean up the bench, playing areas or return the equipment to the designated areas subject teams to possible disciplinary actions, including forfeiture of the game.

REMEMBER: Games will be started on time! Teams are expected to be ready to play at game time. Failure to do so will result in fair play point deductions and possible forfeiture.

## **XII. CODE OF CONDUCT**

The intent of the Intramural program is friendly competition. Self-control and proper conduct are required at all times. Unsportsmanlike or other unspecified, yet inappropriate behavior, occurring during Intramural games will not be tolerated, and such actions will be handled by the Intramural Coordinator as quickly and fairly as possible.

This policy will be enforced BEFORE, DURING and AFTER the game.

A. Evidence of unsportsmanlike behavior includes violations of the honesty policy; profanity; threatening, shoving, or striking an opponent, official, or Intramural Supervisor; excessive arguing; derogatory or abusive remarks by players or spectators; unnecessary delay of game; and any action with the intent to cause physical injury. This includes “trash talk.”

B. All established disciplinary procedures will be enforced by the Intramural Coordinator and handled on an individual basis with the resulting action(s) appropriate to the seriousness of the incident.

C. The possession and/or use of alcohol and/or drugs at an Intramural activity are strictly prohibited and in violation of the University of Manitoba conduct regulations for facility use. Teams found with alcohol and/or drugs or intoxicated will be removed for the remainder of the Intramural season. Smoking is not permitted in any of the athletic facilities. Spitting of chewing tobacco on any facility surface is strictly prohibited.

D. Physical fighting is not tolerated in Intramural competition. Players who use aggressive physical violence in any Intramural game will be removed from the team roster for the rest of the Intramural season. The player’s team will be placed on probation. A second violation by any member on the probationary team automatically disqualifies the team from Intramural league competition for the duration of the season.

E. A player disqualified from the game for unsportsmanlike conduct must leave the area and will be declared ineligible for play in ANY Intramural Sports activity. The player shall be suspended for no less than one game. The suspension will not begin until after the suspended person has met with the Intramural Supervisor. Failure to leave the area/complex may result in disqualification of the captain, or forfeiture of the game. Any second occurrence of unsportsmanlike conduct by a team may result in that team eliminated for the remainder of the season. A team which participates with an ejected player in a regular season game shall forfeit that game.

F. To regain eligibility, the ejected player must prepare a typed statement detailing the events that took place and drop off a copy of the statement to the Intramural Supervisor of that sport. Even if it is the last contest for their team, the ejected person’s suspension will continue until the person meets with the Intramural Supervisor.

## **XIII. THE UNIVERSITY OF MANITOBA RESPECTFUL WORK AND LEARNING ENVIRONMENT POLICY**

The University of Manitoba supports equity, diversity and the dignity of all people. The University promotes equity in our learning programs and employment and in the conduct of the University’s affairs.

The University recognizes the following:

- (a) A richly diverse society in Manitoba, as well as beyond;
- (b) A duty to act in a manner consistent with existing legislation regarding human rights;
- (c) A commitment to academic freedom and freedom of thought, inquiry, and expression among its members which may result in respectful disagreements regarding beliefs or principles.

Each individual has the right to participate, learn, and work in an environment that promotes equal opportunities and prohibits discriminatory practices.

The University of Manitoba does not condone behavior that is likely to undermine the dignity, self-esteem or productivity of any of its members and prohibits any form of discrimination or harassment whether it occurs on University property or in conjunction with University-related activities. Therefore, the University of Manitoba is committed to an inclusive and respectful work and learning environment, free from:

- (a) Discrimination or harassment as prohibited in the Manitoba Human Rights Code;
- (b) Sexual harassment; and
- (c) Personal harassment

The University of Manitoba and all members of the University community, particularly those in leadership roles, share the responsibility of establishing and maintaining a climate of respect within this community and to address any situations in which respect is lacking.

Harassment and discrimination violate an individual's human rights and run contrary to the University's fundamental values. The University of Manitoba will act promptly and efficiently to deal with these behaviors. It will endeavour to ensure that individuals who believe that they have been subjected to harassment or discrimination are able to express concerns and register complaints without fear of retaliation or reprisal. The University will exercise care to protect and respect the rights of both the complainant and the respondent.

Any Intramural participant or team that is found to have violated this policy will be immediately suspended from the Intramural Program and the incident will be reported to Student Affairs for further investigation.

#### **XIV. GAME OFFICIALS – REFEREES/TIMEKEEPERS – Students working for you**

- A. Officials deserve the players' highest respect because they represent the character and integrity of the game. During Intramural play, all sports officials are student referees, i.e., they are learning, receiving training, and gaining experience in sports officiating. These students are working in one of the most demanding and challenging situations possible: to officiate for their peers. Intramural sports officials are the key to a successful program, and should be treated with courtesy, patience, and consideration.
- B. If an official does not arrive by the scheduled start time, then games are to proceed and teams will record scores, and penalties/fouls as need be. It is the expectation of the Coordinators and Supervisors of the Intramural program that in the absence of an official, teams will treat each other with the utmost respect and uphold the spirit of Fair Play that the Intramural League demands of all their participants.

- C. The Intramural Supervisor recruit, trains, evaluates and assigns officials for the games. Comments and suggestions regarding the performance of Intramural sports officials should be directed to the Intramural Supervisor and/or the Intramural Coordinator.
- D. Students interested in working as an Intramural sports referee are encouraged to contact the Intramural Coordinator. These are on-campus paid positions with flexible work hours. Officials are recruited for a wide variety of sports programs and events and must be Full Time Students.

## **XV. INTRAMURAL PROGRAM ZERO-TOLERANCE POLICY**

The Intramural Program at the University of Manitoba has implemented a Zero-Tolerance Policy which regulates the conduct of players and spectators toward game officials. **Players or spectators are not allowed to challenge an official's decision and are not allowed to make abusive comments. This includes comments and complaints from the sidelines.**

1. Prior to the start of each game, the official will meet with each of the team captains' to remind them of the Intramural Sports Program's Zero-Tolerance Policy. Players may ask for clarification on rules at stoppages in play only if they do so in a respectful manner. In no way are they to call out or question the official during the game. Comments such as "call something", "get in the game", or sarcastic comments such as "it's about time" are unacceptable.
2. A game ejection (game misconduct) will be issued to any player who challenges an official's decision. The official has discretion to ask the player to immediately leave the athletic facility (i.e. field, gym, rink, etc.). If another game ejection (game misconduct) is given to the same team, the team will default the game. NOTE: Game misconducts that are given but do not involve the abuse of an official will not count toward the Zero Tolerance Policy and the official's decision to call the game.
3. If a spectator(s) challenges or harasses an official, the official will ask the spectator(s) to leave the athletic facility immediately. The official will also inform the captain on the team that they support, that if the spectator(s) do not leave that his/her team will default the game.
4. Officials shall write up an incident report of any game ejection and any subsequently defaulted game, including recommendations for further action. The Coordinator of Intramurals will review the report and will decide on any additional action that might be required.

## **XVI. HEALTH AND SAFETY**

### **A. General:**

The safety of all participants and staff is of the utmost importance and concern to the Intramural Office. To reduce hazards and prevent injury and accidents, specific policy and procedural guidelines are established such as specific rule modifications, equity in scheduling, quality personnel, player control and environmental and equipment checks.

### **B. Health:**

The University strongly recommends that individuals have regular physical examinations before and during participation in Intramural Sports Programs, and to avoid participation when feeling ill, physically injured or has other harmful health conditions. The University assumes no responsibility for the health condition of participants.



***All participants in the Intramural Program must wear pinnies and jerseys over their own clothing.***

This is being done to help avoid the possibility of contracting or spreading a bacterium called MRSA (Methicillin-resistant Staphylococcus aureus). MRSA is carried on the skin and in the nasal passages of people. Infection is usually contracted through a break in the skin and has been known to transfer from such items as athletic equipment and pinnies/jerseys. It can cause small red bumps that resemble pimples, boils or spider bites. These can quickly turn into deep, painful abscesses that require surgical draining. Sometimes the bacteria remain confined to the skin, but they can also cause potentially life-threatening infections in bones, joints, surgical wounds, the bloodstream, heart valves and lungs. The risk of contracting MRSA through athletic equipment or pinnies/jerseys is low, but as a precaution all jerseys and pinnies should be worn over a personal article of clothing. Recreation Services makes every effort to launder pinnies and jerseys on a regular basis, but as a preventative measure we will now be requiring that they are worn over clothing.

C. First Aid:

Basic first aid kits for minor injuries and accidents will be supplied in IGAC, the Indoor Soccer Complex, Max Bell and the Frank Kennedy Centre and the new turf soccer fields.

## **XVII. INSURANCE**

Participants must have adequate medical/health/life insurance and be responsible for their own liability. The Intramural Program does not provide insurance coverage to its participants.

## **XVIII. ACKNOWLEDGEMENT OF RISK**

Participants must read the Acknowledgment of Risk and agree to the following:

The participant hereby acknowledges that he or she has voluntarily chosen to participate in the Intramural Sports Program through the University of Manitoba's Recreation Services.

The participant understands the risks involved in the program, and he or she recognizes that the program and its activities involve risk of injury and agrees to accept any and all risks associated with it, including but not limited to property damage or loss, minor bodily injury, severe bodily injury, and death. Furthermore, the participant recognizes that participation in the program involves activities and risks incidental thereto, including but not limited to, travel to and from competitions, practices, classes and other related activities, limited availability of medical assistance and the possible reckless conduct of other participants. The participant is voluntarily participating in the program with the knowledge of the risks involved and hereby agrees to accept any and all inherent risks of property damage, bodily injury, or death.

In consideration of his or her participation in the program and to the fullest extent permitted by law, the participant agrees to indemnify the University of Manitoba, its elected and appointed officials, employees, agents, volunteers and assigns from and against all claims arising out of or resulting from participation in the program. "Claim" as used in this agreement means any financial loss, claim, suit, action, damage, or expense, including but not limited to attorney's fees, attributable to bodily injury, sickness, disease or death, or injury to or destruction of tangible property including loss of use resulting there from.

In addition, the participant hereby voluntarily will hold harmless the University of Manitoba, its elected and appointed officials, employees, agents, volunteers and assigns from any and all claims, both present and future, that may be made by the participant, participant's family, estate, heirs or assigns.

The participant hereby expressly agrees to indemnify, defend, and hold harmless the University of Manitoba, its elected and appointed officials, employees, agents, volunteers and assigns for any claim arising out of or incident to participation in the program to the extent the claim is caused in whole or in part by the participant's negligent acts or omissions.