

CYPRESS SKI CLUB'S CODE OF CONDUCT

Aligned with the B.C. Alpine Code of Conduct

The Cypress Ski Club ("CSC") provides a family-oriented environment in which members make friends, develop a passion for Alpine Skiing and Alpine Ski Racing, and achieve excellence in a sportsmanlike culture. This Code of Conduct applies to athletes, their parents /guardians, and coaches. Any breach of this policy may result in disciplinary action as described below.

Our Mission

To provide a welcoming community that offers pathways to skiing excellence, developing passionate skiers, ski racers, and engaged and positive individuals.

Nurturing Great People & Racers

The Code of Conduct has been developed to:

- Help create and maintain a safe and kind environment for athletes to learn and develop.
- Promote sportsmanship and our club values.
- Provide a safe environment where athletes can progress and develop.
- Enable a timely and reasonable response to major incidents.

This guide serves as a reminder of the club's mission and values, as well as providing a framework within which we can support and guide our athletes throughout the year. It sets out in simple steps how CSC approaches matters of member misconduct.

Please note that in all matters of misconduct CSC adheres to the [B.C. Alpine Code of Conduct](#), which should also be referred to in instances where there is an alleged infraction or complaint

In this document, you will find:

- Member, Athlete and Coach Responsibilities
- Technology and Online Expectations
- An Explanation of Disciplinary Action and the Appeal Process

If you have any questions or comments regarding the Code of Conduct, please contact our Program Director at info@cypressskiclub.com.

Member Responsibilities

Respect

- Respect the coaching staff, athletes, and other club members.
- Respect the ski & training environment, equipment, CSC cabin or host lodges, accommodation.
- Respect others including mountain staff, the public and volunteers.

Engage

- Contribute to the club's success by volunteering, providing assistance to coaches and participating in club activities.

Contribute Positively

- Demonstrate honesty and integrity.
- Be a good ambassador of the Cypress Ski Club
- Display great sportsmanship both as a spectator and an athlete.
- Support our athletes and coaches.
- Avoid any conflicts of interest that would interfere with your obligations to CSC or CSC values.

Communicate

- Be polite and appropriate when communicating to athletes, coaches, volunteers, and club members.
- Be positive in your intent when communicating with others.
- Communicate in a healthy constructive manner.

Athlete Responsibilities

In addition to the Member Responsibilities, athletes are required to follow the CSC values of:

Respect

- Respect yourself, your opponents, and your teammates
- Follow instructions and respect the decisions made by coaches and race officials.
- Click here to enter text.

Engage

- Participate in the training, racing and freeride program, as designed by the coaching staff.
- Arrive on time.
- Arrive prepared physically and mentally.

Contribute Positively

- Focus on the process — having fun, improving your skills, making friends, and doing your best are key elements to achieving your skiing goals.
- Support your teammates and your opponents.

Coach Responsibilities

In addition to the Member Responsibilities, coaches are required to follow the CSC values of:

- Ensure the safety of CSC athletes.

- Adhere to BC Alpine's Code of Conduct
- Be open, honest, and consistent in my communication with others

CSC recognises that everyone has the right to participate in an environment free from bullying, discrimination, or harassment.

Technology and Online Expectations

Responsible use of technology means someone is transparent (uses real name and account), is truthful and is responsible.

- Do not share confidential information about self, others, or team.
- Be respectful online of teammates, organizations, community partners, club members, other athletes, and ski clubs.
- Be thoughtful, respectful, and think about how your comments will affect others.
- Ask for consent before posting pictures and videos of others.
- Do not publish lewd, vulgar, or obscene comments, photographs or videos of self or others.
- Any online content should be appropriate and in good taste.
- Online bullying, discrimination or harassment will not be tolerated.
- Adhere to any restrictions your coach may put in place regarding the use of devices during team training, travel, and events.

If you have any questions, please contact the Program Director at info@cypressskiclub.com.

Disciplinary Action and Process for Members

Members, which include athletes, athlete's parents/guardians, and coaches are expected to comply with the Code of Conduct and governing bodies for the sport. As guidance, the Club has defined some examples of unacceptable behaviour to include, but not limited to, the lists below. Incidents may be considered minor or major infractions, and for which disciplinary action may follow. The Club's goal is to solve any issue swiftly, fairly and with a view to reaching a positive outcome. General common sense will be a guide in identifying other behaviors that are inappropriate and/or unsafe.

Types of infraction

Minor Infraction – has a limited impact on the member, other members, or non club individuals and/or the program as a whole. Minor infractions include but not limited to:

- Single instance of disrespectful comments or behaviours towards others
- Single instance of disrespect towards property
- Single instance of unsportsmanlike behaviour, including teasing and taunting
- Inappropriate use of language
- Conduct contrary to the values of the CSC

- Single instance of non-compliance of rules, procedures (mountain + club) that does not constitute major infraction.
- Willful failure to participate in the program as designed.
- Minor or single violation of the Team Travel and Parent Chaperone policy
- Minor or single violation of Technology Online and Expectations as outlined in this document.
- Minor or single violation of the Member, Athlete, or Coach Responsibilities as outlined in this document.

Major Infraction – has a serious impact on the member, other members or non club individuals and/or the program as a whole. Major infractions include but are not limited to:

- Behaviour that constitutes maltreatment of any kind
- Disparagement of any other club member
- Failure to follow appropriate communications protocols.
- Disseminating dishonest or inappropriate materials to other club members
- Violation of the criminal code, including theft, vandalism, verbal, and physical abuse.
- Use, distribution or encouraging the use of drugs, tobacco, or alcohol.
- Defacing or damaging public or private property
- Causing physical harm or danger to others
- Discrimination, bullying or harassment in person or online.
- Repeated minor infractions.
- Pranks, jokes, or other activities that endanger the safety and/or well-being of others.
- Consistent or deliberate disregards for policies, procedure, and rules
- Conduct that intentionally damages the image, credibility, or reputation of CSC.
- Major or repeated violation of the Team Travel and Parent Chaperone Policy
- Major or repeated violation of Technology and Online Expectations as outlined in this document.
- Major or repeated violation of the Member, Athlete, or Coach Responsibilities as outlined in this document.

Penalties & Sanctions

Minor infractions - Disciplinary Process

- For adult members, all minor infractions will be referred to the Program Director. The Program Director will have the ability to determine the appropriate response.
- The coaching staff is responsible for administering on the spot corrective action for single occurring minor infractions to athletes. Coaches are then required to inform parents and the Head Coach to support behavioural improvement.

- Disciplinary sanctions for minor infractions might include but are not limited to verbal reprimand, performance improvement measures, education, a request for a written or verbal apology and with consultation and approval by the Program Director, suspension from training and/or racing for a limited time.
- Disciplinary sanctions for minor infractions cannot be appealed.
- Repeated minor infractions – may result in an escalation to a Major Infraction and to the Disciplinary Committee.

Major infractions - Disciplinary Process

- If a major infraction has occurred, or has been alleged to have occurred, by any member, it will be referred to the Disciplinary Committee.
- The Disciplinary Committee will be comprised of three board members, who are independent of, and do not have a conflict of interest with respect to the members involved in the Disciplinary Process. The Club President is not eligible to sit on the Disciplinary Committee.
- The Program Director will be present for Disciplinary Committee proceedings in an advisory capacity.
- In case of a major infraction during local training and racing, the involved coach(es) will report to the Program Director, who will submit a report to the Alpine Chair and the Disciplinary Committee.
- In case of a major infraction during team travel, parent chaperones and/or coaches will advise the Program Director, who will submit a report to the Alpine Chair and the Disciplinary Committee.
- An allegation of a major infraction involving a parent/guardian may be made to any Board Member or to the Program Director who will submit a report to the Disciplinary Committee.
- The Disciplinary Committee will perform interviews, review documents as it deems necessary in its sole discretion. It will conduct a disciplinary meeting or meetings to provide the impugned member an opportunity to respond to the allegations made.
- If an allegation of a major infraction is alleged, the member(s) involved may be suspended from all activities while an investigation takes place. The decision as to whether a member will be suspended will be at the sole discretion of the Disciplinary Committee

- Any BC Alpine member under suspension by a member club, which includes CSC, is not eligible, during any such suspension, to participate in any FIS or BC Alpine sanctioned event, or to receive any BC Alpine benefit.
- Prior to the disciplinary meeting, the member will be informed of allegations and the member will be invited to respond to the complaint by providing information and documents concerning the alleged incident prior to the disciplinary meeting. All evidence obtained through the investigation will be shared with the member(s) involved.
- The Disciplinary Committee will review all materials received and consider all information collected from any interviews with interested parties. It will then make a decision regarding the relevant facts and decide if any disciplinary sanction should be imposed. The decision of the Disciplinary Committee will only be communicated to the involved parties.
- Disciplinary Sanctions include, without limitation, a verbal warning, a letter of expectations, a disciplinary suspension, or expulsion from the club. In the case where a parent or guardian is suspended from the club, their child or children will be ineligible to participate in club activities for the duration of the suspension. If a parent or guardian is expelled from the club, their child or children will be ineligible to participate in any club activities from the date of the expulsion.

Disciplinary Appeal Process

The recipient of a disciplinary sanction for a Major Infraction may appeal the Decision of the Disciplinary Committee by making a written application to a board member who was not a member of the Disciplinary Committee within 14 days of the decision. The notice of appeal should include grounds in support of the appeal. Such an appeal will only be granted in cases where there has been a breach of natural justice. The decision of the Disciplinary Committee with respect to the underlying facts or sanction will not be eligible for review.

Any sanction imposed because of a minor infraction is not eligible for any appeal.

Appeals will be reviewed by an Appeal Committee that will be comprised of:

- The Club President
- Two board members who were not members of the Disciplinary Committee

Please note that there will be no refund of program fees for time missed resulting from any disciplinary action of any kind.

As a member of the CSC, you agree to conduct yourself according to the guidelines in this document.

October 2023