

SPEED SKATE NOVA SCOTIA

COMPETITIONS BULLETIN 2017-2018

Bulletin No. SSNS2017.01



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GENERAL INFORMATION

The Competitions Bulletin is an annual technical document produced by Speed Skate Nova Scotia (SSNS) to outline the qualifying standards, selection criteria, and funding criteria for national competitions for Nova Scotia skaters.

The SSNS qualifying standards in this bulletin are relevant to national competitions for which Speed Skating Canada (SSC) has no minimum time standard or a branch quota of skaters that SSNS can send to the specific event. In the 2017-18 season, the Canadian Age Class Long Track Championships, the Canada East Short Track Championships, and the Canadian Junior Open Team Selections #2 are the events that require branch selection. Criteria are also introduced for the allocation of SSNS travel funds for national competitions for which SSC has a minimum time standard or no branch quota.

The Competitions Development Committee (CDC) of Speed Skating Canada is responsible for the rules and regulations governing national-level competitions. The national-level competitions for the 2017-18 season include:

SHORT TRACK (SSC Competition Bulletin 2017.1 and High Performance Bulletins 175 and 176)

Events include:

- Canadian Open National Qualifier – Calgary, AB. November 2-5, 2017
- Canadian Junior Championships – Saguenay, QC. December 15-17, 2017
- Canadian Senior Selections #1 – Sherbrooke, QC. January 19-21, 2018
- Canadian Junior Open Selections #2 – Calgary, AB. March 22-25, 2018
- Canadian Senior Selections #2 – Calgary, AB. March 23-25, 2018
- Canada East Short Track Championships – Lévis, QC, March 31-April 1, 2018

LONG TRACK (SSC Competition Bulletin 2017.1 and High Performance Bulletins 181 and 182)

Events include:

- Canada Cup #1 – Ste. Foy, QC. December 1-3, 2017
- Canada Cup #2 – Calgary, AB. January 4-6, 2018
- Canadian Junior Long Track Championships – Fort St. John, BC. February 2-4, 2018
- Canada Cup #3 – Fort St. John, BC. February 2-4, 2018
- Canadian Age Class Long Track Championship – Ste. Foy, QC. February 10-11, 2018
- Canada Cup #4 – Calgary, AB. March 15-18, 2018

In the above-mentioned speed skating national events, skaters from Nova Scotia will represent the province of Nova Scotia. In any other qualifying events (club, provincial or regional), skaters will represent their respective clubs.

Speed Skate Nova Scotia reserves the right to modify or change the enclosed guidelines in the event that there is clear evidence that any such changes are clearly in the best interest of the long term development of participants and the growth of the sport. In the case of a change, competition organizers, skaters, coaches, officials and clubs will be advised as soon as possible. Any change to process or applicable criteria will be announced in a publication of a SSNS Technical Memorandum.

ELIGIBILITY CRITERIA FOR SELECTION

Skaters must be members of a Speed Skate Nova Scotia member club and be in good standing with SSNS in order to be considered for selection.

Skaters' age category for the 2017-2018 season is their age as of June 30, 2017.

Skaters must maintain a regular training program, attend regular club practices, show ongoing improvement, and adhere to the SSNS code of conduct to be considered for selection.

EVENTS TO BE CONSIDERED FOR SSNS PERFORMANCE STANDARDS

The 2017-2018 competitive season is defined as the period from April 1, 2017 to March 31, 2018.

All performances in Speed Skate Nova Scotia sanctioned competitions in the 2017-2018 season will be considered.

All performances in Speed Skate Canada sanctioned competitions in the 2017-2018 season will be considered.

All performances in provincially sanctioned competitions outside of Nova Scotia, on SSC standard tracks, in the 2017-18 season will be considered.

For consideration for selection to compete at the 2018 Canadian Age-Class Long Track Championships (CACLT), Nova Scotia skaters must compete at the 2018 Atlantic Cup Long Track Championships in Halifax. To obtain the required minimum time standards for the 2018 CACLT, only outdoor performances within the competitive season will be considered.

If manual timing is utilized the official time will have 0.2 seconds added to the manual time.

APPEAL PROCESS

Appeals with respect to any selection process must be submitted to the SSNS Administrative Coordinator in writing.

A three-person appeals group will be formed upon receipt of the written appeal. The appeals group will consist of three SSNS members that are deemed free of conflict of interest. At least one member of the group must be a current member of the SSNS Board of Directors.

A verbal decision from the appeal group must be made within seven days of receipt of the written appeal. The appeal group will be given an additional three days to provide a written account of their decision. Both the written and verbal decision will be given to the SSNS Board of Directors or the president of SSNS for communication to the party initiating the appeal.

LONG TRACK PERFORMANCE CRITERIA**CANADA CUP COMPETITIONS:**

In accordance with SSC Long Track High Performance Bulletin #181, the 2017-18 Canada Cup performance standards are tabled below.

For Canada Cup 1 and Canada Cup 2, times used to meet the standard must have been skated between July 1, 2016 and the entry deadline. For Canada Cup 3, times used to meet the standard must have been skated between July 1, 2017 and the entry deadline.

Women must have the time standard from the 1500m or 3000m to be eligible to compete in the 3000m. Women with a standard in any distance are eligible to compete in the 500, 1000, and 1500m.

Men must have the time standard from the 1500m, 3000m, or 5000m to be eligible to compete in the 5000m. Men with a standard in any distance are eligible to compete in the 500, 1000, and 1500m.

		Senior Inside	Senior Outside		Junior Inside	Junior Outside	
		Canada Cups 1,2,3	Canada Cup 2	Canada Cups 1 & 3	Canada Cups 1,2,3	Canada Cup 2	Canada Cups 1 & 3
Women	500m	0:44.0	0:46.9	0:48.4	0:46.2	0:49.1	0:50.6
	1000m	1:27.2	1:33.0	1:35.9	1:31.6	1:37.4	1:40.3
	1500m	2:15.3	2:24.2	2:28.7	2:22.0	2:30.9	2:35.4
	3000m	4:44.7	5:03.3	5:12.7	4:58.7	5:17.3	5:26.7
Men	500m	0:40.2	0:42.9	0:44.2	0:42.2	0:44.9	0:46.3
	1000m	1:19.0	1:24.4	1:27.0	1:23.0	1:28.3	1:31.0
	1500m	2:01.2	2:09.3	2:13.4	2:07.3	2:15.4	2:19.4
	3000m				4:35.9	4:53.3	5:02.0
	5000m	7:19.6	7:48.7	8:03.2	7:45.0	8:14.1	8:28.6

All skaters who meet the SSC performance standard are eligible to compete at Canada Cup events. Speed Skate Nova Scotia will allocate travel funds for Canada Cup events and the Canadian Junior Long Track Championships based on additional long-term athlete development and high performance goals. For Juniors (i.e., skaters who have reached the age of 14, but not the age of 19 before July 1st, 2017), focus is on the Canadian Junior Long Track Championships, which is an all-round event. Junior A skaters (ages 17 & 18) are expected to have a minimum of two (2) time standards, at least one of which is a distance event that qualifies them to compete in the 3000m (women) or 5000m (men). Junior B skaters (ages 15 & 16) are expected to have a minimum of two (2) time standards. Junior C skaters (age 14) are expected to have a minimum of one (1) time standard. For Seniors (i.e., skaters who are ages 19 and over before July 1st, 2017) living and training in Nova Scotia, focus is on Canada Cup 3. Seniors are expected to have a minimum of one (1) time standard during their first two years in Senior and a minimum of two (2) time standards during subsequent years. Seniors living and training in Calgary or Ste. Foy, who are not receiving financial support from SSC or another branch or program, can choose to use funding they would have received for Canada Cup 3 had they been resident in the province to support their travel to one of the other Canada Cup events instead.

CANADIAN AGE CLASS LONG TRACK CHAMPIONSHIPS**February 10-11, 2018, Ste-Foy, QC****(SSC COMPETITIONS BULLETIN No 2017.01)**

Speed Skate Nova Scotia is eligible to send a minimum of one (1) skater per gender/age class to the Canadian Age Class Long Track Championship in 2018. In order to participate in this event, Nova Scotia skaters must

- (i) Finish first (1st) among Nova Scotia skaters in their gender/age class in the Atlantic Cup Long Track Championships, in Halifax; **AND**
- (ii) Achieve the SSNS time standard for their gender/age class in a minimum of 2 of 3 distances in races held during the 2017-2018 season (competitions held within and outside the province), prior to the close of entries for the CACLT (January 31st, 2018). No times skated in indoor facilities will be considered.

Depending on whether the other branches fill their allocations in each gender/age class, SSNS may be eligible to send additional skaters to the event. If so, priority will be given by order of finish in the relevant gender/age class at the Atlantic Cup Long Track Championship. Only skaters who have met the SSNS time standard as outlined in (ii) will be considered.

Speed Skate Nova Scotia time standards for this event, based on percentages (i.e., 120–125 percent) of the fastest times skated in CACLT during past years, are listed below:

	Female T2T-11			Female T2T - 12			Female T2T - 13			Female T2T - 14		
	300m MS	500m OS	3000m MS/OS	300m MS	500m OS	3000m MS/OS	300m MS	500m OS	3000m MS/OS	300m MS	500m OS	3000m MS/OS
Fastest	30.28	48.34	5:51.09	28.98	48.33	5:20.12	28.52	45.22	5:19.12	27.61	44.21	5:03.70
Date	2016	2016	2013	2014	2013	2013	2013	2013	2013	2015	2014	2014
125%	37.85	60.43	7:18.86	36.23	60.41	6:40.15	35.65	56.53	6:38.90	34.51	55.26	6:19.63
122.5%	37.09	59.22	7:10.09	35.50	59.20	6:32.15	34.94	55.39	6:30.92	33.82	54.16	6:12.03
120%	36.34	58.01	7:01.31	34.78	58.00	6:24.14	34.22	54.26	6:22.94	33.13	53.05	6:04.44
SSNS times	37.85	60.43	7:10.09	36.23	59.20	6:40.15	35.65	56.53	6:30.92	34.51	55.26	6:19.63

	Male T2T – 12			Male T2T - 13			Male T2T – 14			Male T2T - 15		
	300m MS	500m OS	3000m MS/OS	300m MS	500m OS	3000m MS/OS	300m MS	500m OS	3000m MS/OS	300m MS	500m OS	3000m MS/OS
Fastest	28.45	46.87	5:17.46	26.24	42.92	5:03.42	25.25	40.40	4:36.93	25.76	40.92	4:32.26
Date	2016	2016	2014	2017	2016	2013	2017	2017	2014	2014	2015	2014
125%	35.56	58.59	6:36.83	32.80	53.65	6:19.28	31.56	50.50	5:46.16	32.20	51.15	5:40.33
122.5%	34.85	57.42	6:28.89	32.14	52.58	6:11.69	30.93	49.49	5:39.24	31.56	50.13	5:33.52
120%	34.14	56.24	6:20.95	31.49	51.50	6:04.10	30.30	48.48	5:32.32	30.91	49.10	5:26.71
SSNS times	35.56	58.59	6:36.83	32.80	53.65	6:11.69	31.56	50.50	5:46.16	30.91	49.10	5:33.52

OS refers to Olympic-Style racing in pairs. MS refers to Mass Start racing.

SHORT TRACK PERFORMANCE CRITERIA

CANADIAN OPEN NATIONAL QUALIFIER **(SSC High Performance Bulletins 175 and 176)**

Competitors at the Canadian Open National Qualifier must have reached the age of 14 before July 1st, 2017 (ISU Rule 108).

Entry to the Canadian Open National Qualifier is done through the following priorities up to a maximum number of 60 entries per gender (see below):

1. The 25 highest ranked athletes according to the 2016-17 Canadian senior ranking (excluding those who competed in the 2018 Short Track Team Selections, or were originally qualified but unable to compete due to injury/illness etc.)
2. The 25 highest ranked junior aged athletes from 2016-17 according to that season's Canadian senior and junior ranking respectively (excluding those already entered above).
3. Remaining positions*: Athletes who meet the time standard stated below based on their combined 500m + 1500m times as recorded from August 1st, 2017 to October 8th, 2017 in a SSC sanctioned competition with electronic timing. Please note in special circumstances manual times will be accepted (adjusted upwards by 0.2).

Time Standard*

Women: 3min 36sec based on combined 500m and 1500m times. (ex: 0:52+2:44)

Men: 3min 14sec based on combined 500m and 1500m times. (ex: 0:46+2:28)

*Exception: In the event that the number of entries meeting the time standard exceeds the total number of places available, each province will be guaranteed an entry of at least one (1) skater per gender who meet the time standard stated above. If any of the skaters who qualified for entry by points 1 & 2 above cannot or choose not to compete, they will be replaced by those who submitted their entry by time.

CANADIAN JUNIOR OPEN TEAM SELECTIONS #2 **(SSC High Performance Bulletins 175 and 176)**

Competitors at the Canadian Junior Open Team Selections #2 must have reached the age of 14, but not the age of 19 before July 1st, 2017 (ISU Rule 108).

Entry to the Canadian Junior Open Team Selections #2 is done through the following priorities up to a maximum number of 60 entries per gender (see below):

1. Qualified for Canadian Junior Championships, but did not compete at Canadian Senior Selections #1,
2. Qualified for Canadian Open National Qualifier, but did not compete at Canadian Senior Selections #1,
3. Remaining positions*: Junior athletes who meet the time standard stated below based on their combined 500m + 1500m times as recorded from August 1st, 2017 to February 4th, 2018 in a SSC sanctioned competition with electronic timing. Please note in special circumstances manual times will be accepted (adjusted upwards by 0.2).

Time Standard*

Women: 3min 36sec based on combined 500m and 1500m times. (ex: 0:52+2:44)

Men: 3min 14sec based on combined 500m and 1500m times. (ex: 0:46+2:28)

*Exception: In the event that the number of entries meeting the time standard exceeds the total number of places available, each province will be guaranteed an entry of at least one (1) skater per gender who meets the time standard stated above.

CANADA EAST SHORT TRACK CHAMPIONSHIP

March 31-April 1, 2018, Lévis, QC

(SSC COMPETITIONS BULLETIN No 2017.01)

Speed Skate Nova Scotia is eligible to send two (2) skaters per gender/age class to the Canada East Short Track Championship.

In order to participate in this event, Nova Scotia skaters must achieve the SSNS time standard for their gender/age class in a minimum of 2 out of 3 distances in competitions (inside and outside the province) during the 2017-18 season, prior to the close of entries for CEST (March 21st, 2018).

If more than two (2) skaters in a gender/age class meet the SSNS time standard, the skaters will be ranked according to the average of their best two distances expressed as a percentage of the SSNS time standard, and positions will be offered to the two (2) fastest skaters (i.e., with the lowest average percentage). In the case of a tie for the second position, the third distance will be used to break the tie, with those skaters who are tied for the second position ranked according to the average of all three distances expressed as a percentage of the SSNS time standard, and the position offered to the fastest skater (i.e., with the lowest percentage).

Speed Skate Nova Scotia minimum time standards for this event, based on percentages (115–120 percent) of the fastest times skated in CEST during past years, are listed below:

	Female T2T – 11			Female T2T - 12			Female T2T - 13			Female T2T - 14		
	200	400	1500	200	400	1500	200	400	1500	200	400	1500
Fastest	21.32	40.53	2:47.17	20.58	38.64	2:48.84	20.85	39.77	2:45.34	20.55	38.85	2:46.19
Date	2016	2016	2017	2017	2017	2013	2013	2015	2015	2014	2014	2014
120%	25.58	48.64	3:20.60	24.70	46.37	3:22.79	25.02	47.72	3:18.41	24.66	46.62	3:19.43
117.5%	25.05	47.62	3:16.42	24.18	45.40	3:18.56	24.50	46.73	3:14.27	24.15	45.65	3:15.27
115%	24.52	46.61	3:12.24	23.67	44.44	3:14.34	23.98	45.74	3:10.14	23.63	44.68	3:11.12
SSNS times	25.58	48.64	3:20.60	24.70	46.37	3:18.56	24.50	45.74	3:14.27	24.15	44.68	3:11.12

	Male T2T – 12			Male T2T – 13			Male T2T - 14			Male T2T - 15		
	200	400	1500	200	400	1500	200	400	1500	200	400	1500
Fastest	20.46	38.55	2:37.20	19.46	37.33	2:33.38	19.32	36.89	2:34.38	19.82	36.59	2:35.08
Date	2016	2013	2015	2017	2017	2017	2013	2013	2013	2013	2017	2016
120%	24.55	46.26	3:08.64	23.35	44.80	3:04.05	23.18	44.27	3:05.26	23.78	43.91	3:06.10
117.5%	24.04	45.30	3:04.71	22.87	43.86	3:00.22	22.70	43.35	3:01.40	23.29	42.99	3:02.22
115%	23.53	44.33	3:00.78	22.38	42.93	2:56.38	22.22	42.42	2:57.54	22.79	42.08	2:58.34
SSNS times	24.55	46.26	3:08.64	23.35	44.80	3:04.05	23.18	43.35	3:01.40	22.79	42.08	2:58.34

SPEED SKATE NOVA SCOTIA NATIONAL COMPETITION TRAVEL FUND

FUNDING CRITERIA

Speed Skate Nova Scotia will divide available funds for travel to national championships to skaters in a fair and transparent manner.

Speed Skate Nova Scotia has targeted the following competitions for funding for the 2017-2018 season:

- (i) Canada Cup #3 / Canadian Junior Long Track Championships – Fort St. John, BC
- (ii) Canadian Junior Open Short Track Selections #2 – Calgary, AB
- (iii) Canadian Age-Class Long Track Championships – Ste. Foy, QC
- (iv) Canada East Short Track Championships – Lévis, QC

Speed Skate Nova Scotia funds will be allocated to support skater travel to national competitions on the basis of expected costs as determined by distance travelled and number of days of the competition. During the 2017-18 season, funds will be distributed as follows:

Canada Cup #3 / Canadian Junior Long Track Championships: Each athlete who has satisfied the performance standard set out by SSC will be entered in the competition. Each athlete who has satisfied the performance standards set out by **both SSC and SSNS** (see p. 4) is eligible to receive a maximum of \$750 in travel funding.

- Senior-aged skaters living and training in Calgary or Ste. Foy who meet the SSC and SSNS performance standards to receive funding for Canada Cup #3, provided they are not receiving financial support from SSC or another branch or program, can apply to the SSNS Board of Directors to have the funding applied to another Canada Cup event instead.

Canadian Junior Open Short Track Selections #2: Each athlete who has satisfied the performance standard set out by SSC (see pp. 6-7) is eligible to receive a maximum of \$750 in travel funding.

Canadian Age-Class Long Track Championships: Each athlete who has satisfied the performance standard set out by SSNS (see p. 5) is eligible to receive a maximum of \$400 in travel funding.

Canada East Short Track Championships: Each athlete who has satisfied the performance standard set out by SSNS (see p. 7) is eligible to receive a maximum of \$400 in travel funding.

Allocation process:

Only skaters who qualify to represent Nova Scotia at a National Championship and have completed the required registration forms to attend the specific competition and the SSNS Athlete Code of Conduct will be considered for financial assistance. Speed Skate Nova Scotia will pay the entry fee for the qualified skater, and any additional assistance that the skater is eligible for will be issued by cheque to the individual skater (receipts must be submitted for reimbursement of any costs incurred by the skater). In the case of a last minute withdrawal, any financial assistance provided to the skater is required to be refunded to SSNS.

SPORT NOVA SCOTIA CARDING

Speed Skate Nova Scotia will utilize Sport Nova Scotia's Tier 6 PSO Carding fund of \$750.00 to provide additional support to Junior- and Senior-aged Nova Scotia skaters who are competing at a high-performance level and are not receiving financial support from SSC or another branch or program.

The Tier 6 PSO Card will be used to support up to a maximum of four (4) athletes. Athletes who meet the minimum qualifying sammelagt standard (as outlined below) will be prioritized by discipline and gender, so that cards are allocated to one female long tracker, one male long tracker, one female short tracker, and/or one male short tracker. Speed Skate Nova Scotia can reallocate any unclaimed cards to skaters of either discipline and/or gender.

The Tier 6 PSO Card of \$750 can be divided up to three ways: one athlete can receive \$750, two athletes can receive \$375 each, or three athletes can receive \$250 each. Speed Skate Nova Scotia will provide \$250 in supplemental funding should skaters of both genders and from both disciplines meet the minimum qualifying standard.

CRITERIA:

1.1 Skaters, regardless of discipline, must meet the SSC criteria to attend one of the following national competitions:

SHORT TRACK: Canadian Open National Qualifier, Canadian Junior Championships, Canadian Senior Selections #1, Canadian Junior Open Selections #2, and/or Canadian Senior Selections #2.

LONG TRACK: Canada Cup #1, Canada Cup #2 / Canadian Single Distance Championships, Canada Cup #3 / Canadian Junior Championships, and/or Canada Cup #4.

1.2 Skaters will be ranked based on their best times in the relevant distances, performed from April 1st, 2017 to March 31st, 2018 in provincially- or SSC-sanctioned competitions. The times are to be tallied using the sammelagt points system as outlined below:

SHORT TRACK:

ISU Junior skaters: Female and male skaters will be ranked based on their cumulative sammelagt points for the 500m, 1000m, and 1500m races on the 111.12m track. Females must meet the minimum standard of **159.691 or lower** of cumulative sammelagt points to qualify for funding (equates to 115% of the current Junior Women's Canadian records). Males must meet the minimum standard of **146.851 or lower** of cumulative sammelagt points to qualify for funding (equates to 115% of the current Junior Men's Canadian records).

ISU Senior skaters: Female and male skaters will be ranked based on their cumulative sammelagt points for the 500m, 1000m, and 1500m races on the 111.12m track. Females must meet the minimum standard of **151.722 or lower** of cumulative sammelagt points to qualify for funding (equates to 115% of the current Senior Women's Canadian records). Males must meet the minimum standard of **141.633 or lower** of cumulative sammelagt points to qualify for funding (equates to 115% of the current Senior Men's Canadian records).

LONG TRACK:

ISU Junior skaters: Female skaters will be ranked based on their lowest cumulative sammelagt points for the 500m, 1000m, 1500m, and 3000m Olympic style races. Female skaters must meet the minimum standard of **180.180 or lower** of cumulative sammelagt points to qualify for funding (equates to 115% of the current Junior Women's Canadian records). Male skaters will be ranked based on their lowest cumulative sammelagt points for the 500m, 1000m, 1500m, and 5000m Olympic Style races. Male skaters must meet the minimum standard of **164.375 or lower** of cumulative sammelagt points to qualify for funding (equates to 115% of the current Junior Men's Canadian records).

ISU Senior skaters: Female skaters will be ranked based on their cumulative sammelagt points for the 500m and 1000m (sprint) and/or 500m, 1500m, and 3000m (all round) Olympic style races. Female skaters must meet the minimum standard of **84.594 or lower** (sprint) and/or **130.378 or lower** (all round) of cumulative sammelagt points to qualify for funding (equates to 115% of the current Senior Women's Canadian records). Male skaters will be ranked based on their cumulative sammelagt points for the 500m and 1000m (sprint) and/or 500m, 1500m, and 5000m (all round) Olympic style races. Male skaters must meet the minimum standard of **77.498 or lower** (sprint) and/or **120.564** (all round) of cumulative sammelagt points to qualify for funding (equates to 115% of the current Senior Men's Canadian records).

1.3 Financial support will be awarded by March 31, 2018 to eligible skaters.

APPENDIX IV: 2017-18 SSNS ATHLETE CODE OF CONDUCT

**Speed Skate Nova Scotia
Athlete Code of Conduct Form
2017-2018 Season**



In order to participate in SSNS sanctioned trips and competitions this form must be signed by the participant. This form will cover all events for the season only requiring you to fill this out once every skating season.

- Conduct yourself at all times with honor and dignity.
- Treat your teammates with dignity and respect and expect to be treated with respect in return.
- Treat opponents and officials as honored guests.
- Respect your coaches and co-operate with them both on and off the ice including code of conduct expected by your coaches.
- Coaches are trying to make you a better athlete so follow the training and programs suggested by your coaches.
- Remember there is no place before, during or after competition for drugs and alcohol.
- Accept both winning and losing with pride and compassion, not boastful or bitterness.
- Control your anger and frustration and hold back displays of temper and bad language (such as swearing, insulting, harassing or being offensive).
- Respect the property of others whether it is another skater, coach, club and /or hotel.
- Refrain from complaining about other opponents, coaches or officials publicly.
- Respect your uniform/skins and wear it as intended.
- Your conduct includes verbal speech, behavior, actions and all electronic communication.
- Remember it is a privilege to represent your sport, your club, and your province.***

If any athlete knowingly and/or continuously fails to follow the Code of Conduct, they will be removed from races and/or meets and/or further consequences will be taken.

If you have any questions please ask your coaches.

Name of Athlete (please print)			
Signature of Athlete		Date	

Wording of this code of conduct was copied with permission from the SASSA.