



CONDUCT PROTOCOL 2019-2020

The Whistler Mountain Ski Club's mission is to be a center of excellence in the development of champions by engaging our members, athletes, coaches & partners who share in our common goals. We value passion and determination, fair play, individual efforts, responsibility, friendship, and community.

To achieve our mission and strengthen our values we are adopting this conduct protocol to set out minimum expectations of our athletes, members, staff and stakeholders.

Teamship Values – All Athletes, Members and Staff

To achieve our vision of *“Developing Champions in Life and in Sport”* the Club has adopted a statement of Teamship Values for athletes, members and staff, setting our expectations for excellence in behavior, effort, communication and reputation. All athletes, members and staff are required to acknowledge having read our Teamship Values and commit to use their best efforts to incorporate these Teamship Values into their lives.

Athlete Code of Conduct – All Athletes and Parents

Participation in our programs is a privilege and we require that our athletes share our perspective. We have adopted an Athlete Code of Conduct which specifies each athlete's responsibilities as well as the Club's minimum expectations for athlete behavior, as well as repercussions for non-compliance. All athletes are required to commit to the Athlete Code of Conduct, which also must be acknowledged by the athlete's parents.

Respect in Sport – All Parents and staff

The Respect in Sport program has been developed to empower people to recognize and prevent bullying, abuse, harassment and discrimination through an interactive, online certification process. Respect in Sport has been adopted by many sports organizations across Canada including Alpine Canada, Canadian Ski Coaches, and BC Alpine, and Whistler Mountain Ski Club has determined to be a leader by adopting Respect in Sport program at the club level. All parents are required to take the Respect in Sport for Parents module located at <https://alpine-canada-parent.respectgroupinc.com/>. **ALL NEW PARENTS MUST COMPLETE RESPECT IN SPORT PRIOR TO DECEMBER 1, 2019** and thereafter all new members will be required to complete the Respect in Sport for Parents module within sixty (60) days of joining the Club. The cost of the program is \$12.00 and takes approximately 1 hour to complete. We hope that all parents will find this a useful experience.

All WMSC Staff are required to take the Respect in Sport for Activity Leaders module.

Vulnerable Sector Checks - Volunteers in Certain Roles

The volunteering experience is a key aspect of amateur sport and essential in the membership in our Club, and our volunteers are integral to the delivery of our programming and the events. There are a large variety of volunteer roles that involve varying levels of contact with athletes, the majority of which involve interactions with little or no risk profile. There are however certain volunteer roles such as Chaperoning which involve the direct supervision of athletes and for which the Club requires a Vulnerable Sector Check as discussed in the Club's Travel Policy. There may be other volunteer roles which require Vulnerable Sector Checks and/or additional screening as determined and administered by the Club's volunteer coordinator.

Rule of Two – All Parents

The Club has adopted the “Rule of Two”, which requires that there always be two coaches with an athlete in a potentially vulnerable situation that is not an emergency (eg. closed door meetings, travel), with one of the coaches being the same gender as the athlete. There may be circumstances where, due to the nature of our sport and practical limitations we may not be able to fulfill the Rule of Two with coaches, in which case a parent may be asked to fill in in place of a coach, or where a parent may be asked to waive the Rule of Two (for example to meet an athlete's particular travel needs).