

ATHLETE CODE OF CONDUCT

As a registered athlete in the CCSAM Provincial Development Program, it is my intention to represent my club, CCSAM and the Manitoba Division with dignity and with a positive image on and off the ski course. This includes all forms of social media - photographs, videos and written communication.

As an athlete in the PDP I understand and will conform to the following Code of Conduct:

a) I will conduct myself at all times in a manner beneficial to my personal performance as an athlete and competitor as well as the team and staff as a whole.

b) I will show respect and consideration towards the public, the coaches, the officials and the other athletes.

c) The following will not be tolerated:

- Foul language at any time
- Any use of tobacco, vaping, or drugs
- Consumption of THC products
- Abuse of prescription or non-prescription drugs

d) Use of prescription or non-prescription drugs should be discussed with a coach and athletes must comply with the WADA (World Anti-Doping Agency) list of allowable medications for competition. [Wada-ama.org](http://wada-ama.org)

e) I will not consume alcohol while participating in PDP training sessions, training camps, seminars, event banquets and competitions. This applies to athletes of any age.

f) I will co-operate with the media and not make statements against the Association, the team, support staff, or officials.

BEHAVIOUR EXPECTATIONS FOR PDP TRAINING CAMPS AND PDP TEAM TRAVEL:

Athletes are expected to participate in all team activities and training sessions.

An athlete unable to attend a team function (i.e. Training day, camp, banquet or race), should discuss the situation with their coach or other support staff and provide an explanation. Details may be requested in writing especially if a qualification race is involved.

University team athletes choosing to travel as part of the Team Manitoba contingent are expected to fully participate in all team activities. This includes team meetings.

Athletes are not permitted to leave the group without permission from support staff.

Athletes are expected to travel with the team. Where athletes have been granted permission to make their own travel arrangements, it is the individuals' responsibility to connect with the team.

Athletes using their own vehicle are under the jurisdiction of support staff. Athletes may not transport team mates in their own vehicle unless staff members have received written permission from parents of athletes being transported.

Athletes will only drive vehicles with the permission of support staff.

Athletes are expected to treat accommodations and rental vehicles with care and respect.

Athletes will not engage in sexual activity.

Athletes are expected to share in daily tasks such as cooking cleaning and grocery shopping.

Athletes are expected to keep their own areas and possessions clean and tidy.

Respect for fellow athletes should be upheld at all times. Athletes should adhere to curfew times. This includes shut down of electronics.

Media use should be appropriate. Song lyrics should not include profanity. Pornography is prohibited.

Athletes will, at all times, abide by the rules of the International Ski Federation (FIS) and Cross Country Canada (CCC). Athletes are also bound by the CCSAM Code of Conduct.

2) SPONSORSHIP

a) Athletes are free to contract with manufacturers, importers, suppliers or retailers of skiing equipment and clothing for sponsorship, employment or endorsement contracts. Unduly or unwarranted marketing may jeopardize future involvement of the sponsor with the program or individual. Consultation with coach in advance is required.

b) An athlete sponsored by an equipment supplier sponsor is the beneficiary of the agreement reached with the supplier. The equipment is on loan and must be treated accordingly. Should the athlete cease to be a member of the Provincial Development Program, all equipment is to be returned to the supplier.

c) It is the responsibility of the athlete to maintain communication with the sponsor throughout the season.

3) FINANCIAL

- a) Financial subsidy to cover expenses related to skiing may be available through the CCSAM (source of funds for the PD Program can be the Province of Manitoba, Federal Government, my City or Town, Club and the CCSAM organization). I agree to conform to any and all regulations, which may relate to financial aid. Should I cease to be a member of the Provincial Development Program, I understand that I lose the right to further financial help for the remainder of the year. Any remaining funds are to be returned to the CCSAM.

4) DISCIPLINE PROCEDURES

If an athlete does not conform to the code of conduct as presented above and breaks confidence with the support staff it may result in disciplinary action. Consequences can be used in order of increasing severity, however in extreme cases an athlete may be suspended without previous warnings.

Before any disciplinary action at least 2 support staff must review the incident to ensure that the athlete is being treated fairly and appropriately.

Repeated minor infractions, where the athlete has been warned, may be considered a major infraction.

If an athlete does not conform to the PDP code of conduct, and breaks confidence with the support staff it may result in disciplinary action. Consequences can be used in order of increasing severity, however in extreme cases an athlete may be suspended without previous warnings.

Before any disciplinary action at least 2 support staff must review the incident to ensure that the athlete is being treated fairly and appropriately.

Repeated minor infractions, where the athlete has been warned, may be considered a major infraction.

The following is an outline of possible consequences:

a) Verbal warning from support staff.

b) Verbal warning from support staff and the parents/guardians are informed. The athlete will be required to provide a verbal and written apology.

c) Suspension from the practice, race or team activity.

- Parents will be contacted.
- The athlete is required to write a letter of apology to the coach, support staff, team and or athletes as deemed appropriate.
- While suspended the athlete maybe required to help the team in the form of volunteering at the event or assisting the support staff.
- The PDP committee will be informed of the infraction.

d) The athlete will be sent home from an event / training camp, competition.

- The athlete writes a letter of apology to the coach, support staff, team and or athletes as deemed appropriate and the PDP committee is informed.
- Athletes expelled from a competition for any reason of misconduct, will be directly liable for travel and accommodation costs related to that competition.

e) The athlete is suspended from all sanctioned programming for the remainder of the season.

- An athlete who has been suspended or removed from the CCSAM PD Program may submit a written response to any disciplinary decision to the PD Disciplinary Committee as per the CCSAM Alternative Dispute Resolution process.

Athletes suspended from the program or expelled from a competition will be reviewed by the PDP Disciplinary Committee before returning to any PD programs or events.

WAIVER

THE ASSOCIATION ACCEPTS NO LIABILITY OR RESPONSIBILITY FOR BREACH OF CUSTOM of any other laws or by injury or accident to the Provincial Development Program Member. He/she hereby acknowledges same, and agrees to indemnify the Association from any claim or demand, whatsoever, arising there from. The Provincial Development Program member waives and releases any and all rights and claims for damages that he/she may have against the Association, its officers and coaches, for any and all injuries suffered by him/her.

The agreement shall be in effect as long as I am a member in good standing of the CCSAM Provincial Development Program, for the period between the date indicated on this form until the end of the competitive season (April 30th annually).

ACCEPTED BY THE CROSS COUNTRY SKI ASSOCIATION OF MANITOBA