**2018 Rocky Mountain Case Competition
Codes of Sportsmanship

Spirit of the Competition**The Case Competition exists to promote human resource education and interaction among students and professionals. Although aiming to win is important, the primary objective of the competition is to promote and showcase the educational development of students.

SHRM values good sportsmanship and a fair competition for all team members, faculty advisors and supporting faculty members, volunteers and attendees alike, and we are committed to the principles set forth below. In the end, all participants in the SHRM State Student Case Competition are winners, and adherence to the Codes of Sportsmanship will ensure a rewarding, fun and educational experience.

**Code of Sportsmanship for Case Competition Team Members**

Team members have a responsibility to exhibit ethical behavior and good sportsmanship and to treat all competitors and volunteers with respect and courtesy while preparing for and attending the event.

Prior to the Onsite Event

Upon receiving the case study and during the entire virtual preparation period, team members agree to:

* Work on their own.
* Refrain from discussing the case study with or seeking advice from advisors, faculty members or any parties other than their teammates.

During the Onsite Event

By participating in the Case Competition, all team members are expected to respect the competition rules, play fairly, and follow all policies. Team members must agree to:

* Demonstrate good sportsmanship before, during and after the competition, regardless of the outcome.
* Encourage good sportsmanship in each of their teammates and assist in maintaining a respectful environment for all participants.
* Treat other participants, faculty members, judges, officials and volunteers with respect, regardless of race, sex, creed, ability or any other factor.
* Refrain from discussing the case study with or seeking advice from advisors or any parties other than their teammates.
* Be courteous to opposing teams, judges, officials and volunteers at all times.
* Recognize that competition judges are donating their time and are doing their best to make unbiased, fair and timely decisions.
* Accept the decisions of judges and competition officials as final, and with good grace.

Following the Onsite Event

* Case Competition teams may not externally share the case study, their presentation or related materials at any time following the event.
* This includes, but is not limited to, social media and other online postings.
* However, team members may share their presentations with fellow classmates as part of classroom instruction.

**Code of Sportsmanship for Faculty Advisors**

SHRM relies on the integrity and professionalism of faculty advisors to help ensure fairness in all aspects of the Case Competition. Our goal is to make the event as open and transparent to faculty advisors as possible while protecting the credibility of the competition. **Discussing the case study and/or the team presentation with team members, even in seemingly innocuous ways, is not permitted under any circumstances until the competition is concluded and the winning team(s) announced.**

Prior to the Onsite Event

Students must work on their own during the virtual preparation period. After receiving the case study, they may not discuss it with advisors, faculty members or any parties other than their teammates. Faculty advisors must agree to:

* Avoid any communication with their team regarding the case study and/or the team presentation until after all final presentations have been made during the onsite event.
* Advise fellow faculty members that their assistance may not be provided to team members as the team prepares its response/recommendations for resolving the case study.

During the Onsite Event

Faculty advisors have a responsibility to practice good sportsmanship and to treat all competitors and volunteers with respect and courtesy and should model such behavior at every Case Competition event and throughout the overall competition. Faculty advisors may attend any competition presentation, including their own college/university team presentation. They agree to:

* Provide positive support and encouragement to their Case Competition team members.
* Avoid giving any verbal or nonverbal feedback to any student team before, during or after the competition rounds.
* Place the educational development and emotional and physical well-being of their team ahead of any personal desire to win.
* Help their team members maintain self-control and accept the outcome of each presentation.
* Encourage team members to treat other players, faculty members, judges, officials and volunteers with respect, regardless of race, sex, creed, ability or any other factor.
* Support the Case Competition volunteers conducting the competition and help to provide a positive, enjoyable experience for all.
* Provide constructive feedback regarding changes to the event to Case Competition officials in private, and not during the competition.
* Remind their team that the outcome of the Case Competition is determined by many factors and is not necessarily a reflection of the quality of the programs at the specific colleges/universities.

**Violations and Competition Disqualification**

Any violation of the Codes of Sportsmanship above may result in immediate disqualification of the team. The decision to investigate and disqualify teams is at the sole discretion and responsibility of the Case Competition officials. Any decision of disqualification is final.