



## Coaches Code of Conduct

As a coach employed by the NBASR:

I will treat all individuals with dignity:

- 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.
- Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct including:
  - Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members.
  - Acting to prevent or correct practices that are unjustly discriminatory.
  - Consistently treating individuals fairly and reasonably.
  - Show concern, empathy and caution towards others that may be sick or injured.

I will do my job ethically and act with integrity and professionalism by:

- Being ethical, considerate, fair, courteous and honest in all dealings with people and organizations.
- Accepting responsibility for my actions.

I will operate within the rules and spirit of the sport including:

- Following the provincial and national guidelines, that govern Canadian Ski Coaches Federation.
- Behave in a sportsperson-like manner at all times – observing the principles of honest, fair play, hard work and adherence to the rules of competition.
- Behave in a fashion that brings credit to themselves, their team, fellow coaches, the Club and the sport of alpine ski racing.

I will refrain from any form of abuse, harassment or discrimination towards others.

- Harassment: comment or conduct, directed towards an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading or offensive.
- Abuse: A misuse of power which uses the bonds of intimacy, trust and dependency to make the victim vulnerable.



- Discrimination: is an action or a decision that treats a person or a group negatively for reasons such as their race, age or disability.

I will 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.

I will refrain from consuming alcohol, tobacco or marijuana products while participating in NBASR programs or events.

- I will take reasonable steps to manage the responsible consumption of such substances in adult-oriented social situations associated with NBASR events.
- Be discreet with tobacco products and consume them away from athletes.

I will strive to be an effective coach to the athletes.

- Taking any opportunities to increase my knowledge, training or skill.
- Coach in a logical sequence and to use all the tools available to myself in quest to achieve training and competition success.

I will communicate

- with athletes on all aspects of the team activities & their individual development.
- with parents on all appropriate aspects of the team & individual athlete programs.
- with fellow coaches and club administration as needed on all aspects of the program.

I will be knowledgeable of all NBASR policy and procedures and abide by them.