



## **Code of Conduct**

Lake Louise Black Dogs Ski Club aims to provide a unique and dedicated training and racing programs to athletes at all levels. Our programs are athlete centered and coach driven. A code of conduct has been developed and a coordinated team effort is required for the best possible operation of our programs.

Individuals at all time must conduct themselves in a professional manner, recognizing the importance of acting as both representative of LLBDSC and in general a role model to the general public. A Code of Ethics Committee is established in order to supervise the LLBDSC member's behavior.

### **Scope:**

This policy applies to all LLBDSC directors, employees, athletes, contractors and related personnel.

### **Policy Objective:**

The purpose of this code is to ensure a safe and positive environment by making members aware that there is an expectation, at all time, of appropriate behavior consistent with the values of LLBDSC.

### **Application:**

This policy also applies to discrimination and harassment that may occur during LLBDSC business, activities and event.



## ***Definition of Behavior***

### **Appropriate conduct:**

1. Demonstrate respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry color, ethnics or racial origin, nationality, sexual orientation, age, marital status, religion, disability of economic status.
2. Respect for others and their property
3. Focusing comments or criticism appropriately
4. Consistently treating others fairly.

### **Unacceptable behavior and misconduct included but not limited to:**

1. Threatening or intimidating behavior towards others
2. Discrimination, harassment, bullying or victimization
3. Stealing
4. Using, encouraging the use of, or distributing drugs
5. Disrespect for others and their property
6. Refusing to wear team attire as requested
7. Use of illicit drugs, or the inappropriate or excessive use of alcohol and legal drugs
8. Physical or sexual assault
9. Condescending or patronizing behavior In addition to the above definition of appropriate or inappropriate actions the following have additional responsibilities.

## **Directors and member staff (including coaches)**

1. Act with honesty and integrity and conduct themselves in manner consistent with LLBDSC values
2. Conduct themselves professionally, lawfully and in good faith in the best interest of LLBDSC.
3. Respect the confidentiality appropriate to issue of a sensitive nature.
4. Conform to the bylaw and policies implemented by LLBDSC.

## **Additional coach responsibilities:**

1. Set the example and behave in accordance with the athlete's code of conduct (above) as well as the Canadian Ski Coaches Federation and Canadian Ski Instructors' Alliance code of ethics and principles.
2. Represent the best interest of all athletes.
3. Coach the athletes in a logical sequence and use all development tools available, respecting the LLBDSC program.
4. Commit 100% to the program and personal achievement of all athletes.
5. Communicate with athletes on any and all aspects of their personal goals.
6. Communicate with parents on appropriate aspects of the team and individual athlete programs.
7. Refrain from the use of profane language or directing profane language toward anyone at any time. Behave in the manner that brings credit to yourself, the team and program.
8. Forbid the use of alcohol, drugs and smoke during working time.





**Athlete Responsibilities:**

- 1.** Report any medical problem in a timely fashion, when such problem may limit the ability to train or compete.
- 2.** Shall not possess or use any drug other than prescribed medical drugs.
- 3.** Shall not permit any part of their uniform provided to them to be worn by anyone other than the athlete himself (up to the end of the season April). All ski suit are to be returned at the end of the season (April) clean and in a good condition.
- 4.** Athlete are to be properly attired at the race and awards with the ski jacket provided by LLBDSC.
- 5.** Obey the Skier's Responsibility Code at all times. When free skiing, the athlete will always be under control and at a safe speed so as to not scare or endanger other skiers. Athletes must obey all posted mountain signs and all verbal or written instructions received from the ski patrol, coaches and/or ski area employees.
- 6.** Participate and commit fully to the training and racing plan as designed by the coaching staff (dry land, on-snow, equipment, diet, rest, etc.) giving 100% to the achievement of their personal advancement plan.
- 7.** Communicate with the coaches on all aspects of the program and plan.
- 8.** Respect the decisions of the coaching staff.
- 9.** Show courteous and cooperative behavior to all coaches, gatekeepers, parents, officials, employees, and customers of all ski areas and other venues during the training and competition.
- 10.** Refrain from the use of profane language or directing profane language toward anyone at any time. Behave in the manner that brings credit to yourself, the team and program. Athletes shall be known as the best on and off the hill.
- 11.** Endeavor to maintain a clean and neat appearance at all times so as to promote yourself, the team, and the community. Wear team uniforms and insignia with pride whenever directed by the coaching staff.
- 12.** Show respect for others by always storing skis and other gear in appropriate place.
- 13.** Understand and accept that any damage caused, directly or indirectly, is the athlete's responsibility as is reimbursement of property owners, hotel or motel operators, ski areas, or ski clubs for any loss(es) incurred.



### **Parent Responsibilities:**

- 1.** Report any medical problem in a timely fashion, when such problem may limit the ability to train or compete of their athlete.
- 2.** Encourage athletes to abide by the rules and resolve conflict without resorting to hostility or violence (also verbal).
- 3.** Respect all the decisions made by the Lake Louise Black Dogs Ski Club' staff relevant to your child's ski development program.
- 4.** Respect and honor any and all other policies which may be developed and communicated by the Board or coaching staff.
- 5.** Refrain from taking program/coaching concerns directly to the coach or interrupting the training plan.
- 6.** Refrain from the use of profane language or directing profane language toward anyone at any time. Behave in the manner that brings credit to yourself, the team and program.
- 7.** You are responsible for any bad behavior of your child/children and we aspect your full cooperation in correct any wrong behavior.
- 8.** Commit to the specified fundraising activities that form the part of the overall program. Handle any and all financial obligations to the club, association and the ski community in timely and complete matter.
- 9.** Communicate to coaches or program directors on any personal needs or changes happening in the athlete's personal life that may affect the performance and behavior.
- 10.** Communicate in a respectful manner with the program director and coaches as needed on all aspects of the program(s).
- 11.** In the case of a program or coaching concerns, communicate first to the program director who will guide the resolution process.

### **Filing a complaint**

Individuals who behave in an unacceptable manner maybe subject to disciplinary action. All the complaints must be addressed to the Head Coach/Program director or to the Discipline Pending the severity of the complaint and whether or not it is a repeated infraction will determine the appropriate disciplinary action taken. All disciplinary actions will be reasonable and proportionate to the breach of conduct.

Such sanction may include but are not limited to:

- Verbal warning (issued by the Head Coach)
- Formal written reprimand (issued by the Program Director or the President)
- Temporary suspension (issued by the President)
- Dismissal (issued by the President on behalf the Board of Directors)