



## ATHLETE CODE OF CONDUCT

**THIS FORM MUST BE READ, REVIEWED AND SIGNED BY EACH ATHLETE AND ONE PARENT BEFORE ON SNOW TRAINING WILL BE PERMITTED.**

Participation in our programs is a privilege and we require that our athletes share our perspective. To this end we expect exemplary conduct from all athletes, in particular when participating in any Club activities but also in their broader lives, and have developed this Code of Conduct to lay out clearly the athlete's responsibilities as well as the Club's minimum expectations for athlete behavior and the repercussions for non-compliance.

Passion and Determination. Each athlete is expected to commit to the age-appropriate training plan designed for them by their coaches, and to give 100% to the achievement of their athletic goals. Athletes are expected to maintain an open and frank dialogue with their coaches so that concerns can be identified and addressed in a timely manner. Where requested, athletes are expected to keep and maintain a detailed training and racing log. Athletes are expected to be punctual, and to arrive on-hill adequately prepared for that day's program and conditions.

Sportsmanship & Integrity. Athletes are expected to conduct themselves with dignity, integrity and good sportsmanship, and to act at all times with respect for their teammates, coaches and race officials. Athletes are expected to follow the instructions of, and respect the decisions made by, their coaches and race officials. Athletes are expected to present themselves in a manner that brings credit to themselves and the Club, including wearing appropriate attire. Athletes recognize that they are subject to all the rules of ski racing as well as the Club's policies and procedures, and any decisions made by Club management.

Friendship & Community. Athletes are expected to conduct themselves in a positive and supportive manner. Athletes are expected to respect the Club's membership as well as the greater ski community, and in particular the parents, volunteers and sponsors without whom the Club could not exist. Athletes are expected to respect the dignity of others, to treat others fairly regardless of their gender, race, religion or other prohibited grounds of discrimination, and to understand that behaviors that constitute harassment or abuse are unacceptable.

### **Athlete Behavior - Minimum Expectations**

- Compliance with the Whistler Blackcomb Alpine Responsibility Code
- Compliance with a coach's or chaperone's instructions
- Compliance with Club Policies, including this Athlete Code of Conduct and the Club's Travel Policy
- Zero tolerance policy for stealing, bullying, vandalism
- Zero tolerance policy for drug use, drinking or smoking, or any actions that promote same by other athletes
- No swearing or other behaviours that negatively reflect on the Club
- Respecting teammates, coaches and race officials
- Reporting instances of serious safety concerns or abusive behaviors
- Reporting health or fitness-related conditions that would limit the athlete's participation in Club activities
- Observe all travel rules set by coaches and chaperones, including lights out and understand that a violation of travel rules will result in an athlete being sent home

**Adopted June, 2018**

- For all Club travel there is a strict prohibition against female athletes in male athletes’ rooms and vice versa (siblings excluded)

**Disciplinary Action**

Athletes who violate this Code of Conduct or other Club Policies (including the WhistlerBlackcomb Alpine Responsibility Code) may be subject to disciplinary action by the coaches and/or a discipline committee of the Club as detailed below, which classifies violations into minor and major infractions.

**Minor Infractions**

Minor infractions are defined as infractions that have limited impact on the athlete, teammates or other individuals and/or the Club as a whole. Examples of minor infractions include inappropriate use of language, failure to participate in the designed program, minor bullying. Minor infractions may result in withdrawal of training or racing privileges for a short period of time (e.g., 1-2 days). Repeated minor infractions may result in withdrawal of training or racing privileges for a longer period of time. (e.g., 1-2 weeks). Infractions of the Club’s Travel Policy may result in athletes being sent home, without refund of fees. The coaching staff is responsible for administering disciplinary actions for minor infractions. Coaches are required to inform parents and the Executive Director on these issues promptly.

**Major Infractions**

Major Infractions are defined as infractions that have serious impact on the athlete, teammates or other individuals, and/or the Club as a whole. An example of a major infraction is repeated bullying, the use or promotion (including distribution) of drugs. Major infractions may result in the athlete’s immediate dismissal from WMSC programming, without refund of fees. Major Infractions will be adjudicated by a discipline committee comprised of the Club Chair, the Executive Director and at least one other Club member selected by agreement of the Club Chair and the Executive Director.

**Discretionary Referral to the Board of Directors**

Matters which either the Executive Director, or a discipline committee, determine they cannot resolve may at any time be referred to the Board of Directors.

**Confidentiality Note**

Personal information regarding individual athletes, including records of infractions of this Code of Conduct and the specifics of sanctions imposed, are subject to our Privacy Policy and cannot be disclosed without the consent of the athlete (or the parents where the athlete is a minor).

**Appeals**

Athletes subject to discipline may appeal disciplinary committee decisions to the Board of Directors of the Club or a committee thereof struck for that purpose within ten (10) days of notification of a disciplinary action. The Board of Directors of the Club may refuse to hear an appeal.

**There will be no refund of program fees arising from a disciplinary action.**

**Commitment**

By signing below, the athlete and parent acknowledge that they have read this Code of Conduct and that the athlete understands its contents, agrees to conduct him or herself according to the standards, and to be subject to the disciplinary actions, described herein.

Athlete Name: \_\_\_\_\_

Athlete Signature: \_\_\_\_\_

Parent Signature: \_\_\_\_\_

Date: \_\_\_\_\_