

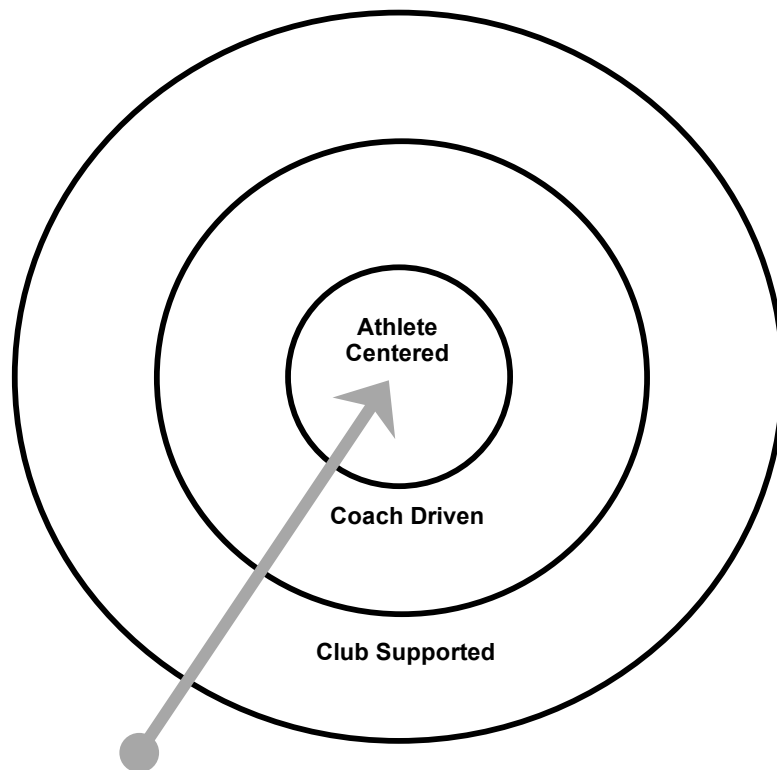
# **Grouse Mountain Tyee Ski Club**

Partner Agreement,  
Code of Conduct & Rules for Fair Play for  
Athletes, Parents, Coaches and  
Administration



## Grouse Mountain Tyee Ski Club Vision:

Grouse Mountain Tyee Ski Club – great people, great racers  
The Grouse Tyee Ski Club provides a family oriented environment in which members make friends, develop a passion for Alpine Skiing and Alpine Ski Racing, and achieve excellence in a sportsmanlike culture.



### Our Mission:

Create a ski club that excels by being:

#### **Athlete centered.**

Providing opportunities to grow as people, athletes, skiers, racers.

#### **Coach driven.**

Committed, professional leadership.

#### **Club supported.**

Families participate year round within a positive, fun, social network that supports our athletes, coaches and alpine skiing.

## **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 doing their part. 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 in the training and racing program as designed by the coaching staff (dryland, on snow training, competition, equipment, diet, rest etc.), giving 100 % effort during all sessions.
- Do his/her best to arrive at training on time, physically & mentally prepared.
- Communicate with the coaches on all aspects of their training.
- Respect the coach's directions and 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 the Tye Club.
- Support team and Tye sponsors.
- Show respect for athletes, coaches, officials, volunteers and mountain staff.

## **Fair Play Code for Athletes**

- 1) I will participate because I want to, not just because my parent's or coaches want me to.
- 2) I will play by the rules, and in the spirit of the sport (this includes the rules and policies of the ski club and the governing bodies of the sport).
- 3) I agree to speak positively when talking about Tye in all conversation with club members or the general public.
- 4) I agree that good sportsmanship is when teammates, opponents, coaches, and officials treat each other with respect, and will avoid outbursts that include foul language, disrespectful behaviour and violence.
- 5) I agree that discrimination and harassment of other athletes or participants in the sport is unacceptable.
- 6) I will remember that coaches and officials are there to help me. I will accept their decisions and show them respect.
- 7) I will remember that winning isn't everything – that having fun, improving my skills, making friends and doing my best are also important.
- 8) I will acknowledge all good performance – by my teammates and my opponents.

## **Coach Responsibilities**

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

- Teach the athletes, in a logical sequence, using all the available tools in the quest to achieve training and competition success.
- Commit 100% to the designed training plan.
- Communicate with athletes on any and all aspects of their training (listening – explaining – deciding – acting).
- Communicate with parents on appropriate aspects of the Tyee training programs.
- Behave according to the NCCP & CSCF Alpine Coaching Code of Ethics and be a member in good standing
- Represent the athlete's best interests within and outside of the Coast Zone as required.
- Support Tyee Club sponsors.
- Constantly look for ways to upgrade their skills and knowledge.

## **Fair Play Code for Coaches**

- 1) I will teach my athletes to compete fairly.
- 2) I will adhere to the rules of the sport as defined by the Club and the governing bodies for the sport, and teach my athletes to adhere to these rules.
- 3) I will teach my athletes to respect officials and opponents.
- 4) I will ensure that all athletes get equal instruction and support.
- 5) I will not ridicule or yell at my athletes for making mistakes or performing poorly.
- 6) I will remember that children play to have fun and must be encouraged to have confidence in themselves.
- 7) I agree that I will not physically or mentally harass or abuse athletes, coaches or volunteers participating in the sport.
- 8) I will make sure that equipment and training are safe and match the athlete's age and abilities.
- 9) I will remember that children need a coach they can respect.
- 10) I will be generous with praise and set a good example.
- 11) I will obtain proper training and continue to up-grade my coaching skills.

## 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 training program.
- Commit to the specified fundraising activities that form part of the overall Program.
- Support team and program sponsors and follow through on **mandatory** volunteerism at your son/daughters races/events at home and when possible at away events.
- Do their best to bring their child to training on time, physically and mentally ready, and prepared for the session with good nutrition, hydration and clothing.

## Fair Play Code for Parents

- 1) I will not force my child to participate in sports.
- 2) I will remember that my child plays sports for his/her enjoyment not for mine.
- 3) I will adhere to and require my child to adhere to the rules, and to the spirit of the sport as defined by the Club and the governing bodies for the sport.
- 4) I will teach my child that doing one's best is as important as winning, so that my child will never feel defeated by the outcome of an event.
- 5) I will make my child feel like a winner every time by offering praise for competing fairly and trying hard.
- 6) I will never ridicule or yell at my child for making a mistake or losing a competition.
- 7) I will remember that children learn best by example.
- 8) I will applaud good performances by my child, our team, and opponents.
- 9) I will never question an official's judgment or honesty in public.
- 10) I will support all efforts to remove harassment and abuse from children's sporting activities and agree that such behavior is not allowed.
- 11) I will respect and show appreciation to the coaches and volunteers who give their time to provide a ski racing training to my child.

## **Volunteer Administration Responsibilities**

The volunteers have committed their organization 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.
- Support team and program sponsors.
- Report regularly on all aspects of the Program to club and zone Boards as required.
- Represent the Program interests within and outside of the Coast Zone.

## **Athlete Behaviour**

Athletes are expected to comply with the Codes of Conduct for the Club and governing bodies for the sport. Furthermore, the Club has defined unacceptable behaviour to include, but not be limited to:

- Repeated failure to participate in the program as designed for the athlete.
- Blatant disrespect for other people and property.
- Unsportsmanlike behaviour.
- Any violation of the criminal code, including theft and vandalism.
- Racial, gender, or any other form of discrimination, harrassment or bullying.
- Smoking or consumption of alcohol.
- Using or encouraging the use of drugs.

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

## **Adult Behaviour**

Adult members and coaches are expected to comply with the Codes of Conduct for the Club and governing bodies for the sport, which include the following articles:

- All Club members shall maintain high standards of moral and ethical conduct, which includes self-control and responsible behaviour, consideration for others' physical and emotional well-being, and courtesy and good manners in public places at competitions and while traveling.
- All Club members shall conduct themselves at all times and in all places as befits worthy representatives of their Club and in conformity with the best tradition of FIS and BC Alpine sanctioned events.
- All Tye coaches and volunteers shall abstain from the use of illegal drugs and immoderate consumption of alcohol.
- All members of BC Alpine shall comply with the customs, travel, or currency regulations of a country while traveling with or on behalf of BC Alpine.
- All Club members will avoid profane and abusive language and disruptive behaviour.
- All BC Alpine competitors shall abide by the rules of competition in all FIS or BC Alpine sanctioned events in which the competitor is entered.
- Any BC Alpine member under suspension by a member club is not eligible, during the suspension, to participate in any FIS or BC Alpine sanctioned event, or to receive any BC Alpine benefit.

Common sense will serve as a guide to defining other inappropriate behaviours.

## **Disciplinary Action**

### **1. Athletes**

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

### **Penalties**

Minor infractions – may result in withdrawal of training or racing privileges for a short period of time (eg: less than one week) for behaviours such as:

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

Repeated minor infractions – may result in withdrawal of training or racing privileges for a longer period of time. (eg: more than one week)

Major infractions – may result in dismissal from the Program.

- Use of or 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 Alpine Committee on these issues immediately.

The Discipline Committee, on recommendation of the Program Director and Alpine Committee, is responsible for administering disciplinary action for major infractions.

## **2. Members**

Non-athletes who behave in an unacceptable manner may be subject to disciplinary action by the Disciplinary committee.

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

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

### **Penalties**

Minor infractions – may result in exclusion from events or activities for a short period of time (eg: less than one week)

- Inappropriate use of language.
- Harrassment or bullying.

Repeated minor infractions – may result in exclusion from events or activities for a longer period of time. (eg: more than one week)

Major infractions – may result in cancellation of membership.

- Use of or encouraging the use or distribution of drugs.

The Disciplinary Committee is responsible for administering disciplinary actions for minor and major infractions.

## **3. Coaches**

Coaches who behave in an inappropriate manner are subject to disciplinary action by the Program Director or the Alpine Chair. Because coaches are employees of the Club the process for dealing with infractions of the Code of Conduct is different from that for athletes and members. The primary concerns are the well-being and safety of the athletes, and the reputation of the Club and its programs.

### **Penalties**

Depending on the severity of the infraction, penalties may include verbal or written warnings, suspension from duties for a defined period of time, or dismissal. Progressive discipline is a process for dealing with job-related behavior that does not meet expected and communicated performance standards. The primary purpose for progressive discipline is to assist the employee to understand that a performance problem exists and must be remedied if employment is expected to continue.

## **Appeal Process**

For minor infractions by athletes and members, appeal may be made to the Discipline Committee.

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

- One Grouse Tyee Board member selected by the Executive.
- Two individuals not connected the Grouse Tyee Executive and agreed upon by Executive.

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, Code of Conduct and Rules of Fair Play " and understand its contents. Furthermore, all parties agree to conduct themselves according to the guidelines in this document.

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

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Coach Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

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

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Sead Causevic**



\_\_\_\_\_  
Program Director Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date