

## **Red River Nordic Ski and Biathlon Club**

Red River Nordic Ski and Biathlon Club (RRNSBC) is a volunteer-based, cross country ski and biathlon club with diverse programming for all ages. The club's primary focus is the development of young skiers and biathletes. RRNSBC is a member of the Cross Country Ski Association of Manitoba, Cross Country Canada, Biathlon Manitoba, and Biathlon Canada. For the purpose of this document, these various associations/organizations will be referred to as the "ski community".

As a club, RRNSBC believes that volunteers are the heart of amateur sport and the ski community. We value volunteering as a means for people to share, learn, and connect. We greatly respect the time, skills, and dedication that our volunteers, parents, and athletes bring to the ski club and ski community each year.

### **Red River Nordic Ski and Biathlon Club Code of Conduct**

The purpose of this code of conduct is to provide a framework of behavioral expectations to ensure a safe and positive environment for everyone involved with programs, activities, and events related to RRNSBC and the broader ski community. As members of our ski community, we all play an important role in its success. We bear a responsibility to ourselves, to others, and to the organization to uphold the Responsibilities and Expectations outlined below.

#### ***Responsibility for Oneself - Be Respectful***

- be kind and positive to fellow athletes, ski community, and the public
- contribute to healthy discussion and remain open to other points of view
- focus on solutions rather than problems
- adhere to all general member responsibilities while participating in events/programs sanctioned by RRNSBC or the ski community

#### ***Responsibility to Others - Work as a Team***

- share views and information proactively
- offer help when needed
- engage in collaborative problem-solving
- express appreciation for the collective efforts of all

#### ***Responsibility to the Organization - Be a Positive Ambassador***

- contribute positively to the organization's mission and vision
- represent the organization in a positive way, and encourage this positive behavior in others
- respect the property and information of the organization
- celebrate, share, and spread the benefits of our sport

## ***Expectations***

- RRNSBC athletes are expected to show up on time for scheduled training
- RRNSBC athletes are expected to perform at their individual best, while supporting the team collectively
- RRNSBC athletes are expected to adhere to the ***Red River Nordic Ski and Biathlon Club Code of Conduct*** (code) and understand that a breach in the code may result in discipline
- RRNSBC athletes accept and understand that coaches may use the discipline procedures outlined in the code as a guideline to deal with breaches
- all RRNSBC members and coaches are expected to be familiar with, and adhere to, the code

## ***Behaviors Potentially Resulting in Disciplinary Actions***

Listed below are some examples of behaviors that may warrant disciplinary action. It is understood, that there may be behaviors besides those listed below that may result in disciplinary action.

- use of profanity or foul language at any time (including any form of media, clothing, or paraphernalia)
- use of language that is harmful or has the intent to harm any member of the ski community
- theft or abuse of property
- psychological or physical abuse (including use of cyberspace to do so)
- underage drinking, use of performance enhancing and/or illicit drugs.
- leaving the group without permission
- intentionally disregarding a coaches request/instruction

## ***Definitions for Abuse***

For the purpose of this code, the following definitions of ***Abuse*** will be referenced:

**Psychological Abuse** – Any act (including the use of cyberspace), including confinement, isolation, verbal assault, humiliation, intimidation, threats or any other treatment which may diminish the sense of inclusion, identity, dignity, or self-worth of another person.

**Physical Abuse** – Any act of physical force (or threat thereof) that may result in bodily injury, physical pain, or impairment to another person or group. Physical abuse may include, but is not limited to, such acts of violence as striking (with or without an object), hitting, pushing, shoving, shaking, slapping, and kicking.

## ***Coaches***

In addition to the above code, RRNSBC Coaches adhere to the NCCP code of conduct. For more information visit the website at:

<http://www.cccski.com/getmedia/0a56ba68-8fe4-480d-a0d5-55b20dc414b1/244CoachesCodeofConduct.pdf.aspx>.

## **Discipline Guidelines**

All approaches to athlete discipline will be guided by RRNSBC policy. The RRNSBC understands that the behavior of athletes may vary dependent upon the age and behavioral development of the member. Accordingly, the RRNSBC will always attempt to approach discipline matters in a manner that is developmentally appropriate and in the best interest of both the athlete and the club.

### ***Guiding Principles Related to Discipline***

- coaches are responsible for involving/informing the parents/guardians of athletes as disciplinary matters arise
- coaches may ask for support from fellow coaches regarding any disciplinary matter
- in general decisions on disciplinary action are left to the athlete's coach for A, B and C (below)
- serious disciplinary matters (D or E below) will include consultation with RRNSBC Board and may include coaches from other ski clubs
- when disciplinary action is necessary, *Incident Report Form* will be completed by athlete's coach and shared with Lead Coach
- RRNSBC Board will be kept informed of discipline matters and may intervene in a discipline matter when necessary

### ***Guidelines for Possible Disciplinary Sanctions***

When a breach of the code arises, the following guidelines will be used. While the below sanctions represent a progressive model of disciplinary sanctions, they may not necessarily be utilized in the chronology presented below. All sanctions will be dependent upon the severity of the breach of the code.

- A. The athlete receives a verbal warning from the coach.
- B. The athlete receives a verbal warning from the coach. The parents/guardians are informed.
- C. The athlete is suspended from the next practice and a written note is sent to the parents. The athlete writes a letter of apology to the coach, and/or athletes/team if the coach deems it is appropriate. While suspended, the athlete may be required to provide service to the club in the form of volunteerism at events/club activities.
- D. Dependent on the severity and/or frequency of the breach, the athlete is suspended for 1, 2, or 3 weeks from all club activities. A note is written to the parents. The athlete writes a letter of apology to the coach and/or athletes/team if the coach deems it is appropriate. While suspended, the athlete may be required to provide service to the club in the form of volunteerism at events/club activities.
- E. The athlete is suspended from club programming for the remainder of the season. If there is a suspension from programming the board is notified and an appeal process is identified.

**Red River Nordic Ski and Biathlon Club  
Athlete and Parent/Guardian Pledge**

I, \_\_\_\_\_, am a member of the Red River Nordic Ski and Biathlon Club (RRNSBC). I have read, understand, and commit to following the responsibilities and expectations of the RRNSBC Code of Conduct. I understand that if I do not follow the expectations and responsibilities outlined in the code, I may receive disciplinary sanctions as outlined in the guidelines of the code.

\_\_\_\_\_  
Athlete's Signature

I, \_\_\_\_\_, am the parent/guardian of the above athlete. I have read, understand, and recognize the importance of assisting my athlete as necessary to adhere to the responsibilities and expectations outlined in the code. I understand that if my athlete does not follow the expectations and responsibilities outlined in the code, they may receive disciplinary sanctions as outlined in the guidelines of the code.

\_\_\_\_\_  
Parent/Guardian Signature