

Foothills Nordic Ski Club Code of Conduct

The Foothills Nordic Ski Club (FNSC) Code of Conduct (Code) applies to all Members of FNSC. In the case of Members under the age of 18, the Code applies equally to the Members' parents or guardians.

General Rules of Conduct

All Members will strive at all times to be a positive addition to the group:

- By treating other Members, athletes, parents, officials, volunteers and coaches with respect and striving to contribute to a positive and respectful training environment for all;
- By following instructions presented by the coach or leader;
- By respecting differences in gender, age, race, religious affiliation, sexual orientation or personal tastes of all members of the group and refraining from commenting on these differences in a negative light, or in any way harassing members of the group;
- By including all members of the group equitably and ensuring that one person is not excluded, teased, or otherwise singled out from the group;
- By finding opportunities to support other Members, extend kindness and by being helpful and courteous; and
- By positively representing FNSC and the sports of cross-country skiing and biathlon in general.

Each FNSC Member shall:

1. Avoid any behaviour that could reasonably be expected to significantly disrupt or interfere with a competition, training camp, or preparation of any athlete for an event;
2. Avoid any behaviours that can be interpreted as bullying;
3. Treat with respect, not tamper with and avoid damage to, all property, facilities and equipment used for the purpose of training or competition, including but not limited to rental accommodations, vehicles, host club facilities, equipment and clothing of others. The Member shall be held personally accountable for any such damage and will reimburse those affected directly by any such damage as determined by the FNSC Executive;
4. Avoid the use of banned substances that contravene the rules of Cross Country Canada, Biathlon Canada, the International Olympic Committee and the Canadian Policy on Doping in Sport. Athletes, in consultation with their coaches, have a responsibility to be aware of, and avoid the use of performance enhancing substances or practices;
5. Avoid the possession of any banned or illegal drugs and neither supply such drugs to others directly or indirectly nor encourage or condone their use by knowingly aiding in any effort to avoid detection of the use of banned substances or banned performance enhancing practices;

6. Refrain from the use or possession of illegal drugs as defined by the Criminal Code of Canada;
7. Refrain from the consumption of alcohol and/or recreational drugs during any events or trips. Possession or consumption of alcohol and/or recreational drugs by Members under the age of 23 years is strictly forbidden during trips and events;
8. Adhere to the Laws of the host jurisdiction;
9. Adhere to the curfew and quiet times set by the trip chaperones if the athlete is staying/traveling with the team;
10. Agree that there is no visiting in rooms without the express permission of the trip chaperones;
 - i. If visiting in rooms is permitted by the trip chaperones, ensure that all room visits take place with doors opened and allowing a clear view of the room and all occupants, unless permitted otherwise by the trip chaperones.
 - ii. Your room is your personal and private space for preparation of yourself for the event or activity. All visiting should take place in common areas. When sharing a room, it is not respectful of the other occupant(s) to have visitors if the other occupant(s) would prefer to rest or not have the interruption.
11. Ensure that, if staying/traveling with the team, that the trip chaperones are aware of and in concurrence with their whereabouts and activities at all times when away from the team accommodations or event site;
12. Agree that Club events, training, and races are team activities. Those Members in a relationship are expected to be fully present when together and to not isolate themselves from their teammates and are expected to conduct their relationship in a way that respects the comfort levels of other Members, athletes, coaches, volunteers and parents; and
13. Agree that when required by FNSC as a condition to participation in a camp, event or other activity, including where organized/hosted by other organizations, sign an athlete agreement agreeing to abide by the FNSC Code of Conduct in respect of such camp, event or other activity.

Use of Social Media

Members and athletes are highly visible representatives of FNSC and the sports of Cross Country Skiing and Biathlon in general and are expected to uphold the values and responsibilities of FNSC.

FNSC prohibits malicious and reckless behavior when utilizing public media outlets. It is important that Members recognize the power of public media domains and the potentially

negative image that they can portray. FNSC recognizes and supports the safe, respectful and positive use of online social networks.

The malicious use of online social networks or any public media domain, including texting, shall not be tolerated by FNSC and will result in disciplinary action.

Such malicious uses include, but are not limited to:

- Derogatory language and remarks about their teammates or coaches, other athletes or coaches, athletic administrators or representatives of other institutions, or any Member of FNSC;
- Demeaning statements about, or threats to, any third party;
- Photographs or statements depicting violence, hazing, sexual harassment, vandalism, stalking, underage drinking, selling, possessing, or using controlled substances, or any other inappropriate behaviors;
- Creating a serious danger to the safety of another person or making a credible threat of physical or emotional injury to another person; and
- Indicating knowledge of an unreported misdemeanor, felony, or other criminal act.

This Code of Conduct applies to conduct that may occur outside of FNSC events and activities when such conduct is detrimental to the image and reputation of FNSC.

Resolution of Disputes and Disciplinary Procedures

FNSC and the Members agree that alleged breaches and disputes relating to the Code of Conduct or any athlete agreement including the Code of Conduct shall be dealt with in a timely manner.

All Members of FNSC should undertake to resolve any differences or disagreements with another Member in good faith and in a non-confrontational and timely manner. Minor breaches of discipline shall be dealt with by the coaching staff and/or FNSC Directors, by discussing the problem with the Member(s) involved.

A written record of the incident and discussion will be made. Resolution of the problem could involve the imposition of disciplinary measures, which may include suspension of training or competition privileges including entry to races. In addition, failure to address necessary behavioral changes will result in a minimum five-practice suspension.

The Member agrees that if expelled from an activity for breach of this Code, the Member will be personally liable for any travel, accommodation or other costs associated with the event, including their share of the coaching costs, incurred by FNSC on their behalf.

Following a suspension, if the Member continues to violate the above guidelines, the Member can be asked to leave the program and/or FNSC, with no refund provided.

The Board of FNSC shall at least once per year review this Code of Conduct and disciplinary steps taken thereunder.