

# Code of Conduct for Athletes, Parents, Coaches, & Volunteers

## INTRODUCTION

The purpose of the Black Jack Skier Development Program (BJSDP) is to provide youth of all ages with a solid foundation in the physical, technical, tactical, and mental capacities upon which to build their athletic abilities. BJSDP takes an inclusive approach and actively encourages and supports all individuals to develop their athletic skills and potential; to be able to access competitions and training events, and to learn to enjoy cross-country skiing as a life-long passion. This includes developing athletes to the highest level of Cross-Country skiing and helping them to achieve junior national level racing. However, the program makes it possible for all skiers to participate, explore their potential and develop the skills to enjoy cross country skiing. The program fosters a strong sense of team solidarity and mutual support amongst youth athletes.

BJSDP's values support the essential elements of character-building and ethics in sport which are embodied in the concept of sportsmanship and six core principles:

- Trustworthiness
- Respect
- Responsibility
- Fairness
- Caring
- Good citizenship

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Athletes, Coaches, Volunteers, and Parents/Guardians, all work together to achieve the program's objectives. The following Code of Conduct is a written contract between the parents, athletes, and coaches to abide by the rules and regulations of the sport of cross-country skiing as well as maintain a cooperative attitude and uphold the ideals of fair play and sportsmanship.

Youth who wish to participate, parents who wish for their children to participate, and Coaches who wish to coach for programs sanctioned by Black Jack Ski Club (BJSC) and BJSDP are required to agree to and to sign this Code of Conduct.

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The Code of Conduct can be summarized in the following three principles:

- (1) Demonstrating a positive attitude,
- (2) Setting a good example, and
- (3) Maintaining good relationships with all participants - including officials, opponents, and our own team's athletes, parents, and coaches.

The following codes of conduct apply to all people participating in, supporting, or attending BJSDP events. We encourage everyone to become familiar with the content of these existing documents:

- [CCBC Code of Conduct and Ethics Policy](#)
- [Nordiq Canada Code of Conduct and Ethics Policy](#)
- [CCBC Athletes Protection Guideline](#)

### **GENERAL (ALL):**

1. I will encourage good sportsmanship by demonstrating positive support for all athletes, coaches, and officials at every race, practice, or other youth event. I will discuss any concerns that may arise at “away events” with our team coach or trip leader for them to take forward. At home concerns will be discussed with the groups lead coaching staff.

2. I will remember that everyone has their own motivation for participation and that cross-country skiing is a sport for life. I will honour each person’s uniqueness.

3. I will treat other players, coaches, fans, and officials with respect regardless of race, sex, creed, or ability. I will not intentionally cause physical, mental, or emotional harm to another at any time.

4. I will ensure that I and/or my child is healthy enough prior to participating in any practices, races, or events for both my/their safety and the safety of others that I/they may encounter. It is to be understood that the Coach has final say over participation in group activities.

5. I will demonstrate respect for others. All participants have the right to freedom from any type of harassment, thus behavior that constitutes bullying, harassment, sexual harassment, or sexual misconduct is expressly prohibited.

#### **6. Reporting Maltreatment**

If you see or suspect maltreatment, report it to a safe adult as soon as possible. This can include a parent or guardian, assistant coach, coach, or skier development program committee chair. The adult is obligated to report the maltreatment.

7. I will respect communication time guidelines as set out by the coach for text, phone calls, emails, and discussions pre/post training sessions.

8. I will support the coaches, volunteers, and officials working with/for the club; this includes refraining from criticisms or questioning their judgement unless it is a safety issue or maltreatment. I am welcome to share concerns, questions, or suggestions through the appropriate channels. Please see 24-hour rule /complaint process below.

## **PARENTS:**

As a parent, you play a special role in the development of your athlete, and of their teammates. Your encouragement and good example will do more to ensure good sportsmanship and self discipline than any other influence.

**Parents:** I agree to the best of my ability to the following:

1. I will not force my child to participate in sports.
2. I will refrain from offering contradictory training advice to my child or others without first consulting with their coach
3. I will not detail my child's efforts following a practice or race unless they ask for my input.
4. I will inform the coach of any physical disability or ailment that may affect the safety of my child or the safety of others. I will not encourage any behaviors or practices that would endanger the health and well being of the athletes.
5. I will support my child to strive towards their goals, enjoy successes and help them work through set backs.
6. I will praise my child for competing fairly and putting forward their best effort.
7. I will role model a positive attitude towards coaches and program volunteers. Coaches are symbols of fair play, integrity, and sportsmanship – Unless there is a safety issue or maltreatment, I will not discuss concerns about their judgment or honesty in any setting, public or private, I will follow protocol to resolve conflicts or concerns. **Great care must be taken not to undermine the coach's authority. As in most cases, parental example is all-important.**
8. Regarding our own team - In an environment where our children are competing not only against other teams but also frequently against each other, it can be difficult to control jealousies and rivalries. A successful team resembles a family in that members consider both their own needs as well as the needs of the team.

## **ATHLETES:**

In addition to the above, athletes must comply with the following Skier Development Program Rules:

1. Do not possess or consume alcohol and/or cannabis.
2. Do not possess or consume illegal drugs. Do not use or possess prescription drugs for non-medical use and do not use performance-enhancing drugs.
3. Respect the property of others and do not willfully cause damage. Any extra costs incurred because of individual, or group athlete behavior will be the responsibility of that athlete or group.
4. Behave as a positive representative of BJSC and your region and as a role model for more junior skiers, including acting with respect, kindness, and gratitude.
5. Practice safe decision making, healthy treatment of your body, and report injuries and other medical concerns to your coach.
6. Athletes are expected to respect the right of others to undisturbed rest.
7. Athletes are expected to socialize only in observable locations. Trip leader/designate has ultimate say on what is acceptable.
8. When travelling with the team, athletes must coordinate with the trip leader/designate to leave the group at team accommodations or the race site.
9. When being supported by BJSC at an event I will wear a BJ race suit over any other options unless discussed with my Head Coach. (It is not obligatory for athletes younger than U14 to have a race suit).
10. I understand the value of my opponents to be able to compete in sports and I will graciously congratulate them for their efforts.
11. I will participate positively in team sessions, practices, & meetings either in-person or online. I will be on time & ready to go. I will not disrupt sessions.

## **COACHES:**

In addition to the above, all Black Jack Skier Development Program coaches must have a current criminal record check and receive their Nordiq Canada Coaching License annually. This includes complying with the [Nordiq Canada Coaches Code of Conduct](#) and the [CCBC Coaches Code of Conduct](#).

## **VOLUNTEERS:**

All volunteers in contact with athletes must have a current criminal record check in addition to complying with the codes of conduct and ethics listed in the General section. Volunteers are also required to work as part of a team and resolve any conflicts positively.

## **24-Hour Rule/Complaint process:**

BJSDP is committed to providing a positive learning environment where all individuals are treated with respect. Being a member should be a positive, rewarding, and beneficial experience for all - athletes, coaches, parents, officials, and volunteers.

To ensure that all members of our club are treated fairly and with respect, we encourage everyone to communicate in a positive manner and to follow certain guidelines when discussing any issues that may arise. BJSC fully endorses our Code of Conduct and encourages all members to follow proper procedures when dealing with sensitive issues.

We understand that emotions may get the best of anyone at times, and we want to ensure that our athletes and members interact in a fair and safe environment.

To this end, the BJSDP has adopted the following:

Unless there is an immediate safety issue, parents/guardians of athletes must wait 24 hours prior to contacting the team's coach following an event with their complaint.

The 24-hour period is a time to logically assess the situation and afford a "cooling off" time for all parties so things can be discussed in a calm, unemotional manner and not "in the heat of the moment." It is expected that third party discussions would be avoided during the 24-hour cooling off period.

Following the 24-hour period we encourage parties to discuss concerns directly with those involved.

Exploring rationale and reasons for a decision are often excellent ways to gain insight.

If at any time any party involved in a concern or complaint discussion feel that conversations are not constructive and supportive, they can request support from the SDP Director, Club Head Coach, or Club President.

Concerns and complaints will be reviewed at coaching meetings and /or SDP Committee meetings as required.

Created: July 2023

*The above policy aligns with the [BC Universal Code of Conduct \(BCUCC\)](#) in both intent and general scope. The BCUCC provides additional clarification on definitions and the various forms of maltreatment. The above organizational policy provides additional responsibilities for coaches, athletes, and officials in a sport-specific context.*