



TEAM CANADA FAMILY AND FRIENDS AGREEMENT

CODE OF CONDUCT

You are attending the 2025 Invictus Games (IG25) as a family member or friend of a Team Canada competitor and by extension you are a member of Team Canada. Soldier On is responsible for all aspects of Canada's participation in the Games and, as such, will have final authority for making decisions that relate to the effective functioning and safety of the team.

The underlining principles of this Code of Conduct are based on the core values of equality, equity, fairness, inclusion, respect, integrity diversity, and safety. These principles are aligned with those from the Canadian Forces Morale and Welfare Services (CFMWS), the Department of National Defence (DND) and the Canadian Armed Forces (CAF).

Canadian Forces Morale and Welfare Service is committed to providing an environment in which all individuals are treated with respect. This Code of Conduct describes the behavior that is expected from Team Canada members. Adherence to this Code of Conduct is mandatory and applies immediately upon signing this document. Failure by a team member to achieve or comply with the expected standard set out below may result in removal from Team Canada without warning.

General

- 1) Demonstrate through words and actions the spirit of sportspersonship, sports leadership and ethical conduct;
- 2) Treat all persons with respect and without discrimination;
- 3) Behave at all times in a courteous, inclusive and respectful manner;
- 4) Refrain from any behavior that constitutes harassment;
- 5) Consume alcohol or cannabis (if allowed by law) responsibly;
- 6) Respect the property of others and not willfully cause damage;
- 7) Comply with all reasonable directions given or requests made by the Invictus Games organizers, CFMWS and Team Canada staff;
- 8) Comply with Team Canada regulations; and
- 9) Comply with regulations, policies and laws in effect while in Canada.

CAF members

Team Canada members who are serving CAF members must adhere to standing CAF regulations and policies including:

- 1) CAF Policy on Hateful Conduct [DAOD 5019-0](#);
- 2) CAF Sexual Misconduct Response [DOAD 9005-1](#); and
- 3) CAF Cannabis Policy [DAOD 9004-1](#).

Media Relations

- 1) Refrain from making comments or statements, whether directly to media representatives, through any third party, or by means of any social media platform (either personal or public accounts), that could reasonably be expected to have a detrimental effect on an individual, group of people or Team Canada's morale or image; and
- 2) Acknowledge that Team Canada public affairs is the subject matter expert and will be engaged in all matters concerning media requests.

Social Media

In keeping with this Code of Conduct, the following social media conduct may be considered a violation of the expected standard of behaviour:

- 1) Posting a disparaging, disrespectful, insulting or harmful comment on a social media platform that is directed at the Government of Canada or its' departments, CAF, CFMWS or its' divisions, IG25 and its' organizers, Team Canada, team members, officials, competitors, sponsors, partners or any other persons;
- 2) Posting a picture, altered picture, or video on a social media platform that is disparaging, harmful, disrespectful, insulting or otherwise offensive, and that is directed at the Government of Canada or its' departments, CAF, CFMWS or its' divisions, IG25 and its' organizers, Team Canada, team members, officials, competitors, sponsors, partners or any other persons;
- 3) Creating or contributing to a social media group or post, web page, blog, online forum or other social media platform devoted solely or in part to promoting negative or disparaging, remarks or commentary about the Government of Canada or its' departments, CAF, CFMWS or its' divisions, IG25 and its' organizers, Team Canada, team members, officials, competitors, sponsors, partners or any other persons;
- 4) Any instance of cyber-bullying or cyber-harassment; and
- 5) Other detrimental conduct or behaviour on social media platforms as determined by Team Canada staff.

Removing content from social media after it has been posted (either publicly or privately) does not excuse the individual from being subject to this Code of Conduct.

Marketing and Sponsorship

- 1) The Team Canada member agrees to co-operate with the reasonable requests of Soldier On, CFMWS and Team Canada's sponsors, suppliers and supporters, to maximize the promotional benefits of their sponsorship and the promotion of the team. This may include reasonable requests to participate in sponsorship appearances and/or promotional events;
- 2) Avoid any or all activities which bring the Government of Canada or its' departments, CAF, CFMWS or its' divisions, sponsors and suppliers of Team Canada or Soldier On into public disrepute or censure, including public communications through the use of social media; and
- 3) Unless with the prior written consent of Soldier On, the Team Canada member will refrain from participating in or being involved with any third party promotions or advertising campaigns which compete directly or indirectly with any campaigns of Soldier On or Team Canada designed to promote Soldier On, Team Canada or the Invictus Games. This includes the use of Soldier On, Team Canada, and IG25 logos and images.

Support Available

Your safety and inclusion as a member of Team Canada Family and Friends are our priority. If you experience anything that makes you feel uncomfortable or unsafe, please report it to a CFMWS staff person or call the Family Information Line (FIL) at 1-800-866-4546.

ASSUMPTION OF RISK AND WAIVER OF CLAIMS

Assumption of Risk

I understand that my participation in the 2025 Invictus Games may involve personal risk and dangers which all participants are required to assume (including but not limited to those normally associated with large public events, travel and use of public or private facilities or equipment).

I accept all risks, dangers and hazards as well as the possibility of personal injury and property damage or loss resulting from my participation in this event.

Waiver of Claims

In consideration of my participation in the 2025 Invictus Games, I, my heirs, executors and administrators, do hereby indemnify, waive, release and forever discharge His Majesty the King in Right Of Canada as represented by the Chief of the Defence Staff in his Non-Public Property capacity through the Canadian Forces Morale and Welfare Services and the Staff of the Non-Public Funds, Canadian Forces, from and against all claims and demands, loss, costs, damages, actions, causes of action, suits or other proceedings by whomsoever made, brought, or prosecuted in a manner, related to any loss, property damage, personal injury or death, resulting from, occasioned by or attributable in any way to my acts or omissions resulting from my participation in this event.

AUTHORIZATION AND RELEASE - PHOTOGRAPHY, AUDIO AND VIDEO RECORDING

My participation in the 2025 Invictus Games can include photography, audio and video recording.

I hereby grant and assign to Canadian Forces Morale and Welfare Services (CFMWS), the legal right and permission to copyright and/or publish and republish audio and visual images, portraits or pictures of me, in which I may be included in whole or in part, through any media that CFMWS deems appropriate, including but not limited to written publications, posters, television, advertising, billboards, promotional or educational videos, websites/internet locations, etc., without compensation to myself.

I waive my right to inspect or approve the finished product, advertising copy, printed or electronic matter that may be used in conjunction with the photograph(s) or video(s), and release the photographers, videographers, CFMWS, and anyone acting under its authority from any liability whatsoever as a result of distortion, blurring, alteration or optical illusion that may occur in the taking of the picture or video image, or processing or reproduction of the finished product.

I warrant that I am of full age and competent to enter into this agreement in my own name, and that I have read this Authorization and Release.