

2020-2021

ALPINE CANADA ALPIN – CANADIAN SKI COACHES  
CODE OF CONDUCT AGREEMENT

As an ACA-CSC registered coach, I agree to:

1. Adhere to all International, Canadian, Provincial, Municipal or host country laws.
2. Treat all individuals with dignity:
  - a. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, nationality, national origin, religion, religious belief, political belief, economic status, race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender, gender identity, gender expression, age, marital status, family status or disability.
  - b. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct including:
    - i. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members.
    - ii. Acting to prevent or correct practices that are unjustly discriminatory.
    - iii. Consistently treating individuals fairly and reasonably.
    - iv. Show concern, empathy and caution towards others that may be sick or injured.
3. Agree to follow the NCCP Code of Ethics (Version 6.1; January 2020) by acting with integrity and professionalism by:
  - a. Being ethical, considerate, fair, courteous and honest in all dealings with people and organizations
  - b. Accepting responsibility for your actions
4. Operate within the rules and spirit of the sport including:
  - a. Following the national and international guidelines, that govern Alpine Canada.
  - b. Being aware of and complying, always, with Alpine Canada's bylaws, policies, procedures and rules and regulations, as adopted and amended.
5. Refrain from any form of abuse, harassment or discrimination towards others.
  - a. Harassment: comment or conduct, directed towards an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading or offensive
  - b. Sexual Harassment: unwelcomed sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature.
  - c. Abuse: A misuse of power which uses the bonds of intimacy, trust and dependency to make the victim vulnerable.
  - d. Discrimination: is an action or a decision that treats a person or a group negatively for reasons such as their race, age or disability.
6. Refrain from the use of power or authority to coerce another person to engage in inappropriate activities.

7. Refrain from any romantic relationship including sexual activity with any athlete, both during the period the athlete is being coached and for a period afterwards where there exists an imbalance of power and I understand, such activities are strictly prohibited and will be the subject of zero tolerance.
8. Abstain from the use, possession, and the supply of banned substances and practices.
  - a. Alpine Canada adopts and adheres to the Canadian Anti-Doping Program. Infractions under this Program shall be considered an infraction of this Code.
  - b. Alpine Canada will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Alpine Canada or any other sport organization.
9. Refrain from consuming alcohol or tobacco products while participating in Alpine Canada programs or events and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with Alpine Canada events.
10. Use social media responsibly, modeling appropriate behavior that is expected of representatives of Alpine Canada Alpin – Canadian Ski Coaches.
11. Respect the property of others and not willfully cause damage.
12. Everyone has a duty to report child abuse and neglect under Canadian child welfare laws. I understand my legal duty to report is mandated by law, and the requirement varies by province depending on provincial legislation.
13. I understand coaches have a duty to report concerns of inappropriate conduct of other Individuals to uphold the ethical standards and values of Canadian sport
14. Report any alleged infractions of this code of conduct.

I understand and agree to this legal declaration to abide by the 2020-2021 ACA-CSC Code of Conduct and will do so to the best of my ability whilst participating in Alpine Canada's events or attending Alpine Canada's workplace facilities. I understand that if I am found to be in breach of the ACA-CSC Code of Conduct, I will be subject to disciplinary action as outlined in the ACA-CSC Code of Conduct and I have access and the right to appeal the disciplinary action.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

