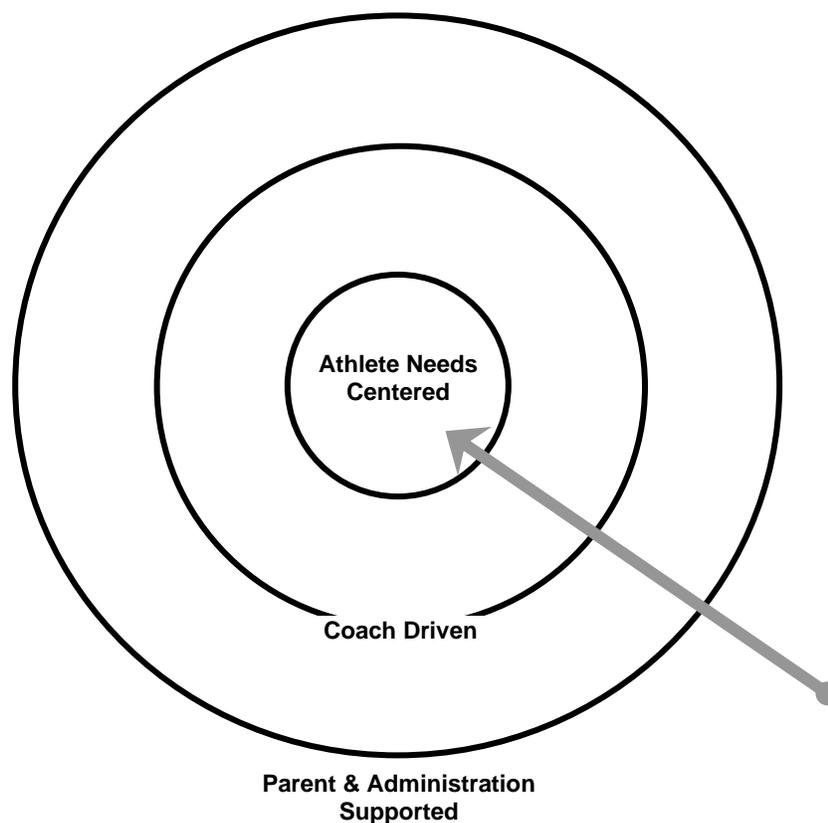


## Alpine Ski Program - Partner Agreement and Code of Conduct Athlete – Coach – Parent – Administration

The Program has the following objectives:

- To provide an exceptional elite racing and training program and individual Athlete Advancement Plan in a competitive, emotionally (and physically) 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.

**Athlete Responsibilities**

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

- Participate and commit fully to the training and racing plan as designed by the coaching staff (including dryland, on snow training, competition, equipment, diet, rest etc.) giving 100% to the achievement of their Advancement Plan.
- Keep a detailed training and racing log.
- Communicate with the coaches on all aspects of their program plan.
- Wear team uniforms and insignia whenever directed by the coaching staff.
- Participate fully with the team in all on- and off-hill activities – including travel arrangements, training, meals, accommodations, meetings, equipment maintenance, dryland training, and extra-curricular activities – designated by coaches, chaperones, and SaskAlpine executive activities.
- Receive all coaching from the program coaching staff or an approved designate.
- Respect the coach's decisions.
- Dress in a manner that is a credit to themselves, team and program.
- Behave in a fashion that brings credit to themselves, team and program.
- Show respect for all athletes, coaches and officials.
- Adhere to the expectations outlined in the code of conduct documents with respect to Sask Alpine equipment and personnel.

**Coach 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 training and competition success.
- Commit 100% 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 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.

**Parent 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.
- Respect the coaches and the right of the coaches to teach athletes to the best of their ability.
- Respect other athletes and their parents.
- Support the Program and Program sponsors.
- Understand that the Program is organized and functions under guidance of a volunteer executive, and as such keep their expectations and critiques within realistic bounds.

- Approach the executive first with any problems or concerns, and not to make these public without first working with the executive to resolve the issues at hand.
- Must refrain from interfering with the coaching staff in their efforts to teach and encourage the athletes.
- Will review and agree to pay all program fees, camp fees and racing costs as designated for the assigned program, camp and/or race in a timely manner.
- Will respect all athletes, parents, volunteers, coaches, officials, and ski area personnel.

### **Volunteer Administration Responsibilities**

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

- Ensure that the program is well defined and well understood by all parties involved and is available in a written outline form.
- Provide written and signed employment agreements with all coaching staff to include a contract, job description and code of ethical behaviour.
- 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 will help reduce the cost to participating families.
- Report regularly to club and/or zone Boards on all aspects of the Program.
- Represent the Program interests regionally and provincially as required.

### **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.
- Stealing
- Smoking or drinking alcohol of any kind.
- Sexual activity with team mates.
- Using, encouraging the use of, or distributing drugs.

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

### **Social Media**

Content on social media channels is permitted however the content in which you put out on the internet via social media is permanent – even if you quickly remove your post, it could already be too late. Athletes will be expected to follow the Alpine Saskatchewan guidelines for social media at all times. Improper behaviour on social media is still improper behaviour and is therefore subject to disciplinary action.

## **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 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.

## **Penalites**

Minor infractions – may result in withdrawl of training or racing priveleges for a short period of time (eg: 1-2 days)

Eg:

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

Repeated minor infractions – may result in withdrawl of training or racing priveleges for a longer period of time. (eg: 1-2 weeks)

Major infractions – may result in dismissal from the NCO Program.

Eg:

- Sexual activity with team mates
- Use, encouraging the use or distribution of drugs

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

The Management Committee, on recommendation for the coaching staff, is responsible for administering disciplinary action for major infractions.

## **Appeal**

For minor infractions, appeal may be made to the Management Committee.

For major infractions, appeal may be made to an independent group of people not already on the Management Committee. This group will be comprised of:

- 2 individuals with knowledge of the program (whatever makes sense regionally)
- 1 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.

## **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