



Batawa Ski Racing Club

CODE OF CONDUCT

PURPOSE

The purpose of this Code of Conduct is to promote a safe, caring, positive, and productive environment for the Batawa Ski Racing Club and its Members. To serve the greater interest of the Club, all Members including athletes and coaching staff, as well as parents/legal guardians, officials and volunteers are required to adhere to this Code of Conduct. The mission of the Club is to encourage participation and the pursuit of excellence in all aspects of ski racing. The Club therefore grants the privilege of Membership to athletes committed to that mission. The privilege of membership may, therefore, be withdrawn, terminated or denied by the Club at any time where it is determined that the conduct of a Member, prospective Member or Member's parent/legal guardian is inconsistent with the mission or reputation of the Club or the best interest of the sport and those who participate in it. Acknowledgement of this document constitutes unconditional agreement to comply with the stipulations of this document.

DEFINITIONS

"AOA" shall be interpreted to mean "The Alpine Ontario Association".

"Board" shall be interpreted to mean "The Board of Directors of the Batawa Ski Racing Club".

"Club" shall be interpreted to mean "The Batawa Ski Racing Club".

"Event" shall be interpreted to include any race, training/practice, and any other AOA-sanctioned activity.

"Member" shall be interpreted as "Member of the Batawa Ski Racing Club" and includes all athletes.

1. RESPECT and SPORTSMANSHIP

Members, along with parents/legal guardians, coaches, officials and volunteers shall at all times, including during Events, other Club activities, travel accommodations, and while visiting other ski resorts on behalf of the Club:

- display and promote proper respect, trust, teamwork, self-control and sportsmanship-like conduct toward not only Members but also coaches, the Board, officials, host ski resorts, fellow competitors and the public generally
- support and demonstrate loyalty to the athletes and Club philosophy
- abide by the within Code of Conduct as well as the Code of Conduct established by the AOA
- respect and adhere to any and all applicable government or health unit protocols and guidelines
- respect and adhere to the rules of the sport of ski racing, the Club, the AOA, host ski resort or any other governing bodies affiliated to the sport of ski racing
- refrain from the use of foul language, disrespectful behaviour or violence of any kind towards any other individual
- refrain from engaging or participating in any form of discrimination or harassment with regard to fellow athletes, coaches, volunteers, officials, the Board or ski resort staff
- refrain from posting on any social medial platform – whether it be the Club's social media platform, the AOA's social media platform or personal platform - any material and/or comment that is offensive, harassing, discriminatory, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate or defamatory to the Club, its Board, coaches, athletes, parents/legal guardians, volunteers or the AOA; social media posts *even without names*, but where knowing readers clearly understand the context and intended target, are strictly prohibited
- resolve conflicts or issues in a respectful manner

2. MEMBERSHIP AND TRAINING

Members, along with parents/guardians, coaches, officials and volunteers shall at all times:

- commit fully to the training and racing program designed by the Head Coach and coaches
- remain with the team, unless otherwise excused by Coaches
- remain a member in good standing with the Club and the AOA

3. POSITIVE BEHAVIOR

Members, along with parents/legal guardians, coaches, officials and volunteers shall at all times:

- contribute to a positive team culture to ensure the success of our team and our athletes
- respect the coaches and fellow athletes and contribute to a positive environment
- model positive communications and actions

4. REPRESENTATION

Members, coaches, volunteers and parents/legal guardians shall at all times:

- represent themselves and the Club with the highest standards, including at all Events, travel trips, and other team functions or activities
- refrain from any inappropriate or illegal behavior that would detract from a positive image of the Club or be detrimental to its performance objectives

5. UNACCEPTABLE BEHAVIOR

Members, along with parents/guardians, coaches, officials and volunteers hereby agree that failing to abide by the provisions as set out above is considered unacceptable behaviour and further, that the behaviour set out below is also considered unacceptable behaviour, which may, depending on the severity and/or frequency of the behaviour, result in disciplinary action and/or possible termination of membership:

- negative/derogatory or inappropriate statements toward teammates or coaches, chronic complaining and/or criticism, inappropriate or abusive language, disruption of practice or otherwise non-cooperation
- any attempts to divide the team or bring discord upon the team
- inappropriate physical contact at team or Club activities and/or Events
- theft, vandalism or wilful damage to property
- with regard to the athletes, smoking or drinking alcohol of any kind
- sexual activity with teammates during any Club Event, including while at remote locations for training/practice or other Event
- using and/or encouraging the use of or distributing of prescribed drugs or banned performance-enhancing substances
- wilful non-compliance with customs, travel or regulations of any country while travelling with or on behalf of the Club
- refusal to adhere to Club, AOA or ski resort policies and/or procedures
- refusal to follow the direction of coaches, officials or ski resort staff

6. ADDITIONAL RESPONSIBILITIES OF COACHES

It is the responsibility of the Club's coaches to:

- maintain certifications, and be in good standing and fully licenced with sport governing bodies and cannot coach until the Board is satisfied that the aforementioned has been satisfied annually
- train/teach the athletes in a manner consistent with the athletes' abilities with clearly-defined goals and teaching methods to support the athlete's success in the program
- assist the athlete in developing a personal training plan with measurable goals
- commit 100% to a designed training plan
- create and maintain a safe training environment
- communicate with athletes on any and all aspects of their individual training plans (ie. listen, explain, decide and act)
- communicate with parents on appropriate aspects of the Club's training program and athlete's development
- represent the athlete's best interests regionally and provincially, as required
- constantly look for ways to upgrade his/her skills and knowledge

7. ADDITIONAL RESPONSIBILITIES OF PARENTS/LEGAL GUARDIANS

All parents/legal guardians of the athletes hereby agree to:

- look out for the athlete's best interests as the athlete participates in and progresses through the program
- review the AOA Parents Handbook and monitor their own expectation 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 that the athlete arrives on time to all training and competition Events/activities and that the athlete remains with the team at all times
- allow the coaches to coach without criticism
- grant the coach and/or the Board the authority to limit or prohibit the athlete's attendance at or participation in Events and/or activities if the coach feels that the athlete's actions are detrimental to the athlete, team or Club as a whole, or in any way reflect poorly on the Club's reputation
- grant the coach and/or the Board the authority to limit or prohibit a parent/legal guardian's attendance at or participation in Events and/or activities if the coach feels that the parent/legal guardian's actions are detrimental to the athlete, team or Club as a whole, or in any way reflect poorly on the Club's reputation

8. COMMUNICATION & CONFLICT RESOLUTION

Direct communication with coaches is imperative for the success of the athlete. As such, athletes or parents/legal guardians shall first discuss any issues or concerns with the appropriate coach. The best way to contact coaches is through email and in the case of an athlete contacting a coach about a concern, such communication should be done preferably through email, with a copy to his/her parent/legal guardian.

9. NO TOLERANCE - BULLYING

The Club strictly prohibits bullying. Generally, bullying is the use of aggression, whether intentional or not, which causes pain and distress upon another person. Anyone who knows that bullying is happening is expected to tell a coach, Board Member or athlete/mentor. Any bullying will result in immediate disciplinary actions and possible termination from the Membership as set out in the Non-Compliance clause below.

What is considered bullying?

- causing physical or emotional harm to a Member or damage to a Member's property
- placing a Member in reasonable fear of harm to himself/herself or of damage to his/her property
- creating a hostile environment for a Member at any Event or activity
- infringing on the rights of a Member at any Event
- materially and substantially disrupting the training process or the orderly operation of any Event or activity.

10. DISCIPLINARY ACTION DUE TO NON-COMPLIANCE WITH CODE OF CONDUCT

Failure to comply with the Code of Conduct as set forth in this document may result disciplinary action. The decision as to whether disciplinary action is required will be made on a case-by-case basis, and will depend on the severity of the violation. The Board will establish a Code of Conduct Committee to review the alleged violation and determine whether disciplinary action will be taken.

- Club coaches and/or officials are authorized to request and/or enforce the removal of an athlete, parent/legal guardian, volunteer, or official from an Event, meeting or activity, for any violation of the Code of Conduct.
- The Club coach or official enforcing the removal shall:
 - notify, verbally or in writing, the removed individual of the reason for the removal; and
 - within 72 hours of the violation and removal, notify, verbally or in writing, the Chair of the Board that a removal has occurred and provide written documentation outlining the violation, along with date and approximate time
- The Board will establish a Code of Conduct Committee, which Committee shall, within 7 days of being notified of the alleged violation:
 - review and/or investigate the violation, such review/investigation to be completed as soon as possible after being notified of the violation, and in any Event, no later than 14 days following the violation
 - contact the affected individual, or, in the case of a minor athlete, the parent/legal guardian of the affected individual, and request that the individual submit a written response outlining the alleged violation
 - to the extent that the Committee deems it necessary, contact witnesses for information regarding the alleged violation
 - review all documentation surrounding the alleged violation and thereafter make a recommendation to the Board as to:
 - whether the alleged violation is in fact a violation of the Code of Conduct; and
 - whether further disciplinary action is required
- To the extent that the Board determines that further disciplinary action is required, the Board may take any of the following disciplinary action:
 - verbal or written warning
 - probation or suspension from training practice(s) and/or other Event(s) or activity(ies)
 - immediate termination or revocation of Club membership
- Note that the use of foul language, derogatory statements towards or about teammates and/or coaches, uncooperativeness, fighting, disruption during practice or other Events or activities, chronic complaining, or any other unsportsmanlike conduct can be grounds for immediate dismissal from an Event and/or the Club entirely, whether such conduct is that of the athlete or the athlete's parent/legal guardian.
- Parents/legal guardians will be informed of any disciplinary actions. Membership may be terminated at the discretion of the Board of Directors for conduct unbecoming, failure to comply with policies and procedures, and on-going issues related to an athlete and/or his or her parent/legal guardian.
- Appeals of disciplinary decisions may be made in writing within 14 days of being notified of the decision.

DECLARATION

I declare that I have read and understand the Code of Conduct and accept the rules and conditions as outlined.

Athlete's Signature

Date

I, the undersigned Parent/Legal Guardian of _____ have read and understand the Code of Conduct and all other team policies, and have ensured that my son/daughter fully understands their content. I declare that agree to and support the Code of Conduct and all other team policies and agree to the consequences as they relate to Non-Compliance.

Parent/Legal Guardian's Signature

Date