



Inspiring Skiers for Life

Code of Conduct

December 2017

Code of Conduct

Athlete — Coach — Parent — Administration

The Cypress Ski Club (the “Club”) program has the following objectives:

- To develop skiers who share a passion of alpine skiing;
- To provide an exceptional alpine ski racing and training, and All Mountain Freeride programs. We provide individual Athlete Advancement Plan in a competitive emotionally and physically healthy atmosphere that will help each athlete mature and reach his/her maximum potential as a ski racer and young adult; and
- To help develop properly prepared athletes for the Provincial and National Team programs.

Responsibilities of the Partners

In order to accomplish these objectives, it is important that all partners — the athletes, the coaches, the parents and the Club administration — apply a coordinated effort. All partners must agree and commit to contribute to their fullest towards these objectives. It is only in this way that the best chances for athlete success will be realized.

Athlete Responsibilities

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

- Participate and commit fully to the training and racing program as designed by the coaching staff (dryland, on snow training, competition, equipment, diet, rest, etc.), giving 100% effort during all sessions.
- Communicate with the coaches on all aspects of his/her training.
- Wear team uniforms and insignia whenever directed by the coaching staff.
- Dress in a manner that is a credit to themselves, the team and the program.
- Behave in a fashion than brings credit to themselves, the team and the Club and respect the rights of other users of the resorts and other facilities at which the athletes train and/or compete.
- Show respect for other athletes, coaches, officials, volunteers (including chaperones) and resort staff.
- Respect the coaches’ decisions.

Fair Play Code for Athletes

- I will participate because I want to, not just because my parents or coaches want me to.
- I will play by the rules and in the spirit of the sport (this includes the rules and policies of the ski club and the governing bodies of the sport).
- I will speak positively when talking about the Club in all conversation with club members or the general public.
- I agree that good sportsmanship is when teammates, opponents, coaches, and officials treat each other with respect, and will avoid outbursts that include foul language, disrespectful behavior and violence.
- I will make all my teammates feel welcome and accepted.
- I agree that discrimination and harassment of other athletes or participants in the sport is unacceptable.
- I will remember that coaches and officials are there to help me. I will accept their decisions and show them respect.
- I will remember that winning isn't everything – that having fun, improving my skills, making friends and doing my best are also important.
- I will acknowledge all good performance – by my teammates and my opponents.

Coach Responsibility

The coach has agreed to:

- Teach the athletes, in a logical sequence, to use all the tools available to them in their quest to achieve training and competition success.
- 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).
- Communicate with parents on appropriate aspects of the Club's training program and the athlete's development.
- Be a member in good standing with CSCF and behave according to the CSCF Alpine Coaching Code of Ethics.
- Represent the athlete's best interests regionally and provincially as required.
- Constantly look for ways to upgrade his/her skills and knowledge.

Parent Responsibility

The parent, by registering his/her child in the Club's program, has agreed to:

- Look out for her/his child's interests as the athlete enters, participates in and exits from the Program.
- Monitor her/his own expectations of the athlete's performance and progress, realizing that many athletes who feel they cannot meet their parents' expectations quickly lose motivation.
- Respect the role of the coaches and volunteers in his/her athlete's development.
- Communicate with the coaches and administrators as needed on all aspects of the Program.
- Commit to specified volunteer activities that form part of the overall Program.
- Do her/his best to ensure the athlete is on time for all training and competition activities, physically and mentally ready and prepared for the session with good nutrition, hydration and clothing.

Volunteer Administration Responsibilities

The volunteer administrators of the Club, by accepting their positions, have committed the Club to:

- Ensure the program is well defined and well understood by all parties involved and is available in a written outline form.
- Provide written and signed employment agreements with all coaching staff to include a contract, job description and code of ethical behavior.
- Communicate with other clubs, coaches, sponsors and other interested parties to promote an understanding of the Program philosophy, entry and exit criteria.
- 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.
- Report regularly to the Club's board of directors on all aspects of the Program.
- Represent the Program's interests regionally and provincially as required.

Athlete Behavior

Athletes are expected to comply with the Codes of Conduct of the Club and the governing bodies of the sport. The Club has defined Unacceptable Athlete Behavior to include, but not be limited to:

- Repeated failure to participate in the Program as designed for the athlete.
- Refusing to follow the directions of coaches, officials or ski resort staff.
- Refusing to wear team uniforms and insignia as requested.
- Blatant disrespect of other people and property (athletes, coaches, officials, sponsors, Club administrators, equipment, ski area management, staff and guests, etc.).
- Blatant use of foul language.
- Bullying, discrimination and/or harassment.
- Stealing, vandalism or willful damage to others' property.

- Smoking or drinking alcohol of any kind.
- Sexual activity with teammates.
- Using and/or encouraging the use of or distributing proscribed drugs or banned performance enhancing substances.

General common sense will be a guide in identifying other behaviors which are inappropriate.

Adult Behavior

Adult members and coaches are expected to comply with the Codes of Conduct for the Club and governing bodies for the sport, which include the following:

- All Club members shall maintain high standards of moral and ethical conduct, which includes self-control and responsible behavior, consideration for others' physical and emotional well-being, and courtesy and good manners in public places at competitions and while traveling.
- All Club members shall conduct themselves at all times and in all places as befits worthy representatives of their Club and in conformity with the best tradition of FIS and BC Alpine sanctioned events.
- All Club coaches and volunteers shall abstain from the use of illegal drugs and immoderate consumption of alcohol.
- All members of the Club shall comply with the customs, travel, or currency regulations of a country while traveling with or on behalf of the Club.
- All Club members will avoid profane and abusive language and disruptive behavior.
- Any BC Alpine member under suspension by a member club is not eligible, during the suspension, to participate in any FIS or BC Alpine sanctioned event, or to receive any BC Alpine benefit.

Common sense will serve as a guide to defining other inappropriate behaviors.

Disciplinary Action

Unacceptable behavior may be considered as a Major Infraction or Minor Infraction as follows;

- *Major Infraction* — has serious impact on the athlete, other athletes or individuals and/or the Program as a whole or indicates an unacceptable trend of Minor Infractions.
- *Minor Infraction* — has limited impact on the athlete, other athletes or individuals and/or the Program as a whole.

Athletes, parents, coaches and volunteers who behave in an unacceptable manner may be subject to disciplinary action by the coaches and/or the Club. Because coaches are employees of the Club the process for dealing with infractions of the Code of Conduct is different from that for athletes and members. The primary concerns are the well-being and safety of the athletes, and the reputation of the Club and its programs.

The coaching staff and/or the Program Director are responsible for administering disciplinary action for Minor Infractions. Coaches must inform the athlete's parents, the Program Director and the Chair of the Club's Alpine Committee on these issues as soon as practicable.

In the event a complaint is made against a coach, official or athlete which is beyond the scope of the coaches and/or the Program Director, the Alpine Chair, in consultation with the Club President, will appoint a panel of three members of the Alpine Committee who are independent of the matter under review. This panel will gather all relevant information and make a decision on whether the matter constitutes a violation of this Code of Conduct. If it does, the panel will impose such sanctions as it believes appropriate in the circumstances, subject to the provisions of the Code of Conduct.

Penalties

Minor Infractions may result in withdrawal of training or racing privileges for a period of time (e.g. 1 or 2 days). Repeated minor infractions may result in the withdrawal of training or racing privileges for a longer period of time (e.g. 1 to 2 weeks) or, depending on the frequency and severity of the repeated Minor Infractions, may result in the matter being referred to the Alpine Committee as a Major Infraction.

Major Infractions may result in dismissal from the Program.

There will be no refund of program fees for time missed resulting from a disciplinary action of any kind.

Coaches — Depending on the severity of the infraction, penalties may include verbal or written warnings, suspension from duties for a defined period of time or dismissal. Progressive discipline is a process for dealing with job-related behavior that does not meet expected and communicated performance standards. The primary purpose for progressive discipline is to assist the coach to understand that a performance problem exists and must be remedied if employment is expected to continue.

Every decision regarding alleged violations of the Code of Conduct, including any sanctions imposed, will be communicated on a timely basis orally and in writing to the person against whom the allegation was made and, in the case of athletes, also to their parents.

Appeals

For Minor Infractions, appeals may be made to the Alpine Committee.

For Major Infractions, appeals of the decision and/or the sanction imposed may be made to the Board of Directors and/or an independent group of people selected by the Board of Directors.