

## **EXPECTED ATTITUDES AND BEHAVIORS**

### **HIGHLANDS TRAIL BLAZERS RACE DEVELOPMENT TEAM**

#### **Preamble**

1. As participants in Highlands Trailblazer Racing Development program, athletes are ambassadors for the Club and for the sports of Nordic Skiing and Biathlon. This document describes the attitudes and behaviors athletes are expected to display while registered in the program and while training and racing under the banner of the Highlands Trailblazers Ski Club.
2. These expectations are supplementary to and support the Codes of Conduct of Nordiq Canada, Biathlon Canada and Highlands Trailblazers. [HTB Code of Conduct](#)
3. Athletes must read and agree with the expectations of attitude and behavior specified in this document. This document must be signed and in the Club's hands before athletes will be permitted to attend events with the Club including regular Team training, training camps and races.

#### **Expectations**

1. Athletes will make their best effort to attend all training outlined in their training plans and/or specified by their coach. At all times athletes will train and race at their full physical capacity and effort according to their race and training plans.
2. Athletes will make their best effort to develop their skills, knowledge, expertise and experience in their sport.
3. Athletes will make their best effort to attend all races specified in their race schedule. As soon as possible they will inform the coach if there are special circumstances preventing them from attending a race and will work with their coach to identify a suitable replacement.
4. Athletes will ensure they are appropriately dressed, well rested, properly nourished and hydrated so they can optimize their performance and recovery.
5. Athletes will refrain from using profane or derogatory language and refrain from any behavior that harasses, ridicules or isolates individual members of the team.
6. Athletes will speak up if they have experienced BAHD behavior (Bullying, Abuse, Harassment, Discrimination), or have witnessed BAHD behavior within the Team environment. [Harassment Policy](#)
7. Athletes are expected to respect the privacy of other Team members and Team staff. Bedrooms are private spaces and are not to be used for social gatherings. All athletes are expected to respect the agreed upon gender divisions of sleeping spaces and bathrooms.
8. Athletes will care for and be respectful of their own and others' equipment. They will take responsibility for the safe handling and maintenance of their own equipment and/or any rental equipment entrusted to their care. They will obtain all required equipment in a timely fashion and will attend training and races with their equipment in good repair and ready to be used.
9. Athletes will clean up after themselves and teammates while at host clubs; accommodations while traveling; the Highlands Nordic chalet; HTB biathlon range and while at the HTB Team wax room.
10. To the best of their abilities, athletes will take personal responsibility for being on time for travel, meetings and other functions; for knowing their start/zero times; for being at the start/range area at the appropriate moment; and for knowing their course.
11. Athletes will be responsible for completing in a timely manner all required race and training registrations, maintaining their status as members of Nordic Canada, Biathlon Canada and Biathlon Ontario and paying their fees for same.
12. Athletes will complete the medical history form provided to them by their coach and/or the Club and include a list of all prescription and/or non prescription medications and supplements that they are taking. Medications

prescribed by a doctor must be registered with an athlete's coach before entering a competition. Athletes will update their coach with any changes to their health/medication status.

13. Athletes who become unwell, ill and/or develop symptoms of influenza, colds, Covid or any other communicable disease will inform their coach and will withdraw from or not attend training, racing and other Team events
14. Athletes will be aware of the Club's Concussion Management and Return to Play Policy. Athletes will immediately inform their coach if they have experienced a head injury. [Concussion Policy](#)
15. Athletes will be aware to the Club's Rule of Two Policy and will assist HTB Coaches, Staff, Officials and Volunteers in adhering to it. [Rule of Two Policy](#)

## CONSEQUENCES

1. Coaches, and other support staff are responsible for implementation of these Expectations.
2. Athletes whose attitude and/or behavior does not conform with these Expectations may be:
  - a. Issued a verbal warning
  - b. Issued a written warning
  - c. Not allowed to attend Team training or travel with the team to particular events.
  - d. Asked to leave the Team/program.
3. A Sub-Committee of the HTB Board of Directors will receive notice of verbal and written warnings issued to athletes.
4. Coaches may recommend the temporary suspension of an athlete to the Sub-Committee in the case of disrespectful behavior that reflects negatively on the Team or the Club or causes a serious altercation that affects the capacity of others to compete at their best.
5. If there are repeated incidents (3), or the precipitating behavior was egregious the Sub-Committee may terminate the athlete from the Team and program.
6. All costs owing the Club at the time of suspension or termination or incurred by the Club as a result of suspension or termination will be the responsibility of the athlete and/or their family.
7. Complaints about an athlete's behavior received from officials, other coaches or members of the HTB support team will be investigated and may result in consequences as outlined above.

## AGREEMENT

**By signing this document I acknowledge that I have read, understood and agree to abide by expectations of attitude and behavior specified in this document:**

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*Athlete Name (please print)*                      *Athlete Signature*                      *Date*

As the Parent/Guardian of \_\_\_\_\_ I acknowledge that I have read and understood

*Athlete Name*

the expectations my son/daughter has agreed to in being an athlete member of the Highlands Trailblazers Race Development Program.

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*Parent/Guardian Name (please print)*                      *Parent/Guardian Signature*                      *Date*