

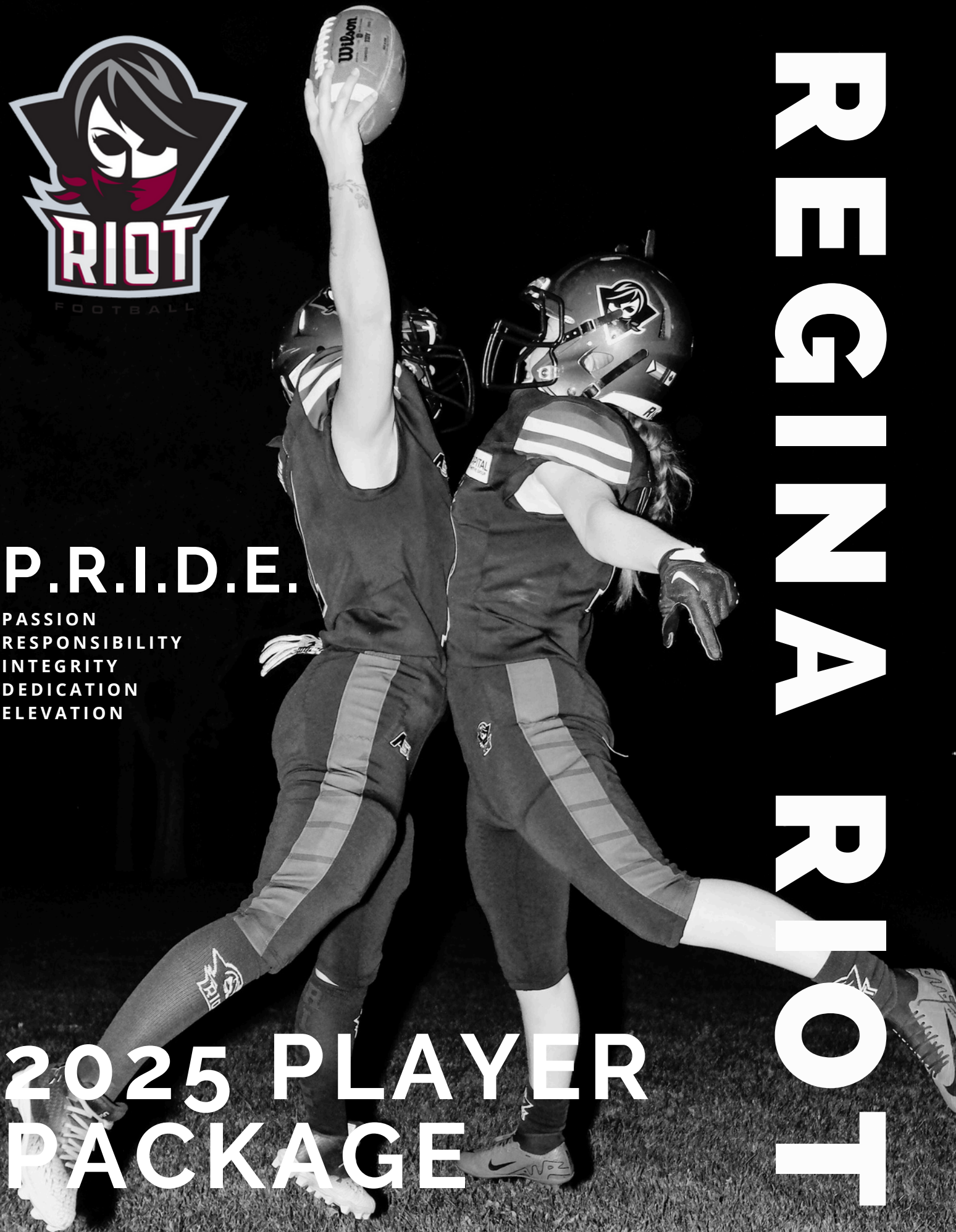


# P.R.I.D.E.

PASSION  
RESPONSIBILITY  
INTEGRITY  
DEDICATION  
ELEVATION

# 2025 PLAYER PACKAGE

# REGINA RIOT



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# WHO WE ARE

## OUR HISTORY

We are Regina's only elite-level women's tackle football program. Established in 2011, the Riot have been members of the Western Women's Canadian Football League (WWCFL) since the league's inception. We compete against teams from Saskatoon, Edmonton, Calgary, Winnipeg, and Lethbridge. In 2015, we claimed our first title by defeating the Edmonton Storm in the WWCFL Championship Game. We went on to win back-to-back championships in 2017 and 2018.

But we're more than just football players. We are students. We are business owners. We are mothers. We are volunteers within the Regina community. And we're committed to growing the sport of women's football in this city, in this province, and in this country.

## OUR VISION

Empower women through the sport of tackle football. The Regina Riot is known for creating a supportive and inclusive environment where athletes can grow, compete, and thrive.

## OUR VALUES

### P.R.I.D.E.

**PASSION** for the game and community, fueling commitment and enthusiasm.

**RESPONSIBILITY** and accountability in every action, on and off the field.

**INTEGRITY** in all decisions, ensuring fairness and ethical conduct.

**DEDICATION** to personal and team growth, with perseverance through challenges.

**ELEVATION** in performance, aiming for the highest standards of success.

## OUR MISSION

We strive to build a strong community of players who are not only skilled on the field but also confident and resilient off the field, known as leaders in our community and dedicated to being positive role models. Through teamwork, dedication, and passion for the game, we aim to inspire positive change, expand opportunities for women in sport, and pave the way for the next generation of female athletes to succeed.

# PLAYER AGREEMENT

## Introduction

Welcome to the Regina Riot, a not-for-profit organization, member of the WWCF and Regina's Elite Women's Tackle Football Team! Your official player agreement is a testament to your commitment to the team and developing your football skills. To be a strong contributor to our team you will require more than physical attributes and a football background. This document will outline the Riot's expectations for you to make your best contribution to the team. The goal of the Regina Riot is to develop the right attitudes and work ethic in the players so that we can compete with any team faced in the WWCF and finish everything with excellence.

It is our vision to be the leading organization in women's football; providing each player with a safe and fun environment to play the game of football, while giving all players the same level of respect, and an opportunity to compete for the open roster positions on game day.



## Relationship Agreement

Each player joining the Team shall not play or be associated in any way with any other professional or semi-professional women's or men's football team until after the 2025 WWCFL season (including all play-offs and the championship game) has concluded.

A Regina Riot player is a user of the Team's services, activities, and facilities. A Regina Riot player is not an employee of the Team and does not have an employer-employee relationship with the Team. A player's association with the Team is terminable at will. A player is free to discontinue their association with the Regina Riot at any time, for any reason or no reason, and the Team may terminate a player's association with it at any time, for any reason or no reason, with or without notice. Playing time and position is at the sole discretion of the coaches and will not be debated. Decisions will be based on what is best for the Team's pursuit of excellence. Coaches encourage players to discuss opportunities to improve their own position within the team but will not discuss other athletes' position or playtime.

Nothing contained in this document is intended, nor should it be construed, to alter the at-will nature of your association with the Team or guarantee an association for any period of time. Similarly, this document does not constitute a contract of any kind and does not create any contractual obligations of any kind by the Team. The Team reserves the right to revise, change, disregard, or eliminate the policies and procedures described in this document at any time, with or without notice. As a WWCFL team, the Regina Riot requires that players comply with all applicable WWCFL policies and procedures.

This agreement has been adopted by the Team as a part of an overall set of conduct-related policies applicable to the Team itself, its directors, officers, players, coaches, team staff, and volunteers. The agreement should be read in conjunction with and supplementary to any policies adopted by the WWCFL and Football Saskatchewan. It is recognized that no written agreement or code of conduct can cover every situation; rather, the standards of conduct set out in this agreement are stated in broad terms, indicating the general direction and rules by which conduct should be measured. It is expected that all personnel will comply with the spirit as well as the letter of this document. Where any person whose conduct is subject to this agreement has any doubt a course of action may or may not breach the agreement, that person will have access to the General Manager, for advice and consultation.

## **Attitude & Expectations**

Coaches will provide players with specific expectations for conduct during meetings, practices and games. Players are expected to pay attention to their physical health needs including nutrition, sleep, injury care and prevention. Each player is expected to conduct themselves in an appropriate and sportsmanlike manner at all times and maintain a positive attitude in public and on social media to represent our Team with pride and respect. Each player is expected to respect their teammates, coaches, management, and staff members. Each player is expected to perform and play under the coaching staff's philosophy. All players are subject to discipline, up to and including immediate termination of the player's association with the Team, if they act in an unsportsmanlike manner; otherwise inappropriately, disrespects others; or does not follow the policies and procedures of the Team or the Western Women's Canadian Football League ("WWCFL").

## **Attendance**

Each player of the Regina Riot is expected to attend each practice, game, and meeting prepared, focused, and determined to succeed. Players are expected to arrive at all Regina Riot practices, meetings, and games before they are scheduled to start and be prepared to participate at the designated location by the scheduled start time. 100% attendance is mandatory for all players. Any excused absence must be requested in advance from the positional coach, coordinator(s) and Head Coach and you also must inform the General Manager in advance of that request.

The Regina Riot views attendance as an important facet of a player's performance. Excessive absences, whether approved or unapproved, will result in disciplinary action, up to and including termination of the player's association with the Team. Unapproved absences will not be tolerated and may result in immediate termination of the player's association with the Team.

## **Public Relations & Social Media**

Regina Riot is fortunate for the opportunity to participate in the growing sport of women's football and believes it is important for the Team and sport's success that there are positive public relations. To that end, players must obtain permission from the Board before speaking or submitting any comments or writings to any media outlet, including by way of example print, radio, television, internet, or any form of social media, and refrain from negative statements regarding the Team or WWCFL. If a player violates this policy, the player will be subject to discipline, up to and including termination of the player's association with the Team.

## **Dress Code & Conduct**

All players associated with Regina Riot are expected to present a clean and professional appearance when representing the Team, whether that is on or off the field. Players who encounter our public are expected to dress in Regina Riot apparel while representing the Team, including at a practice, meeting, game, travelling, or other activity. Each player will be provided with Regina Riot apparel and is expected to wear it when requested by Team management or coaching staff. Each player is responsible for laundering their Regina Riot apparel on a regular basis.

It is just as essential that players act in a professional manner and extend the highest courtesy to teammates, fans, opponents, vendors, and coaches. A positive attitude is essential to the Team's commitment to success and excellence as a football program. This includes both on and off the field and extends to social media and other forms of communication.

Each player is required to always conduct themselves with due regard to public morals and conventions. If, in Regina Riot's sole opinion, at any time a player does any act or conducts themselves in any manner offensive to decency, morality or social propriety resulting in public scandal or ridicule, or should they do anything to disparage the Team or its program, the player shall be subjected to discipline, up to and including termination of the player's association with the Team.

All player organized clothing orders with the Regina Riot name, logo or likeness must be ordered through the General Manager.

## **Fees**

Each player of the Regina Riot is responsible for paying \$750 in player's fees to the Team. This fee is non-refundable, and it is due, in full, on or before the first scheduled day of spring training camp.

If any player has not paid their player's fee by the deadline, that player will not be placed on the roster for the 2025 season. All fees must be paid through the team website.

On a case-by-case basis, a pre-established payment plan may be agreed upon and signed by the player and Treasurer no later than April 1, 2025.

## **Equipment**

Each player of the Regina Riot is responsible for wearing the team-supplied helmet, shoulder pads, and complete lower pads (or approved substitutes) and for providing their own mouth guard and cleats. If a player does not wear the required equipment, they will not be allowed to practice or play with the Team. Each player's equipment must be safe and approved by members of the coaching and management staff. All other gear a player chooses to purchase to play the game of football is at their own discretion, subject to review and approval by members of the coaching and management staff.

## **Team Property**

Regina Riot will provide the necessary equipment and uniforms to play the game of football, excluding the equipment listed above that players are responsible for providing for their own use. The Team-provided equipment and uniforms should not be used for anything outside of football purposes and should not be altered in any way. Players will be required to return all equipment and uniforms provided by the Regina Riot in good condition and will be charged to replace any lost or damaged equipment and uniforms, reasonable wear and tear expected (see Player Equipment Agreement).

## **Personal Property**

The Team is not responsible for lost, stolen, or damaged personal items or personal vehicles that are brought on the premises.

## **Health Coverage and Insurance**

All players are required to have a valid provincial health card throughout their entire association with the Regina Riot, including all practices, camps, and the entire season. Each player must provide proof of valid provincial health card on or before the first date the player participates in any Regina Riot physical activities, including any practice, camp, or game.

The Regina Riot has an accident insurance policy available to each member that will provide coverage over and beyond the member's current health insurance policy. If a member does not have a current health insurance policy, this policy can be used immediately.

## **Fitness & Gender**

All players are required to be fit to play contact football. Each player will be required to submit a certificate signed by their physician stating that they are fit to play contact football before they may participate in a practice, camp, game, or other physical activity sponsored by the Team or at any other time that the General Manager or Head Coach may request. Any player who has a condition or who has sustained an injury which may interfere with the ability to play contact women's football or which may pose a risk of further injury must obtain a certificate signed by the appropriate medical specialist stating that they are fit to play contact football before they may participate in a practice, camp, game, or other physical activity sponsored by the Team. If the injury occurs during the season, clearance must be obtained through the Team's Doctor and/or Physiotherapist/Athletic Therapist.

All players must either identify as female or adhere to Football Canada's Transgender-Inclusion Policy and be 16 years of age or older prior to the commencement of their WWCFLL season, including all WWCFLL events such as jamborees, exhibition games and/or league games.

Note: as per WWCFLL bylaws, any player who is aware of their pregnancy is prohibited from participating in any on-field events.

## **Travel**

Game day roster players for the Regina Riot will travel with their teammates, in a group, for all away games. Forty players will be selected to travel to away games. The Regina Riot will arrange and pay for core transportation. Any extenuating circumstances that would impact a player travelling with the Team must be discussed with and approved by the General Manager. Any player not selected for the roster for an away game is encouraged to attend the game, but must provide their own means of transportation and travel accommodations. Rooms will be paid for by the Regina Riot if the board determines an overnight trip is warranted.

## **Confidentiality**

All players are required to keep confidential all information provided to them by the Regina Riot which is confidential and/or is intended for use only by persons associated with the Team. This includes, without limitation, playbooks, game strategy, and other competitively-sensitive information. All players are required to maintain such information in strict confidence. Players are required to not disclose such information to anyone, and to discuss it only with other Regina Riot players, management, and coaching staff to the extent necessary to participate in Regina Riot activities. This policy benefits you, as a player, by protecting the interests of Regina Riot in the safeguarding of confidential, unique and valuable information that is part of our competitive advantage in the WW CFL, among other things.

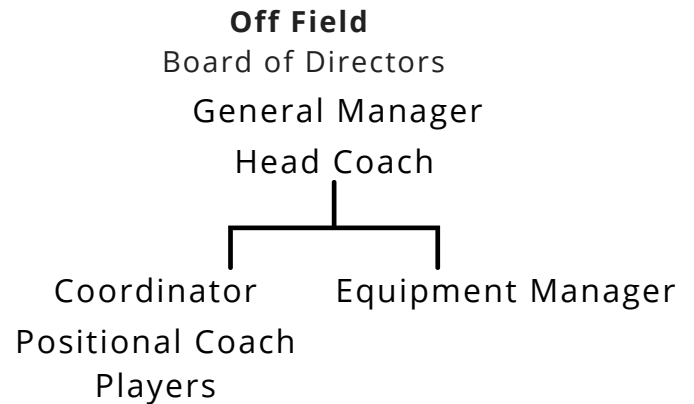
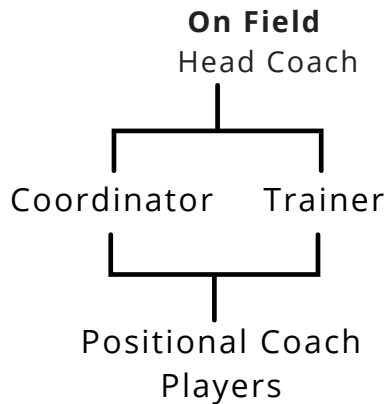
Players must understand that this restriction will continue to apply after the termination of a player's association with the Team, regardless of the reason for such termination. Upon the Team's request, termination of player's association with the Team, or the end of the WW CFL season, whichever is earlier, players must return all documents containing confidential information and/or information intended for use only by persons associated with the Team for the Team's purposes.

Should an occasion arise in which you are unsure of your obligations under this policy, it is your responsibility to consult with the Head Coach or General Manager. Failure to comply with this policy could result in disciplinary action, up to and including termination of the player's association with the Team.

## Grievances

Concerns and grievances are taken seriously by the coaches, management and the Board of Directors of the Regina Riot. If you have an issue you need to go to the level above you in the organization chart. If your issue is such that you are not comfortable going to the person in that position, please take your concern to the person one level up from that. We ask that you respect the chain of command and reporting relationships and allow each level the opportunity to resolve your concern. The Board of Directors reserves the right to hear or not hear a complaint directly.

### Structure of Responsibility



## Prohibition Against Sexual Harassment and Discrimination

Regina Riot prohibits conduct of a sexually harassing or inappropriately discriminatory nature on the part of any of its players, coaches, management, or staff. Any player, coach, management, or staff found to have engaged in such conduct will be subject to discipline, up to and including termination of player's association with the Team.

The Regina Riot encourages healthy friendships among players and other persons associated with the Team. However, players, coaches, management and staff must be sensitive that comments or acts that one person may find acceptable another person may find offensive, intimidating, or hostile, and therefore you must refrain from making such comments or engaging in such acts. If you have any doubt as to whether a comment or act is acceptable or potentially unwelcome, you should not make that comment.

All players, coaches, management, and staff are personally responsible for ensuring that they do not harass or unlawfully discriminate against anyone. Retaliation against any individual for making a complaint of harassing or discriminatory conduct or for assisting in the investigation of such a complaint will not be tolerated.

To protect all parties involved, coach and player meetings should not be conducted one-on-one behind closed doors. One-on-one meetings should be conducted to the side of group meetings or events or in the presence of the General Manager. Players may request that the General Manager be present at any meeting.



## Personal Relationships

Although the Team does not prohibit dating and other personal relationships among players, the association with the Team of individuals involved in a dating or other personal relationship with one another potentially may cause serious conflicts and problems with favoritism and player morale. They also may interfere with or disrupt the Team's program and the atmosphere of Team activities. Additionally, personal conflicts from outside the Team's program can be carried over into day-to-day playing or coaching relationships.

Accordingly, to remedy or avoid such problems, the Team may decide to terminate the association with the Team of either or all of the individuals involved and/or take other action to address the situation, in its sole discretion. This applies to all players, management, coaches, and staff without regard to the gender or sexualorientation of the individuals involved. The Team will respect relationships among players; however, we see all players as individual athletes and no special accommodation will be made for those relationships.

Player-coach and player-administrator relationships are highly discouraged and are not to develop in season. If there is a pre-existing relationship or a relationship of this nature develops at any point during both parties' tenure with the team, it must be disclosed to the General Manager.

For purposes of this policy, a dating relationship is defined as a relationship that involves or is reasonably expected to lead to the formation of a consensual "romantic" or sexual relationship.

## **Drugs and Alcohol**

Regina Riot takes seriously the problem of drug and alcohol abuse and is committed to providing a substance-free environment for its players. This policy applies to all players, staff, coaches, and management of Regina Riot.

No player is allowed to consume, possess, sell or purchase any illegal substances on any property owned or rented on behalf of Regina Riot, or in any vehicle owned or rented on behalf of Regina Riot. No player may use, possess, sell, transfer, or purchase any drug or other controlled substance which may alter an individual's mental or physical capacity. Regina Riot does not believe this prohibition includes products and legal medications which have been prescribed to that player and which are being used in the manner prescribed.

Regina Riot will not tolerate players who report for duty while under the influence of alcohol or drugs (other than properly prescribed medications), or who violate the alcohol and drug laws (for example, by consuming alcohol in the province of Saskatchewan under the age of 19).

All players should report evidence of alcohol or drug abuse to the General Manager or other team representatives immediately. In cases where the use of alcohol or drugs pose an imminent threat to the safety of persons or property, a player must report the violation. Failure to do so could result in disciplinary action for the non-reporting player.

Players who violate the Substance Abuse Policy will be subject to disciplinary action, up to and including termination of player's association with the Team.

As a part of our policy to ensure a substance free environment, Regina Riot players may be asked to submit to a medical examination and/or be clinically tested for the presence of alcohol and/or drugs. Within the limits of federal and provincial laws, we reserve the right, at our discretion, to examine and test for drugs and alcohol.

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## Termination of the Agreement

Failure to adhere to and uphold the agreement or Team policies will be addressed on a case-by-case basis. Should the Team management, coaches, staff, or Board of Directors believe that a player's actions are in violation of this agreement, it will be reviewed and investigated by the Board of Directors, and the final decision will be made by the Board of Directors.

Players found to be in violation of this agreement may be subject to financial penalty, suspension, and/or removal from the Team. Appeals can be made to the Board of Directors by the party involved three months following the final decision and must be submitted via email.

## Western Women's Canadian Football League

As a WWCFL team, the Regina Riot requires that players comply with all applicable WWCFL policies and procedures.

## Football Saskatchewan Safe Sport Policy & Code of Conduct

As a Football Saskatchewan affiliated team, the Regina Riot requires that players comply with all applicable Football Saskatchewan policies and procedures.

Under 16 years of age? Connect with us to learn more about our practice roster opportunities!



# PLAYER SPONSORSHIP

The Regina Riot offers a Player Sponsorship Program. This is an opportunity for players to bring in sponsorship for the Team, while also lowering their playing fees for the season. The program rules are as follows:

- A player who obtains a minimum \$1000 sponsorship on their team fees waived for the 2025 Season with the remainder of the sponsorship going directly to the team.
- Sponsors and players will be recognized on our website beside the athlete and in-game day programs.
- All sponsorships garnered through the Player Sponsorship Program must be paid to the Regina Riot Board of Directors in advance of team fees being due. If you have promised a sponsorship that has not been paid at the time of the team fees deadline, you must still pay the full amount of your fees.
- If sponsorship is brought in through the Player Sponsorship Program after the team fees deadline, there is still an opportunity to reimburse the player for the amount they would have saved prior to the team fees deadline.

We are happy to continue to offer this opportunity to our players. If you have any questions regarding the program, please reach out to Ashley Bisskey or Haley Kingsley.



# WHO'S WHO IN THE RIOT ZOO



Have questions?  
Reach out to us!

## REGINA RIOT HEAD COACH

Claire Doré, [reginariothc@gmail.com](mailto:reginariothc@gmail.com)

## REGINA RIOT GENERAL MANAGER

Irene Berns; [reginariotfootball@gmail.com](mailto:reginariotfootball@gmail.com)

## REGINA RIOT BOARD OF DIRECTORS

[reginariotboard@gmail.com](mailto:reginariotboard@gmail.com) - inbox shared by the following members

Ashley Bisskey, President

Céleste Schnell, Vice President

Angie Douville, Secretary

Matthew McGillivray, Treasurer

Haley Kingsley, Director of Sponsorship

Amanda Magnus, Member at Large

Danae Nicholson, Member at Large

Ciara Cullen, Alumni Coordinator