



CODE OF CONDUCT POLICY

Updated October 13, 2020

PURPOSE

This Code of Conduct Policy exists to help create a safe and positive environment within The British Columbia Freestyle Ski Association's (hereafter referred to as Freestyle BC) programs, activities, and events. All individuals must be aware that there is an expectation of appropriate behavior, consistent with the values of Freestyle BC (FBC), Safe Sport, and policies established in the [Universal Code of Conduct to Prevent and Address Maltreatment in Sport](#), at all times.

Freestyle BC is committed to providing an environment in which all individuals are treated with respect. Further, FBC supports equal opportunity and prohibits discriminatory practices. Members of FBC are expected to conduct themselves at all times in a manner consistent with the values of FBC that include fairness, integrity, open communication, mutual respect, and all other matters described in FBC's Equity and Access Policy, at all times.

Members of Freestyle BC must conduct themselves in accordance with this Code of Conduct Policy, recognizing the importance of acting as both a representative and in general a role model to the general public at all times of FBC.

DEFINITIONS

1. The following term will have this meaning in this Policy:
 - a. **"Individuals"** – All categories of membership within FBC, as well as all individuals engaged in activities with FBC, including but not limited to, athletes, coaches, officials, judges, volunteers, directors, officers, administrators, spectators, team personnel, and parents of FBC members

SCOPE

2. This policy applies to Individuals relating to conduct that may arise during the course of FBC's business, activities and events, including but not limited to, office environment, competitions, training camps, travel, and any meetings.

3. This policy applies to conduct that may occur outside of FBC's business and events when such conduct adversely affects relationships within FBC's work and sport environment and is detrimental to the image and reputation of FBC.
4. This policy applies to conduct that occurs in-person and through all social media channels.

COMMITMENT TO FAIR PLAY

5. Everyone involved in freestyle skiing in BC – from parents and spectators to athletes, officials and coaches – can and should play a part in promoting fair play. The easiest way to do this is to lead by example and always respect the written and unwritten rules of the sport. It's also essential to learn how to constructively manage stress, so that fair play skills and instincts will not be 'lost' in the heat of competition. This Code of Conduct Policy includes some examples of how you can incorporate fair play into your sport or recreation activity.

RESPONSIBILITIES

6. All individuals have a responsibility to:
 - a. Maintain and enhance the dignity and self-esteem of FBC and other individuals by:
 - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, economic status or any other reason;
 - ii. Respecting others' property;
 - iii. Respecting the law, FBC bylaws, and FBC policies;
 - iv. Acting with honesty and integrity, conducting oneself in a manner consistent with FBC values;
 - v. Focusing comments or criticism appropriately and avoiding public criticism of Individuals;
 - vi. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
 - vii. Acting, when appropriate, to prevent or correct practices that are that are unjustly discriminatory;
 - viii. Consistently treating individuals fairly and reasonably;
 - ix. Ensuring that the rules of freestyle skiing, and the spirit of such rules, are adhered to.

- b. Refrain from all forms of maltreatment, where maltreatment is defined as volition acts that result in harm or the potential for physical or psychological harm. Types of behaviour that constitute maltreatment include, but are not limited to:
- i. Psychological maltreatment including, but not limited to, verbal acts, non-assaultive physical acts, and acts that deny attention or support.
 - ii. Physical maltreatment including, but not limited to, contact or non-contact behaviours that have the potential to cause harm.
 - iii. Sexual maltreatment including, but not limited to, any act targeting a person's sexuality, gender identity or expression, that is committed, threatened or attempted against a person, and includes but is not limited to the Criminal Code Offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism and non-consensual distribution of sexual/intimate images. *Sexual Maltreatment* also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature.
 - iv. Neglect or acts of omission including, but not limited to, not being aware of and not considering an individual's physical or intellectual needs, not considering supervision or safety during travel, not considering the welfare of others, failure to ensure the safety or equipment or environment, or allowing another individual to disregard FBC's regulations and standards.
 - v. Maltreatment related to process and reporting.
- c. Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behaviour that constitute harassment include, but are not limited to:
- i. Written or verbal abuse, threats or outbursts;
 - ii. The display of visual material which is offensive or which one ought to know is offensive
 - iii. Unwelcome remarks, jokes, comments, innuendos
 - iv. Leering or other suggestive or obscene gestures;
 - v. Condescending or patronizing behaviour, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
 - vii. Any form of hazing;
 - viii. Unwanted physical contact;
 - ix. Physical assault;

- x. Behaviours such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
 - xi. Retaliation or threats of retaliation against an individual who reports harassment.
- d. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcomed sexual comments and sexual advances, requests for sexual favours, or conduct of sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- i. Sexist jokes;
 - ii. Sexually degrading words used to describe a person;
 - iii. Inquiries or comments about a person's sex life;
 - iv. Display of sexually offensive material;
 - v. Sexual exploitation;
 - vi. Unwelcomed sexual flirtations, advances or propositions;
 - vii. Persistent unwanted contact;
 - viii. Physical interaction involving intimate touch;
 - ix. Molestation or any penetration of any part of a person's body.
- e. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- f. In the case of adults, take reasonable steps to manage the consumption of alcohol, marijuana, and/or tobacco products including smoking and vaporizing.
- g. In the case of minors, there is a zero-tolerance policy for possession or consuming alcohol and banned substances, which include but are not limited to tobacco, chewing tobacco, E-Cigarettes, vaporizers, and marijuana.
- h. Respect the property of others and not willfully cause damage.
- i. Abstain from the non-medical use, control or possession of drugs or performance-enhancing drugs or methods.
- j. Comply at all times with the Constitution, Bylaws, policies, rules and regulations of FBC, as adopted and amended from time to time (As posted on FBC's website).

COACH RESPONSIBILITIES

7. In addition to paragraph 6 above, Coaches have additional responsibilities. The athlete-coach relationship is a privileged one and plays a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it.

8. Coaches will at all times:
 - a. Encourage your team to respect other competitors and the rules of competition, to accept the judgements of officials and opposing coaches without argument.
 - i. In some scenarios, it may be appropriate to act on behalf of the athlete to seek clarification when there are questions around judging.
 - b. Teach your athletes how to manage conflict and stress and use good judgement in tough situations.
 - c. Remember that children need a coach they can respect. Be generous with praise and set a good example.
 - d. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment.
 - e. Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes;
 - f. Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment and managements of athletes' medical and psychological problems;
 - g. Under no circumstance provide, promote or condone the use of drugs or performance-enhancing substances or methods, and in the case of minors, alcoholic beverages, marijuana, and/or tobacco products including smoking and vaporizing;
 - h. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise;
 - i. Where an athlete has qualified for a training camp, provincial team, national team, etc., the Coach will support the program, applicable coaching staff and FBC;
 - j. Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a coach;
 - k. Act in the best interest of the athlete's development as a whole person;
 - l. Ensure that when possible, one-on-one interactions between a coach and an athlete should take place within earshot and in view of the second coach, following the "Rule of Two," except in a medical emergency;
 - m. At no time engage in an intimate or sexual relationship with an athlete of under the age old 18 years and at no time engage in an intimate or sexual relation with an athlete over the age of 18 if a power imbalance exists, or the coach is in a position of trust or authority over an athlete;
 - n. Recognize the power inherent in the position of a coach and respect and promote the rights of all participants in sport. This is accomplished by

establishing and following procedures for confidentiality (right to privacy); informed participation and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.

ATHLETE RESPONSIBILITIES

9. In addition to paragraph 6 above, Athletes will have additional responsibilities to:
 - a. Participate because you want to, not just because your parents or coach wants you to.
 - b. Cooperate and respect your coach, teammates and opponents.
 - c. Always try to control your temper. Competition is stressful and can provoke powerful emotions but fighting and "mouthing off" is unacceptable.
 - d. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
 - e. Shall not possess or use any drug other than prescribed medical drugs. Athlete shall not use medical drugs and supplements included on the 'prohibited list' as published by the Canadian Centre for Ethics in Sport in conjunction with World Anti-Doping Agency.
 - f. Participate and appear on time in all competition, training session, events, activities or projects;
 - g. Properly represent themselves and not attempt to enter a competition for which they are not eligible;
 - h. Adhere to all FBC's rules and requirements regarding travel, hotels, clothing and equipment.

PARENTS/GUARDIANS AND SPECTATOR RESPONSIBILITIES

10. In addition to paragraph 6 above, Parents/Guardians of FBC Members and Spectators at events will:
 - a. Avoid forcing your child to participate in freestyle skiing and remember that your child is participating for their enjoyment, not yours.
 - b. Discuss fair play issues openly with your child. Encourage them to play by the rules and resolve conflicts without resorting to violence. Help them understand that violence is unacceptable in sports.
 - c. Teach your child that although it is fun to win, trying hard and doing one's best is really the "name of the game." Never ridicule or get angry at you child for making a mistake or losing a competition. Offer constructive advice and assurance that continues effort will make for improved performance the next time out.

- d. Remember that children learn best by example. Be a supportive and fair spectator. Applaud good performances by members of all teams.
- e. Never ridicule a participant for making a mistake during a performance or practice;
- f. Provide positive comments that motivate and encourage participants continued effort;
- g. Respect the decisions and judgements of officials and judges and encourage athletes to do the same.
- h. Respect the decisions and recommendations of coaches and encourage athletes to do the same.
- i. Respect and show appreciation to all competitors, and to the coaches, officials, judges and other volunteers who give their time to the sport;
- j. Keep off of the training or competition area and not interfere with any activities.

MANAGER/DIRECTOR RESPONSIBILITIES

11. Managers have additional responsibilities and have been entrusted with the responsibility to ensure safety and well-being of athletes and coaches. In addition to paragraph 6 above, Managers will:
 - a. Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of FBC;
 - b. Encourage and facilitate athletes to be responsible for their own behaviour, performance and decisions,
 - c. Refrain from the use of alcohol or illegal substances while travelling with athletes;
 - d. Ensure a safe environment at accommodation, restaurants, and other team outings.

OFFICIAL AND JUDGE RESPONSIBILITIES

12. In addition to paragraph 6 above, Officials and Judges will have additional responsibilities to:
 - a. Adhere to the rules of FBC;
 - b. Be fair and objective;
 - c. Avoid situations which a conflict of interest may arise;
 - d. Make independent judgements.

CHAPERONE RESPONSIBILITIES

13. In addition to paragraph 6 above, chaperones will:
 - a. Respect and accept the authority of a Coach and/or Team Manager;

- b. Encourage and ensure good behaviour of the athletes during travel, hotel stay, competition and training;
- c. Ensure athletes are punctual and on time;
- d. Monitor the behavior of athletes and ensure they are properly fed and obtaining an appropriate amount of sleep.

DISCIPLINE AND COMPLAINTS

14. Behaviour that violates this Code of Conduct Policy may be subject to sanctions pursuant to FBC's Discipline and Complaints Policy.
- a. Infractions that are sexual in nature will be referred to the Canada Sport Help Line or the appropriate law enforcement agency as per Freestyle BC's Safe Sport Policy.

AMENDMENTS

The policies in this document may from time to time be revised and amended by the FBC board of directors.