

HIGHLANDS TRAIL BLAZERS CODE OF CONDUCT AND ATHLETE AGREEMENT

(The Highlands Trailblazers Ski Club Code of Conduct is based on the Athlete Code of Conduct approved by Cross Country Ski Ontario. See the XCSO Code here

<http://xcskiontario.ca/wp-content/uploads/2018/11/AthleteCodeofConduct-XCSO-Nov-2018-update.pdf>)

When training, travelling to and participating in events under the banner of Highlands Trailblazers athletes are ambassadors for the club and for the sports of Nordic Skiing and Biathlon. This code describes the attitude and behaviour an athlete is expected to display.

Athletes must read and agree to abide by this code of conduct. This document must be signed and in the club's hands before athletes will be permitted to attend events with the club including training camps and ski races.

Guidelines

Athletes should always demonstrate good sportsmanship winning with humility, losing with dignity and avoiding behaviors that could cause disruption or interference with other competitors, coaches or officials during training or competition.

Athletes will strive to be positive and supportive of others, treating teammates, other skiers, officials, coaches, accompanying parents, Highlands Nordic staff, host clubs, Race Organizing Committees, spectators, sponsors and others with respect and courtesy.

Athletes will refrain from using profane or derogatory language and refrain from any behavior that harasses, ridicules or isolates individual members of the team.

Athletes are expected to understand and abide by the Club's Code of Conduct, and to be aware of and understand the Club's harassment policy. Athletes are encouraged to speak up if they have experienced harassment, or have witnessed harassment within the team environment.

Athletes will work as a cooperative member of the team, caring for the welfare of the whole team as well as the individuals on the team.

Athletes are expected to respect the privacy of other team members and adults accompanying the trip. 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.

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.

Athletes will make a best effort to attend all practices and races. They will inform the coach if there are special circumstances preventing them from attending. They will ensure they are appropriately dressed, well rested, properly nourished and hydrated so they can perform at their best.

Athletes will clean up after themselves and teammates in host clubs, accommodations while travelling, the Highlands Nordic chalet and team room.

Athletes are supported by a team of adults at events, however all athletes will take personal responsibility for being on time for travel, meetings and other functions, knowing their start times, being at the start area at the appropriate moment, and knowing their course.

Athletes will not use illegal drugs, smoke cigarettes or e-cigarettes or drink alcohol, even if athletes are of age, while travelling, training or competing with the club.

Athletes will complete the medical history form provided to them by their coach and/or the club and include a list of all prescription 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 should also be aware of the Club's Concussion Management and Return to Play Policy. Athletes are asked to speak up if they have experienced a head injury in any sport or activity.

Athletes may not use banned/performance enhancing substances that contravene the rules of the IOC, CCC/BC, Sport Canada, The Canadian Centre for Ethics in Sport (CCCES) or designated authorities. Athletes may be asked to submit to announced or unannounced doping-control tests in addition to other prior notice tests at the request of Sport Canada and/or CCES.

Athletes should be aware that even though the Government of Canada legalized cannabis October, 2018 cannabis continues to be a prohibited substance in sport and a positive test can result in a sanction.

CONSEQUENCES

The Board of Directors of Highlands Trailblazers Ski Club oversees the implementation of the Code of Conduct. Coaches, parents and other support staff take front line responsibility for implementation of this Code of Conduct.

Athletes whose behavior does not conform with the Code of Conduct may be:

1. Issued a verbal warning
2. Issued a written warning
3. Not allowed to travel with the team to particular events.
4. Asked to leave the team.

The Board of Directors will receive notice of verbal and written warnings issued to athletes.

Coaches may recommend the temporary suspension of an athlete to the Board in the case of disrespectful behaviour 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.

If there are repeated incidents (3), or the precipitating behavior was egregious the Board may ask an athlete to leave the team.

Complaints about an athlete's behavior received from officials, other coaches or members of the Highlands support team will be investigated and may result in consequences as outlined above.

Any use of drugs, alcohol or tobacco while with the team will mean an automatic suspension from the team. If the team is away at an event the athlete may be sent home early at their own or parents' expense.

Decisions of coaches or the Board may be appealed to a sub committee of The Board of Directors. Appeals should be submitted in writing.

By signing this document I acknowledge that I have read, understood and agree to abide by the Highlands Trailblazers Code of Conduct:

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

As the Parent/Guardian of _____ I acknowledge that I have read and understood
Skier Name

the expectations my son/daughter has agreed to in being a member of the Highlands Trailblazers Ski Club.

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