

Glacier Ski Club

Partner Agreement & Code of Conduct

2011-12

Athlete – Coach – Parent – Administration

The Glacier Ski Club Program has the following objectives:

- Glacier Ski Club is a family oriented organization that is dedicated to developing competitive league racers.
- The goal of the Club is to train young skiers who will acquire a love of skiing and the ability to ski with confidence throughout their lives.

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, and for everyone to have fun and an enjoyable season.

Athlete Responsibilities:

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

- Compete for the enjoyment of the sport and the pursuit of individual as well as team excellence.
- Strive to understand, respect, and follow the rules of the sport at all times.
- Demonstrate good sportsmanship and fair play.
- Participate and commit fully to the training and racing plan as designed by the coaching staff (dryland, on snow training, competition, equipment, diet, rest etc.) giving 100 % to the achievement of their Advancement Plan.
- Keep a detailed personal log for goals, training and racing.
- Communicate with the coaches on all aspects of their program plan.
- Wear team uniforms and insignia whenever directed by the coaching staff.
- 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.
- Respect the coach’s decisions.
- Obey all safety rules as set by Glacier, the ski hill and/or Alpine Ontario.
- Be generous in victory and gracious in defeat.

Coach Responsibilities

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

- Teach the athletes to the best of their ability - fairly, diligently and in a logical sequence, to use all the tools available to them in their quest to achieve racers' 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 CSCF Alpine Coaching Code of Ethics.
- Represent the athlete's best interests regionally and provincially as required.
- Constantly look for ways to upgrade their own 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 volunteering for activities that form part of the overall Glacier program.
- Respect the coaches' decision(s).

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 (e.g. 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.
- Report regularly to the Glacier Board on all aspects of the Program.
- Represent the program interests regionally and provincially as required.

Athlete Behaviour

It is expected that athletes will:

- Conduct themselves with honour, dignity, and self-control.
- Appreciate the efforts of their teammates and opponents.
- Respect athletic facilities and property.
- Respect the rights of opponents, teammates, and spectators.
- Refrain from the use of profanity, taunting, threatening actions, and violence at all times.

Unacceptable Athlete Behaviour includes, but is not limited to:

- Skiing or behaving in an unsafe fashion or that contributes to safety concerns for those around them; not obeying safety rules for the sport.
- 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

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

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.

Penalties

Minor infractions – may result in withdrawal of training or racing privileges 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 withdrawal of training or racing privileges for a longer period of time. (eg: 1-2 weeks)

Major infractions – may result in dismissal from the program.

Eg:

- Repeated safety violations
- Threatening actions or violence

The coaching staff is responsible for administering disciplinary action for minor infractions. Coaches must inform parents and the Board of Directors on these issues immediately. In addition with communication to the athletes and a parent or guardian, all major infractions will be recorded in an Incident Report and kept 'on file' by the Secretary. The Board of Directors, on recommendation from the coaching staff, is responsible for administering disciplinary action for major infractions.

Appeal

For minor infractions, appeals may be made to the Board of Directors.

For major infractions, appeals may be made to a committee comprised of 3 members of the Board plus an independent group of people not already on the Board. This independent group will be comprised of:

- 3 adults with knowledge of the program but whose athlete is not on the same team (e.g. independent parents from within the Glacier Ski club)

There will be no refund of program fees for time missed resulting from a disciplinary action of any kind. No refunds will be given, even on a prorated basis, for major infractions leading to the dismissal of an athlete.

Commitment

By signing below, all parties agree that they have read the “Partner Agreement and Code of Conduct” and understand its contents (sign more than one if applicable - e.g. Parent/Guardian and Administrator). Furthermore, all parties agree to conduct themselves according to the guidelines in this document.

Print Name:

Signatures

Athlete	Date
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Coach	Date
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Parent/Guardian	Date
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Administration	Date
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