

## Saskatchewan Alpine

### Code of Conduct – Volunteers, Officials, and Coaches

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#### 1. Purpose

The purpose of this Code of Conduct is to establish clear expectations for the behavior and conduct of volunteers, officials, and coaches involved with Saskatchewan Alpine.

All individuals representing Saskatchewan Alpine are expected to contribute to a safe, respectful, inclusive, and positive environment that supports athletes, participants, and the sport of alpine skiing.

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#### 2. Scope

This Code of Conduct applies to all Saskatchewan Alpine:

- Volunteers
- Officials
- Coaches
- Assistant coaches and support personnel
- Event and competition volunteers

This Code applies during but not limited to:

- Competitions and events
  - Training sessions and camps
  - Meetings and organizational activities
  - Travel associated with Saskatchewan Alpine
  - Online and social media interactions related to the organization
  - Or any time representing Saskatchewan Alpine.
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#### 3. General Standards of Conduct

All individuals covered by this Code shall:

- Act honestly, respectfully, and professionally
  - Support a safe and inclusive environment
  - Demonstrate good sportsmanship and integrity
  - Conduct themselves in a manner that reflects positively on Saskatchewan Alpine
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#### 4. Responsibilities of Volunteers

Volunteers shall:

- Perform assigned duties responsibly and reliably
- Follow organizational policies and procedures
- Treat athletes, participants, coaches, officials, and others with respect
- Maintain appropriate boundaries with athletes and participants
- Support a positive and inclusive environment

Volunteers shall not:

- Engage in harassment, bullying, discrimination, or abuse
  - Consume alcohol, cannabis, or illegal substances while supervising participants or acting in an official capacity
  - Use their position for personal gain or inappropriate influence
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#### 5. Responsibilities of Officials

Officials must comply with Alpine Canada requirements.

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#### 6. Responsibilities of Coaches

Coaches must comply with Alpine Canada requirements.

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#### 7. Safe Sport Expectations

All individuals shall:

- Support and comply with Saskatchewan Alpine Safe Sport policies
  - Report concerns regarding misconduct, abuse, or unsafe behavior
  - Cooperate with complaint or investigation processes where required
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## 8. Harassment, Discrimination, and Abuse

Saskatchewan Alpine does not tolerate:

- Harassment
- Bullying
- Discrimination
- Abuse or misconduct of any kind

All individuals are expected to contribute to a respectful and inclusive environment free from intimidation or fear.

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## 9. Social Media and Public Conduct

Individuals representing Saskatchewan Alpine shall:

- Use social media responsibly
  - Avoid conduct that may harm:
    - Athletes or participants
    - Other members
    - Saskatchewan Alpine's reputation
    - The sport of alpine skiing
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## 10. Confidentiality

Individuals may have access to confidential information and shall:

- Respect the privacy of athletes and participants
  - Protect confidential information
  - Avoid unauthorized disclosure of sensitive matters
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## 11. Reporting Violations

Concerns regarding violations of this Code may be reported in accordance with the:

- Complaints and Discipline Policy
  - Complaints and Safe Sport Committee procedures
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## 12. Consequences of Violations

Violations of this Code may result in disciplinary action, including but not limited to:

- Verbal or written warning
  - Suspension from activities or events
  - Removal from volunteer, coaching, or officiating roles
  - Further disciplinary action as determined by Saskatchewan Alpine
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## 13. Procedural Fairness

All complaints and disciplinary matters shall be addressed fairly and in accordance with organizational policies and procedures.

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## 14. Acknowledgement

Individuals must acknowledge and agree to comply with this Code of Conduct prior to participating in Saskatchewan Alpine activities.

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## 15. Review of Policy

This policy shall be reviewed every two (2) years or as required.