



BATAWA SKI RACING CLUB - CODE OF CONDUCT

Batawa Ski Racing Club (BSRC) has established a Code of Conduct which governs all athletes and their parents/guardians, coaches, officials and volunteers participating in any BSRC or Alpine Ontario (AOA) event or activity.

All athletes, parents/guardians/extended families, coaches, officials and volunteers are required to follow all BSRC, AOA, Government and Local Health Unit policies, protocols and guidelines.

Athlete Responsibilities

The athlete, by participating in the BSRC programs, has agreed to:

- Be a member in good standing with BSRC and Alpine Ontario.
- Commit to the training and racing program designed by the coaching staff and remain with the team during any BSRC or AOA events unless excused by the coaches.
- Be respectful of other team members, coaches, volunteers, officials and all users of the facilities where BSRC is operating or participating at an event.
- Respect and follow the rules of the sport, BSRC, Alpine Ontario, the host ski resort and any governing bodies affiliated with the sport.
- Respect and follow any Government or Health Unit protocols and guidelines that impact the sport or ability to participate in the sport.
- Exhibit and promote good sportsmanship towards teammates, opponents, coaches, and officials.
- Will refrain from the use of foul language, disrespectful behaviour or any forms of violence towards any other individual at any time during practices, races or any BSRC event including travel and during accommodations at an event.
- Will not engage in any form of discrimination or harassment of any other athletes, coaches, volunteers, officials or other individuals at any BSRC event including travel and during accommodations during an event.
- NOT post any material or comment that is offensive, harassing, discriminatory, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate or defamatory to the Batawa Ski Racing Club, its Board of Directors, its Coaches, its Athletes or ANY other members of the BSRC or Alpine Ontario on ANY of the BSRC Social Media platforms or any other communication tools that the club uses to communicate with its members, parents/guardians, officials, volunteers and officials.

The Coach Agrees to:

- Teach the athletes, in a manner consistent with the abilities of the athletes with clearly defined goals and teaching methods to support the athlete's success in the program.
- Assist the athlete in the development of a personal training plan with measurable goals.
- Commit 100% to the designed training plan.
- Create and maintain a safe training environment.
- Communicate with athletes on any and all aspects of their individual training plans (listening — explaining — deciding — acting).



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- Communicate with parents on appropriate aspects of the Club's training program and the athlete's development.
- Be a member in good standing with BSRC and Alpine Ontario.
- Respect and follow the rules of the sport, BSRC, Alpine Ontario, the host ski resort and any governing bodies affiliated with the sport.
- Respect and follow any Government or Health Unit protocols and guidelines that impact the sport or ability to participate in the sport.
- Represent the athlete's best interests regionally and provincially as required.
- Constantly look for ways to upgrade his/her skills and knowledge.
- NOT post any material or comment that is offensive, harassing, discriminatory, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate or defamatory to the Batawa Ski Racing Club, its Board of Directors, its Coaches, its Athletes or ANY other members of the BSRC or Alpine Ontario on ANY of the BSRC Social Media platforms or any other communication tools that the club uses to communicate with its members, parents/guardians, officials, volunteers and officials.

The Parent/Guardian/Extended Family/Volunteer/Official Agrees To:

- Look out for the athletes' interests as the athlete participates in the program.
- Reviews the Alpine Ontario Parents Handbook and monitors their own expectations of the athlete's performance and progress versus the athlete's own expectations.
- Respect the role of the coaches, officials and volunteers in his/her athlete's development.
- Communicate with the coaches and officials as needed on all aspects of the Program.
- Do their best to ensure the athlete is on time for all training and competition activities and that the athlete remains with the team during all training sessions and competitions.
- Respect and follow the rules of the sport, BSRC, Alpine Ontario, the host ski resort and any governing bodies affiliated with the sport.
- Respect and follow any Government or Health Unit protocols and guidelines that impact the sport or ability to participate in the sport.
- NOT post any material or comment that is offensive, harassing, discriminatory, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate or defamatory to the Batawa Ski Racing Club, its Board of Directors, its Coaches, its Athletes or ANY other members of the BSRC or Alpine Ontario on ANY of the BSRC Social Media platforms or any other communication tools that the club uses to communicate with its members, parents/guardians, officials, volunteers and officials.

Board Members agree to:

- Ensures the program is well defined in a manner to promote the services of the club to prospective, new and existing members.
- Conduct any and all meetings in a respectful manner towards other board members, volunteers, athletes, officials and any attendees.
- Conduct the affairs of the Club in an ethical and financially responsible way.
- Organize fundraising activities that will help reduce the cost to participating families.
- Represent the Program's interests as required to outside interests.



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Unacceptable Athlete Behaviour not limited to:

- Repeated failure to participate in the Program as designed for the athlete.
- Refusing to follow the directions of coaches, officials, ski resort staff, associated travel-related staff.
- Refusing to follow BSRC, Alpine Ontario or Ski Resort policies and/or regulations.
- Refusing to follow Government or Health Unit policies and/or regulations.
- Disrespect of other people and property (athletes, coaches, officials, sponsors, club administrators, equipment, ski area management, staff and guests, etc.).
- Will avoid profane and abusive language and disruptive behaviour.
- Bullying, discrimination and/or harassment in any form including in-person and online (i.e. social media).
- Stealing, vandalism or willful damage to others' property.
- Smoking or drinking alcohol of any kind.
- Sexual activity with teammates during any BSRC events including while at remote locations for any events.
- Using and/or encouraging the use of or distributing prescribed drugs or banned performance enhancing substances.
- Willfully not complying with customs, travel, or regulations of a country while traveling with or on behalf of the Club.

Unacceptable Parent/Guardian/Volunteer/Coaches/BSRC Official Behaviour

Parents/Guardians as representatives of the member racers are expected to comply with the BSRC Code of Conduct and any Codes of Conduct associated with Alpine Ontario or other participating ski clubs while participating in any BSRC or Alpine Ontario events.

- Refusing to follow BSRC, Alpine Ontario or Ski Resort policies and/or regulations.
- Refusing to follow Government or Health Unit policies and/or regulations.
- Refusing to follow the directions of coaches, officials or ski resort staff.
- Disrespect of other people and property (athletes, coaches, officials, sponsors, club administrators, equipment, ski area management, staff and guests, etc.).
- Will avoid profane and abusive language and disruptive behaviour.



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- Bullying, discrimination and/or harassment in any form including in-person and online (i.e. social media).
- Stealing, vandalism or willful damage to others' property.
- Using and/or encouraging the use of or distributing prescribed drugs or banned performance enhancing substances.
- Willfully not complying with customs, travel, or regulations of a country while traveling with or on behalf of the Club.

Disciplinary Action

To ensure the safety and reputation of the BSRC, disciplinary action will be undertaken on a case by case basis determined by the seriousness of the infraction. On a case by case basis the Board of Directors will establish a Code of Conduct Committee to review any infractions and determine if any disciplinary actions are to be enforced.

1. BSRC Coaches and Officials will be permitted to request and/or enforce the removal of an athlete, Parent/Guardian/Volunteer/BSRC Official from the BSRC event or meeting for any violation of the Code of Conduct.
2. The BSRC Coach or Official enforcing the removal will have a duty to verbally, or in writing, notify the removed individual of the reason for the removal and the violation that has occurred.
3. The BSRC Coach or Official enforcing the removal will notify the Chair of the Board of Directors that a removal has occurred and provide written documentation outlining the incident including the date and approximate time and the description of the violation within 72 hours.
4. The BSRC Board of Directors will setup a Code of Conduct Committee to investigate the reported incident within 7 days.
5. The Code of Conduct Committee will contact the removed individual (or parent/guardian if applicable due to the individual's age) to request that they provide a written submission of their understanding of the incident. Other witnesses may be contacted for information regarding the incident as well.
6. The Code of Conduct Committee will review the documentation outlining the incident and make a decision as to whether the incident does meet the criteria for a violation of the Code of Conduct.
7. Upon receiving all information in a timely manner, the Code of Conduct Committee will render a decision as to whether further disciplinary action is required and/or whether the removed individual may resume participation with the club.
8. Any violations or infractions will be assessed on a case by case basis and further discipline may be enforced accordingly. Any disciplinary decisions will be communicated to the member or individual in writing (letter or email). Discipline may take the form of:
 - Withdrawal of participation privileges for a period of time.
And/Or
 - Dismissal from any participation within the Program.



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Appealing a Disciplinary Decision

Appeals of the decision can be made as a submission to the Board of Directors.