



## Calabogie Ski Racing Club – Code of Conduct

### Introduction

#### Core Values of the Club

*“Athlete Centered, Coach Driven, Parent Supported”* – these are the fundamental principles that guide the mission of the Calabogie Ski Racing Club (the “Club”) to develop youth into competitive skiers and responsible young adults by encouraging personal growth and achieving potential. The Club’s success lies in the belief that it is our community of individuals whose shared goals are to foster in our athletes the love of sport, encourage personal growth and achievement, nurture a commitment to sportsmanship and fair play, foster respect for individuals and the ski hills and resorts that support and host us, and to do so in a way that places the best interests of all athletes first.

All members of the Club Community (athletes, parents/guardians of athletes, coaches and other Club employees, contractors or individuals who volunteer services for the Club) are mutually responsible to each other to uphold these principles. The Code of Conduct prescribes what is expected of everyone who is a member of the Club Community.

#### Scope

This Code of Conduct applies to all matters that may arise during the Club’s business, activities and events, whether at Calabogie Peaks Resort or elsewhere, including, but not limited to on-snow activities, dryland training, training camps, races and meetings. It also applies to an individual’s conduct outside of Club business, activities and events when such conduct is detrimental to the image and reputation of the Club.

#### Standards of Conduct

##### General

All members of the Club Community are expected to conduct themselves in the following manner:

- a) demonstrate good sportsmanship and act in a manner that upholds the reputation of the Club and the sport of ski racing;
- b) treat all members of the Club Community and others with respect and dignity, demonstrating courtesy and compassion;
- c) respect race officials;
- d) refrain from the use of foul language, disparaging, negative, abusive, or threatening language or behaviour to the Club Community or others;
- e) respect and make proper use of all equipment and property of the Club or ski hill or that of any other individual or entity that the Club Community may have access to from time to time, wherever Club activities take place;
- f) refrain from any behaviour that discriminates on the basis of sex, ethnic origin, gender, sexual orientation, gender identity, age, language, marital or family status, disability or any other ground of discrimination prohibited by applicable human rights legislation;
- g) refrain from any behaviour that constitutes harassment or bullying of any kind, including, but not limited to, verbal or physical abuse, intimidation, or sexual harassment;
- h) comply with all policies or regulations prescribed by the Club, the applicable sport governing bodies or the ski hills where the Club activities may be carried out; and,
- i) identify and address all serious breaches of the Code of Conduct.

## **Athletes**

In addition to the general expectations on standards of conduct athletes will:

- a) participate in all Club activities to the best of their ability while exercising self-control and accepting responsibility for their actions;
- b) act in a manner that brings credit to the Club acknowledging that their actions directly impact the Club's reputation, including, but not limited to, cleaning up after themselves, not cutting lift lines, following ski hill rules, following skiers' codes of conduct, and respecting other ski hill patrons;;
- c) be responsible for their own training and races and train hard with their coaches;
- d) arrive to races and training on time, ready to participate with all necessary equipment in good shape;
- e) respect their teammates and fellow competitors;
- f) listen to and respect their coaches at all times while also asking questions to further their training;
- g) follow the applicable rules of ski racing that are in force from time to time;
- h) assist in ski race and training tear-down whenever requested to do so at home or away; and,
- i) not consume alcohol, cannabis or other illegal substances while participating in Club activities.

## **Parents and Guardians**

In addition to the general expectations on standards of conduct parents and guardians of athletes will:

- a) behave in a manner that makes them a role model for athletes
- b) provide guidance and leadership to their athletes to ensure athletes respect the Code of Conduct;
- c) focus on their athletes well-being above all other ski racing aspirations to win or advance their racing career;
- d) provide positive support, care and encouragement for all athletes during Club activities;
- e) abide by Club expectations in relation to observing on and off-hill training as well as interactions with coaches;
- f) respect and support the pedagogical decisions of the coaches; and,
- g) help foster a positive Club environment through volunteering and supporting the Club.

## **Coaches**

In addition to the general expectations on standards of conduct Club coaches will:

- a) behave in a manner that makes them a role model for athletes;
- b) treat all athletes fairly and refrain from creating an environment of favouritism;
- c) provide regular and constructive feedback to athletes;
- d) comply with all applicable policies, rules and regulations prescribed by their licensing bodies; and,
- e) comply with all provisions of their contracts for coaching services for the Club, as the case may be.

## **Other Club Employees, Contractors or Volunteers**

In addition to the general expectations on standards of conduct other club employees, contractors or volunteers that routinely work with the Club will:

- a) comply with all provisions of their contracts or volunteer expectations in support of the Club, as the case may be.

## **Complaints and Discipline**

A complaint may be made to any member of the Club Board of Directors (the “Board”) either in writing or verbally. Sufficient detail should be provided to assess the complaint. The Board may take such immediate actions as it deems appropriate, including contacting law enforcement authorities or imposing immediate sanctions if urgency of the matter necessitates such actions.

Where the situation and time allows, the complaint will be reviewed and determinations made by not less than three (3) members of the Board. The Board may consider including a parent representative, as chosen by the Board to assist in the review and determinations of the complaint.

The Board may determine:

- a) the complaint is unfounded and consequently dismissed;
- b) the complaint is justified and gives rise to one of the sanctions set out below; or,
- c) the nature of the complaint is one where the Board assesses assistance from outside the Club is required. In this instance, the Board will determine the approach to be taken and proceed accordingly. As an example, there could be a determination that a representative from another club is warranted in helping review and make determinations.

Where a complaint is justified, the Board may impose one or more of the following sanctions:

- a) issue a verbal or written reprimand;
- b) require a verbal or written apology;
- c) require volunteer service or other non-monetary contribution to the Club;
- d) suspension from certain events or activities of the Club, or for a period of time; or,
- e) any other sanction that is reasonable and appropriate in the circumstances.

Once the Board has decided on the way forward, this will be communicated to the respondent and the complainant. Where the respondent is an athlete this will also include the parent/guardian of the athlete.

The respondent will have two (2) days from the time they were informed of the decision to appeal and make representations to the Board for reconsideration.

## **Conclusion**

The Calabogie Ski Racing Club is *Athlete Centered, Coach Driven, and Parent Supported*. We rely on the entirety of our Club Community to foster an environment of respect where athletes can excel. It is with the continued support of the entire Club Community that the Club and athletes will flourish. With concerted efforts the Club will maintain and build on its strong reputation.

## **Appendix “A” to Code of Conduct**

### **Training Camps**

The purpose of the appendix to the Club Code of Conduct is to provide additional guidance and direction regarding conduct issues that arise during training camps sanctioned by the Club.

The Code of Conduct in its entirety is applicable to any breach of the Code of Conduct that occurs at a training camp, whether chaperoned or unchaperoned. All athletes, coaches and parents/guardians of athletes that are participating in a training camp will be subject to the Code of Conduct.

The fundamental principle is one of respect. Athletes, coaches and parents/guardians of athletes are representatives of the Club in the execution of training camps. It is fundamental that we ensure the safety of all participants, whether during on or off-hill training activities, or during non-training hours.

The Club recognizes that the nature of training camps may necessitate the requirement to address a conduct issue on a more immediate basis. While the Complaints and Discipline section applies to all breaches of conduct, where the training camp is on-going the lead coach and/or training camp lead will contact the Board President or Chief of Program immediately.

Athletes are subject to being removed from the training camp and sent home at the athlete’s expense for the following, but not limited to, breaches:

- a) harassment, bullying or inappropriate conduct;
- b) consumption of alcohol, cannabis, or an illegal substance;
- c) illegal activity of any kind; and,
- d) unsportsmanlike behaviour.

All athletes must treat each other with respect and refrain from relations during training camp activities that could create situations where athletes are in vulnerable positions or make other athletes uncomfortable.