

# Mount Washington Ski Club

## Partner Agreement and Code of Conduct *for* Competitive Families



## Partner Agreement

### Athlete – Coach – Parent – Administration

The Mount Washington Ski Club competitive level Programs have the following objectives.

- To provide an exceptional elite racing and training program and individual Athlete Advancement Plan in a competitive and healthy atmosphere that will help each athlete mature and reach his or her maximum potential as a ski racer and young adult.
- To help develop properly prepared athletes for Provincial and National Team programs

#### The Program and Plan is:



#### Responsibilities of the Partners

In order to accomplish these objectives, it is important that all partners apply a coordinated “team” effort. All partners must agree and commit to “pulling their weight”. It is only in this way that the best chances for athlete success will be realized.

*This code of Conduct is to be signed at the beginning of each season by the U12, U14, U16, U18 and FIS athletes, coaches, parents and volunteers as directed by the Head Coach.*

#### Athlete Responsibilities

The athlete, by signing this agreement, has agreed to:

- Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.
- Participate and commit to the training and racing plan as designed by the coaching staff (dryland training, on snow training, competition, equipment, diet, rest, etc...) giving their personal best.
- Communicate with the coaches on all aspects of their program plan.
- Wear team uniforms and insignia when training, at races or as directed by the coaching staff (part-time athletes not travelling to races may be given some flexibility)
- Dress in a manner that brings credit to themselves, their team and the program.
- Behave in a fashion that brings credit to themselves, their team and the program.
- Show respect for athletes, coaches, and officials
- Demonstrate respect for the coaches’ decisions
- Direct comments or criticism at the performance rather than the individual
- Consistently display high personal standards and project a favorable image of their sport and the Mount Washington Ski Club

- Refrain from public criticism of athletes, coaches or officials
- Abstain from the use of tobacco products
- Abstain from drinking alcoholic beverages, using performance enhancing or mind altering drugs
- Refrain from the use of profane, insulting, harassing or otherwise offensive language
- Follow the annual training, competitive programs, and rules of conduct as mutually agreed upon by coaches and athletes, recognizing the responsibilities of the athletes to adhere to and complete
- Uphold the rules of the sport, the spirit of such rules and encourage other athletes to do the same
- Treat opponents and officials with due respect both in victory and defeat. Encourage other athletes to act accordingly.
- Be aware of the role sport plays in all athletes' lives and respect the pressures that may be placed on yourself and other athletes as you strive to balance physical, mental, emotional and spiritual elements of your lives

### **Athlete Behaviour**

**Unacceptable** Athlete Behaviour includes, but is not limited to:

- Repeated failure to participate in the program as designed for the athlete
- Refusing to wear team uniforms and insignia as requested
- Blatant disrespect for other people and property (athletes, coaches, officials, sponsors, equipment, ski areas, etc...)
- Blatant use of foul language
- Bullying
- Theft
- Smoking
- Drinking alcohol of any kind
- Sexual activity with team mates
- Using, encouraging the use of, or distributing drugs
- Demonstrate respect for other athlete's dignity; verbal or physical behaviours that constitute harassment or abuse are totally unacceptable

General common sense will be a guide in identifying other behaviours that are inappropriate.

### **Coaches Responsibilities**

The coach, by signing this agreement, has agreed to:

- Teach the athletes, in a logical sequence, to use all the tools available to them in their quest to achieve their success
- Commit to the Program and Athlete Advancement Plans.
- Communicate with athletes on any and all aspects of their individual Advancement Plan (listening – explaining – deciding – acting)
- Communicate with parents on appropriate aspects of the team and individual athlete programs
- Behave according to the CSCF Alpine Coaching Code of Ethics
- Represent the athlete's best interests regionally and provincially as required
- Constantly look for ways to upgrade their skills and knowledge

## **Parents Responsibilities**

The parent, by signing this agreement, has agreed to:

- Look out for their child's interests as they enter, participate and exit from the program
- Monitor their own expectations of their child's performance and progress, realizing that athletes, who feel they cannot meet their parents' expectations, quickly lose motivation
- Communicate with coaches and administrators as needed on aspects of the program
- Commit to the specified fundraising activities that form part of the overall Program
- Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status
- Encourage your child to play sports, but don't pressure. Let your child choose to play, and to quit, if she or he wants
- Understand what your child wants from sports and provide a supportive atmosphere for achieving these goals
- Teach cooperation, teamwork, and how to follow rules
- Attend training and races whenever possible
- Emphasize fun and enjoyment
- Keep winning in perspective, and help your child do the same
- Help your child meet responsibilities to the team and the coach
- Teach your child to recognize sexual, physical, and verbal abuses
- Trust the care of the player to the coaches at training and races -respect the coaches' decision, direction and philosophy
- Supply the coach with information regarding any allergies or medical conditions your child has.
- Make sure your child takes any necessary medications to the races and training.
- Respect and show appreciation for the volunteers who give their time, to provide a safe and enjoyable experience for your child
- Firstly communicate any minor concerns or issues to the athlete's coach or coordinator. If there is not a satisfactory conclusion then communicate those issues to the head coach, only after the athlete's coach has had an opportunity to address the issue. Major concerns should be brought to the attention of the head coach or executive.

## **PARENTS MUST:**

- Never verbally or physically abuse a child after a race/training for poor performance.
- Never come to the ski hill or races intoxicated or under the influence of drugs.
- Never use bad language, nor harass athletes, coaches, officials or other spectators.

General common sense will be a guide in identifying other behaviours that are inappropriate.

## **Volunteer Administration Responsibilities**

The volunteers, by signing this agreement, have committed their organization to:

- Ensure that the program is well defined and well understood by all parties involved
- Communicate with clubs, coaches, sponsors and other interested parties to promote an understanding of the program philosophy, entry and exit criteria
- Conduct the affairs of the program in an ethical and financially responsible way
- Organize fundraising events that help reduce the costs to participating families
- Report regularly to the Mt. Washington Ski Club Board on all aspects of the Program
- Represent the Program interests regionally and provincially as required

## **Disciplinary Action**

Athletes who behave in an unacceptable manner may be subject to disciplinary action by the coaches and/or the management committee.

*Major Infraction* – has a serious impact on the athlete, other athletes or individuals and/or the program as a whole.

*Minor Infraction* – has limited impact on the athlete, other athletes or individuals and/or the program as a whole.

## **Penalties**

Minor infractions – may result in withdrawal of training or racing privileges for a short period of time (e.g. 1-2 days).

For example:

- Inappropriate use of language
- Failure to participate in the designed program

Repeated minor infractions – may result in withdrawal of training or racing privileges for a longer period of time (e.g. 1-2 weeks)

Major infractions – may result in dismissal from the Program

For example:

- Sexual activity with teammates
- Use, encouraging the use of or distribution of drugs
- Bullying

The coaching staff is responsible for administering disciplinary action for minor infractions. Coaches must inform parents and the Management /Discipline Committee on these issues immediately.

The Management/ Discipline Committee will be comprised of the head coach, the groups' coordinator, and *one of either* the Alpine Chair, President, or Vice President .

The Management /Discipline Committee, upon recommendation from the coaching staff are responsible for administering disciplinary action for major infractions.

## **Appeal**

For **minor infraction**, appeals may be made to the Management /Discipline Committee.

For **major infractions**, appeals may be made to an independent group of people not already on the Management/Discipline Committee and not affiliated with any of the athletes. This group will be comprised of:

- Two individuals with knowledge of the program (Past President, and/or Past Alpine Chair)
- One individual not connected to the program in any way

There will be no refund of program fees for time missed resulting from a disciplinary action of any kind.

**Appeal from Management /Discipline Committee decision**

- Timeline for appeal, 10 days from the original decision.
- The request for an appeal must be made in writing and include the basis for the appeal, as well as the facts supporting the appeal.
- The appeal must be accompanied by a \$200.00 appeal fee
- The appeal committee can waive the need for a written appeal.
- The appeal committee will decide if they wish to have written statements or a verbal hearing at the appeal.

**Commitment**

By signing below, all parties agree that they have read the “Partner Agreement and Code of Conduct” and understand its contents. Furthermore, all parties agree to conduct themselves according to the guidelines in this document.

\_\_\_\_\_  
Athlete

\_\_\_\_\_  
Date

\_\_\_\_\_  
Coach

\_\_\_\_\_  
Date

\_\_\_\_\_  
Parent/Guardian

\_\_\_\_\_  
Date

\_\_\_\_\_  
Administration

\_\_\_\_\_  
Date