



STRATHCONA NORDIC SKI CLUB

COACHING CODE OF CONDUCT

BACKGROUND

The athlete and coach relationship is a privileged one. Coaches play a critical role in the personal and athletic development of their athletes. They must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful to not abuse it. Coaches must also recognize that they are role models through which the values and goals of a sport organization are channeled. Thus, how athletes regard their sport is often dependent on the behaviour of the coach.

The following Code of Conduct has been developed to aid coaches in achieving a level of behaviour that will allow them to assist their athletes in becoming well-rounded, self-confident and productive human beings, and to aid the Strathcona Nordic Ski Club (the “Club”) to support the performance of the coaches, and if required evaluate and respond to any deviation from the expectations contained in this Code of Conduct.

The term “athlete” is used throughout this document to be inclusive of all participants in all SNSC programs who are being coached, and is not limited to age or program type. The term “coach” is used throughout to be inclusive of all coaches, whether paid or volunteer and not limited to age of athlete or program type.

COACHES' RESPONSIBILITIES

Coaches have a responsibility to:

1. treat everyone, including athletes, other coaches, Club administrators, volunteers, and parents, fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief, economic status, experience level, fitness, skiing ability, among other unenumerated variables;
2. direct comments or feedback at the performance rather than the athlete;
3. consistently display high personal standards and project a favourable image of the Club, the sport of cross country skiing, and of coaching. For example, coaches shall:
 - a. refrain from criticism of fellow coaches, especially when speaking to the other coaches, club volunteers, resort staff, members of other ski clubs, and athletes,
 - b. abstain from the use of tobacco, marijuana, and alcohol products while in the presence of their athletes and discourage their use by athletes,
 - c. refrain from encouraging the use of alcohol in conjunction with athletic events or victory celebrations at the playing site; and
 - d. refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of their duties;
4. ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment;
5. communicate and cooperate with registered medical practitioners in the diagnosis, treatment and management of their athletes' medical and psychological problems, if applicable. Consider the



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- athletes' future health and well-being as foremost if making decisions regarding an injured athlete's ability to continue playing or training;
6. recognize and accept when to refer athletes to other coaches or sport specialists. Allow athletes' goals to take precedence over their own;
 7. regularly seek ways of increasing professional development and self-awareness, and ensure that credentials, certificates, or administrative requirements are met on an annual basis;
 8. treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of their sport and the spirit of such rules;
 9. when applicable, separate the roles as a parent and as a coach, and when acting in a position as coach for the Club, act diligently as a coach for all Club athletes and members;
 10. collaborate and work effectively with other coaches, parents, and take direction from the members of the board of directors, or any committee specified by the board of directors;
 11. at all times, communicate professionally and respectfully to athletes, coaches, volunteers, resort staff, and members of the board of directors.
 12. read and strictly adhere to any policies or procedures implemented by the board of directors or imposed by the host ski area.
 13. contribute to the functioning of the programming and the Club generally in a way that is expected of a reasonable coach in the particular program;
 14. in the case of minors, communicate and cooperate with the athletes' parents or legal guardians, involving them in management decisions pertaining to their children's development; and
 15. when applicable, be aware of the academic pressures placed on student-athletes and conduct practices and games in a manner so as to allow academic success.

COACHING IMPERATIVES

Coaches must:

1. ensure the safety of the athletes, other coaches, volunteers, and members with whom they work;
2. at no time become intimately and/or sexually involved with athletes. This includes requests for any physical or sexual favours of any nature, whatsoever, or threat of reprisal for the rejection of such requests;
3. at no time, be alone with any athlete, nor proposes to be alone with an athlete, and ensure a minimum of two athletes are always present when in the presence of an athlete;
4. respect their athletes' dignity. Verbal or physical behaviours that constitute harassment or abuse are unacceptable (the Nordiq Canada definition of harassment, and the associated policy for harassment prevention and for investigation of alleged incidents, can be found on the Nordiq Canada website at www.nordiqcanada.ca);
5. never advocate or condone the use of drugs or other banned performance enhancing substances; and
6. never provide under-age athletes with alcohol; and
7. put the role as a coach above the role of a parent when acting as a coach, or when expected to be acting as a coach.



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COACHES' ATTESTATION

This Coaching Code of Conduct has been developed to be consistent with the Nordiq Canada Coaching Code of Conduct and the Coaches Code of Ethics (Principles and Ethical Standards) promulgated by the Coaching Association of Canada.

I have read and understand the above statements and agree to conduct myself in a manner that demonstrates the standards established in this Coaching Code of Conduct and the Coaching Code of Ethics (Principles and Ethical Standards) available from the Coaching Association of Canada.

Having read and understood the contents of this Code of Conduct, I recognize, accept and understand that if I am found to be in breach of any expectation or imperative specified herein, or that could be reasonably inferred from any standard contained in this Code of Conduct, the Club's board of directors has the immediate and sole discretion to remove me from a coaching position if elected, and depending on the nature of the breach, may result in further disciplinary measures.

Dated: _____

Signature of Coach

Printed Name: _____

Signature of Witness:

Print Name: _____

Print Name: