

**Effective: November 2016**

## **Policy Document: Code of Conduct Agreement**

Athletes are expected to always:

- act in a way that shows pride in being a member of the Whitewater Ski Team
- strive to achieve and show the highest levels of good sportsmanship and team spirit
- act in a respectful and helpful manner towards all of their fellow members, the coaching staff, fellow athletes and their parents, without whose many hours of volunteer work, the club's programs would not exist
- act in a courteous and helpful way towards the general public, the skiing public and ski industry employees and ensure that their appearance and language reflect this attitude
- act in a friendly and helpful way towards fellow racers (and help the younger and/or less experienced racers to feel part of the team)
- show respect and cooperation to coaching staff. The racer must be committed to attend races and training sessions (snow & dryland) on time and prepared. If unable to do so, they must notify their coach as much ahead of time as possible.

Unacceptable athlete behaviour includes, but is not limited to:

- repeated failure to participate in the program as designed for the athlete
- blatant disrespect for people and property (athletes, coaches, officials, sponsors, equipment, ski areas, etc.)
- blatant use of foul language
- bullying, horseplay on lifts, line crashing
- stealing
- using alcohol or tobacco products of any kind
- using, encouraging the use of, or distributing drugs
- sexual activity with other athletes

General common sense will be a guide in identifying other unacceptable behaviours.

Disciplinary Action:

Athletes who engage in unacceptable behaviour may be subject to disciplinary action by the coaches and/or the club Executive. Decisions on short-term disciplinary actions may be made by coaches, in consultation with the Head Coach and/or Alpine Chair, when feasible. All coaches have the authority to decide on appropriate short-term disciplinary action in cases where it is not possible to consult with others in a timely manner.



Major infraction:

- has serious impact on the athlete, other athletes or individuals and the program as a whole (e.g. sexual activity with team mates, use of drugs)
- may result in suspension or expulsion from program

Minor infraction:

- has limited impact on athlete, other athletes or individuals or program as whole (e.g. use of foul language, failure to participate in designed program, bullying)
- may result in short-term disciplinary action (e.g. withdrawal of training or racing privileges for one to six days, depending on frequency of occurrence.)

Athletes' parents will be informed of all infractions and disciplinary actions. There will be no refunds of program fees for time missed resulting from a disciplinary action of any kind.

Any decision regarding long-term or permanent disciplinary action (suspension for one or more weeks, or expulsion from membership) will be made only by a panel of three independent Whitewater Ski Team Executive members who have no links to the incident(s) under investigation. On expulsion from membership, any outstanding balance in the athlete's expense account with the club is payable within 30 days.

Appeals:

- No appeal process for any short-term disciplinary actions.
- For major infractions resulting in expulsion, appeal may be made to a panel to be composed of two independent Whitewater Ski Team Executive members (who were not part of the discipline panel) and one individual not connected with Whitewater Ski Team and mutually agreed upon by the Whitewater Ski Team President and the appellant.

Parents are expected to:

- Refrain from interfering with the coaching staff in their efforts to teach and encourage the athletes.
- Participate willingly in fundraising activities, races and other events associated with the club.